



Online Placement and Training Management System

Mr.G.S.Manickavasagam¹, J.Balaji², B.Sathish³, S.N.Thamanna⁴

*Department of Information Technology, Surya Engineering college,
Mettukadai, Erode, Tamil Nadu, 638107, India.*

¹manickamsurya@gmail.com

²balajil4erd@gmail.com

³sathishjoy93@gmail.com

⁴thamannazaara@gmail.com

Abstract— The management of placement and work integrated learning has long been supported by paper-based systems, database, spreadsheets and E-mail communication. This paper details the design features of this professionally-developed placement management system, known as OPTM (Online Placement and Training Management System) This is a web-based tool. Any user can post the resume and can search the jobs. The user can attend the examinations and results can view by registered user. This is useful for a office, Consultancies. Admin can view the Company details and the can providing Authority to the users and search suitable employees . Facility for this project is Search the job by registered user and also candidate's for suitable job by the job provider.

Keywords— Web, Career, Guidance, Information System, Educational System.

I. INTRODUCTION

Guidance is a term sometimes used broadly to refer to advising or helping an individual with any kind of educational, vocational or personal problem. It can also be referred to as a service provided by the particular school to help young persons in making clever decision and changes so as to develop their potentials as an individual and a contributing member of the society. Guidance activities are usually associated with educational professionals known as counselors as well as the involvement of parents, relatives, teachers, administrators, other educational specialists, spiritual leaders etc. The meaning is so broad that it does not deal with education alone but also aspects of life that affects an

individual, therefore we can say that guidance is also a process of helping a person to realize and grow his/her vocational, educational, and psychological potentials and also achieving an the best level of individual happiness and societal usefulness. Career guidance consists of services that help people successfully manage their career development. Although this aspect of human development occurs on its own as we mature, everyone can benefit from assistance navigating through this process.(Dawn, 2012). Career guidance is a set of intervention strategies designed to ease the career development of the individual. Career guidance is a broad term, which includes the development of job search, on interview skills, placement into a chosen vocation, and follows up the placement to ensure effectiveness. In career guidance, counseling is used as one of the interventional strategies. The British Association of Counselors (BAC) now the BACP, were the very first professional association that adopted a definition of professional counseling (Dawn, 2012), in 1986 they published this definition: "Counseling is the skilled and principled use of relationship to facilitate self- knowledge, emotional acceptance and growth and the optimal development of personal resources. The overall aim is to provide an opportunity to work towards living more satisfyingly and resourcefully.



Counseling relationships will vary according to need but may be concerned with developmental issues, addressing and resolving specific problems, making decisions, coping with crisis, developing personal insights and knowledge, working through feelings of inner conflict or improving relationships with others.” (BASP, 1986)

II. METHODS AND MATERIAL

A. Statement of the Problem

This paper intends to solve the following problems:

1. Unavailable human counselors in some schools. This has resulting in many students making wrong career choices and then regretting for the rest of their lives.
2. Where the counselors are available, there are mostly not enough to cater for all the students.
3. Real life counselors are only available to students at working hours of the day, but an online career counselor is available at any time and just a click away.

Aim and Objectives

Aim: The aim of this research is to deploy a web site that helps pre-tertiary students make a better career choice, with the following objectives.

- i. To explore the problems encountered by the existing manual system
- ii. To design a web based career guidance system that will improve upon the existing manual/ human career guide.
- iii. To implement a web based application that will help young ones get a good understanding of themselves and

advise them on the career path that best suits them. And also serve as a complementary tool for career guide and counselors

B. Significance of the Study

This paper will be beneficial to the society at large, but more specifically to secondary school leavers and counselors. The secondary school students will benefit in the sense that the information system will help and guide them in making wise and appropriate career choices and also inform them understand basically what each career is about, what it entails, and the required subjects they need to focus on to succeed in that field. Counselors likewise can benefit from the information system as it can serve as a tool for them to use in making more accurate judgment.

The student will get to benefit front the information system when they visit the web site, register, take a career quiz and view the advisor page that intends to intimate them with the career path in which the test has deemed fit for them. Counselors can benefit by asking students to take the career quiz and the outcome of the career quiz can help the counselor give better advice to the students.

In summary, this paper will to a large extent help to provide a solution to the subject of career choice, it will try to provide an alternative and complement human councilors, in that it will be readily available to anyone with a device that has a functional browser and access the internet.

C. Analysis Of The Existing System

The analysis of the existing system is divided into two parts:

- I. The analysis of the manual system.



II. Analysis of the few existing online career websites.

Analysis of the Manual System.

In analyzing the area of career guidance and counseling from the general view, we will see that or deduce that its goal is basically to assist students in developing the individual growth of which there are certain procedures that the guidance counselor uses during the course of his work, such procedures are:

i. **Test:** these are being developed to judge interest, abilities and personality traits, such tests are:

Intelligence tests which are given to measure intellectual ability. The result of intelligence tests is called Intelligence Quotient (IQ).

Achievement tests which are given to see the level students have reached in verbal and mathematical skills as well as in specific areas such as social studies, sciences and foreign languages.

Aptitude test, these are tests designed to predict a student's ability in a particular field.

Personality tests, they intend to reveal a student's feeling, problem, attitudes, likes and dislikes in which also determines what area of work a student will enjoy the most.

Interest inventories, which help students think clearly about career preferences in which on the basis of the results of these inventories, counselors may suggest careers the student had never considered before.

ii. **Group Guidance:** This includes those guidance activities which can be carried on economically and effectively with group of pupils. The group methods are used primarily to convey information as in orientation to a new school, in

occupation classes, or in career conferences

iii. **Individual Interview/Counseling:** By means of personal interviews the counselor helps the students with many of the typical problems of growing up. It involves intimate personality relationship between a pupil and the counselor to which both of them discuss having an objective attitude as well as careful plans for the pupil in order to help him make decisions.

Limitations Of The Existing Manual System

The Manual career guidance is limited in the following ways

- a) Guidance and counseling has been limited to secondary schools in most cases. The bed rock of education i.e. the primary schools has been completely neglected.
- b) Though counselors are found in secondary schools, but the numbers of full time counselors are highly insignificant and cannot cater for the number of students.
- c) Some counselors are not committed or diligent and can sometimes be unapproachable.
- d) Counselors can only attend to students during working hours of the day.

The unpopularity and unawareness of the guidance and counseling department in our secondary schools makes the system under used, thereby making it inefficient.

Some students could find the counseling session a torture and boring therefore they avoid it.



Lack of standardized and locally adapted career quiz or questionnaire.

Analysis of existing online Career Guidance website.

At the advent of the 21st century, the internet has brought us so any possibilities. Career guidance is not an exception, below are some existing online career guidance websites and their limitations. The website with the url: www.careerfutura.com which demands that those who want to use the career guidance service must pay a reasonably large amount of money. Thereby making it not accessible to those who are not financially buoyant. No provision for free trial at all. An objective of this research is to deploy a FREE career guidance information system.

Problem of the Existing Online System

One of the most significant decisions a young person has to make in life has to do with a future career. The choice of an career is seen as the second most important decision, next to the choice of a spouse in marriage. The choice of an career becomes significant because it could determine the overlook of our success in life, our group of friends, business associates, recreational activities, opportunities, salary status and general life style seemed to be determined or influenced by our career. The choice of a career has become more complex in this modern time for the following reasons:

- i. Nigeria is a developing nation going through severe economic and financial problem resulting to unemployment in various categories of occupation.
- ii. The development in science and technology has led to new careers of which most people are not aware.

- iv. Many people lack competence to assess themselves for a realistic choice of career Information about various occupations does not readily get to those who are contemplating the choice of career.
- v. Absence of job satisfaction is one more issue that has thrown many people out of job.
- vi. Parents, sometimes out of ignorance force careers on their children which become a problem or serves as a temporary setback for the children.
- vii. The peer group has a great deal of influence on youth career choice. Many youth choose occupation simply because their friends have chosen such and they do not want to do anything different from their friends.
- viii. Many youth set high vocational aspirations for themselves without possessing the necessary personal qualities to pursue such an occupation.
- ix. Inability of some youth to keep their career choice flexible has led to delays in getting admission and frustrations in meeting the requirements for the career of their choice. (Mopelola & Benjamin, 2013).

D. Possible Solutions

The web system being designed in this paper to solve aforementioned problems falls roughly under Expert system.

i. Expert System

An expert system is an interactive computer based decision tool that uses both facts and heuristics in solving difficult decision making problems, based on knowledge acquired from an expert .



ii. Justifications of the New System

In light of the limitations stated above, it is expedient that an online career guidance system be made available for the Nigerian students. Here are some of the inherent advantages:

A web based career guidance system promises to be available and accessible by students at any time, any day and at their convenience (just a click away).

This information system can serve as a complimentary tool for real life counselors.

The system intends to be tailored for Nigerian students.

iii. Methodology.

Investigations

In 2007, a study was done to evaluate how well professionals are fulfilled or contented with the kind of career they are presently into, 314 professionals were interviewed. Those interviewed were over 35 years of age and from 16 different professions around Benin city.

In order to design and implement a functional web based career guidance system, the following approaches will be used.

Understand fully what the research is about and what is required of the proposed system, define the scope of the research.

Study the existing manual system and draft out a way of computerizing an improved manual system.

Designing the web interface using HTML and CSS.

Creating a database for the research using WAMP Designing the career quiz page

Linking the page with the database

Bottom-Top methodology was used in designing this research.

iv. Data Collection.

The data used in formulating the career quiz for this research was obtained by interviewing career counselors and adaptation of career questionnaires.

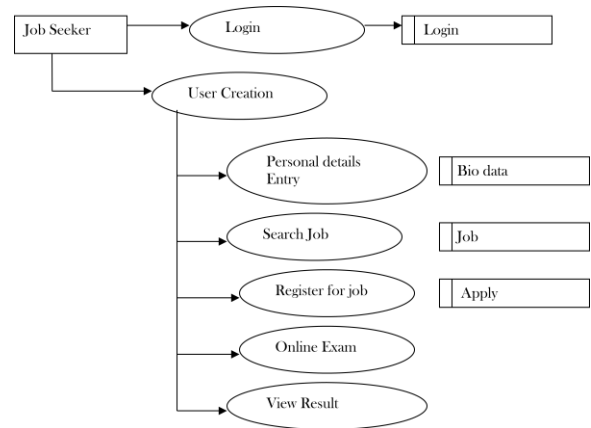


Fig.(a).data flow diagram of Job seeker

At the course of testing this system 20 students actually registered on the web site, providing the following information: First Name, Last Name, Email address, Phone number, State of origin, Date of Birth and Educational status. Below is a table that captures where the information is stored in the database.

v. The Proposed Designed System

The development of career guidance and counseling system lies on one of the roots of expert system which is also one of the major roots in expert systems called „cognitive science“ i.e. the area of human information processing.

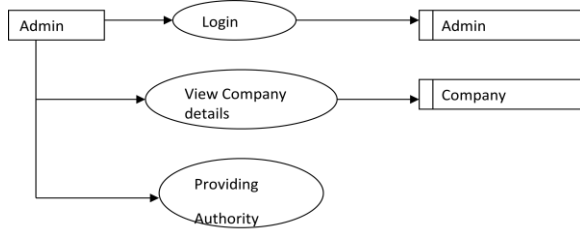


Fig.(b).data flow diagram of admin

The study of cognition is very important due to the fact that the human expert has to be available for the knowledge engineer to encode his knowledge into the programs so as to make the computer emulate the human. In the case of this particular research the knowledge was acquired from the human experts (career counselors) by the means of interview with them.

Input Design

The input of this system from the user point of view is basically his actions on the pages of the site which make up the system, these pages will be implemented by encoding them with HTML (Hyper Text Markup Language) and the page layout and design done with CSS (cascade style sheet). The user will interact with the system by clicking on menus and hyperlinks as well as selecting the answers on the quiz page, the quiz answers will be implemented using radio buttons whereby only one option out of the four (4) can be picked.

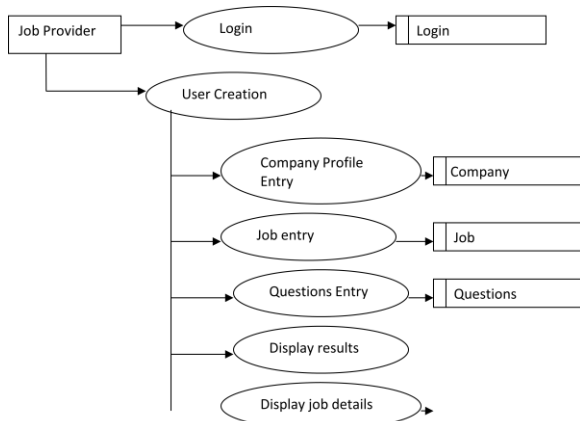


Fig.(c).data flow diagram of job provider

III. RESULTS

The output of the system is typically the result of the quiz and the accompanying guidance tips that comes with the quiz result.

System Testing and Integration

The method of implementation for this research is Parallel implementation. This means the system is to be used in conjunction with the already existing manual counseling program. The application seeks to complement the existing manual system and can even be used as a tool for counselors. It is intended to be used as a standalone system for students and schools who don't have access to a human career guide or counselor.

Since the system is a web based system it can be accessed by the means of any device that has a valid web browser and a functional internet connection from anywhere in the globe.

The system was tested by 20 pre tertiary institution students, they registered, took the career quiz and they did agree with the result of the system.

The system can be integrated into secondary school website or students are encouraged to visit the web page by their teachers, parents or career counselor in school. The system does not intend to replace totally the existing manual system, but serve those who do not have access to the manual system and to serve as a complementary tool for the manual system.

Summary

This research work „design and implementation of a web based career guidance information



system" used study career guidance as a tool to helping students choose a proper career path, design a way in which the manual system of guidance can be computerized and to deploy a website that will serve as a virtual career guide and an advisor to students on what career path to take and the relevant courses to offer in order to succeed in the career path.

Findings and Discussion

During the course of the research, the manual career guidance system was critically studied and some shortcomings were seen, places of improvement were discovered and a space that an online system can fit into was exposed. We saw that an online career guidance system will prove really helpful in our present day, nearly everything is done online these days, and the age group of those that this research scope covers spends a good number of their time on the web doing less productive things, it is imperative and necessary that they be encouraged to engage in productive activities such as determining the best career possible for them.

IV.SUGGESTIONS FOR FURTHER WORK

It is suggested that the scope of this research be widened if the time and resources permit.

Career guidance is an continuous and never ending exercise. It can prove very useful not only for pre university students but also for first degree graduates, masters" students and even prospective doctorate students as well

.Recommendation

It is highly recommended that this research be improved upon and implemented as this will be very useful to the society at large. A society

filled with citizens who are fulfilled with what they do for a living can go a long way in improving general health and reduce violence rate.

A live and functional chat system can also be included to help students who are not clear with the recommendation given by the system.

V. CONCLUSION

In this research work we have been able to explore the problems encountered by the existing manual system, to design a web based career guidance system that will improve upon the existing manual/ human career guide and to implement a web based application that will help young ones get a good understanding of themselves and advise them on the career path that best suits them. And also serve as a complementary tool for career guide and counselors. In this research we have studied career guidance, designed a functional web application and implemented it with some successful test results.

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