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JUDUL: CAREER MATCHING SYSTEM

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^ Tesis dimaksudkan sebagai Laporan Projek Sarjana Muda (PSM)

CAREER MATCHING SYSTEM

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This report is submitted in partial fulfillment of the requirements for the
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2006




DECLARATION

I hereby declare that this project title name of

CAREER MATCHING SYSTEM

is written by me and is my own effort and that no part has been plagiarized without citations.

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DEDICATION

To my God, Allah SWT...

To my greatest idol, Rasulullah SAW...

To my beloved parents, Md Isa B. Che Man and Hatijah Ahmad ...

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On the whole, Allah SWT, my God has made the success of this work possible. I must express my sincere appreciation to those who have contributed in one way or the other to full completion of the studying session in Kolej Universiti Teknikal Kebangsaan Malaysia and complete the *Projek Sarjana Muda* for Bachelor of Information Communication Technology.

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ABSTRACT

The project that develops is Career Matching System (CMS). This system is designed for Incubator located at Ayer Keroh Malacca, which is the primary link between employers under Incubator and job seekers. This project aims to help employers to advertise their job vacancy and search for job candidate. Job seeker also get benefit from the system which is they can search for job vacancy in Incubator easily. It was provided a powerful database to store all the useful data. The system able to help employer to do decision making using matching concept base on certain criteria such as highest qualification and working experience. This system only for advertise IT job vacancy. The modules inside CMS include registration, user authentication, advertisement and job management.

ABSTRAK

Projek yang dibangunkan adalah *Career Matching System (CMS)*. Sistem ini direka bentuk untuk Incubator yang terletak di Ayer, Keroh Malaka, dimana ianya menghubungkan antara majikan di dalam Incubator dan juga pencari kerja. Projek ini bertujuan untuk membantu majikan mengiklankan kerja kosong dan mencari calon kerja. Pencari kerja juga boleh mendapat kebaikan daripada sistem ini di mana mereka boleh mencari kerja di Incubator dengan mudah. Ianya menyediakan pangkalan data untuk menyimpan semua data yang diperlukan. Sistem ini mampu membantu majikan membuat keputusan melalui konsep penyepadanan berdasarkan kriteria tertentu seperti tahap akademik tertinggi dan pengalaman bekerja. Sistem ini hanya untuk kekosongan kerja di dalam bidang IT. Modul yang terdapat di dalam CMS adalah pendaftaran, pengesahan pengguna, pengiklanan dan pengurusan kerja.

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LIST OF ABBREVEATIONS

Abbreviation	Description
AUT	Application under Testing
CMS	Career Matching System
DSS	Decision Support System
ERD	Entity Relation Diagram
GUI	Graphical User Interface
IE	Internet Explorer
IT	Information Technology
JCS	Job Clearing System
KUTKM	Kolej Universiti Teknikal Kebangsaan Malaysia
LAN	Local Area Network
PSM	Projek Sarjana Muda
RAD	Rapid Application Development
RAM	Random Access Memory
SDLC	System Development Life Cycle
SMS	Short Messages Service
UML	Unify Modeling Language

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CHAPTER I

INTRODUCTION

This chapter will discuss about the whole project briefly. They include discussion on project background, problem statement, objective, scope and project significant.

1.1 Project Background

In this project, a system called Career Matching System (CMS) is a part of the module in Incubator system. Incubator K-Ekonomi is located at Ayer Keroh, Malacca which is have many small companies especially IT companies.

The system is developed to facilitate employer under Incubator to advertise their job vacancy and also facilitate job seekers to find job. Since Incubator is made of many IT company, the system is focusing on IT based company for the job seekers who want to work in IT field. All company Incubator gets this free facility to post their vacancy. CMS is more economical they do not have to pay more compare with advertise through newspaper. These give extra beneficial to the companies under Incubator.

The idea appeared while observing job seekers who are having problem in searching for a job vacancy in Incubator. In IT based career, consideration for employment is made base on qualification, IT specialization, experience and grade beside skills.

To make the system easier for employer to make decision to the job seekers request for the job that they applied, the system displays the total score of job seekers. The score of each job seeker is calculated base on qualification, IT specialization, experience and grade. The score which is in percentage format can help employer in decision making. The system matches each criterion to the job seekers criteria to display the score. The system will sort it ascending according to the score.

1.2 Problem Statement

There are a few problems using the system that already exist. The problems that identified are:

- Difficult to make decision for employer
Employers have to make decision with many job candidates and determine status such as interview, short listed, offered and others.
- Employer need to pay for advertise their job vacancy.
Employers who want to advertise their job vacancy through newspaper have to pay. The total payment for the advertisement is relying on the number of words that will publish on the newspaper. This will involve a company cost. By using CMS, all the companies under Incubator get free. This is extra benefit to the companies under Incubator.

- Difficulty to find IT job vacancy at Incubator for job seekers.
Currently, job seekers have to go from one company to other company at Incubator to find job that meet their need. This will cause a lot of time and effort. CMS which is web base system will help them to find job through online without have to go to Incubator.

1.3 Objectives

Below are the objectives that will achieve at the end of the project. There are:

- To provide a useful searching function to search job vacancy.
- To facilitate employer in IT company to make decision using score of the job seekers which is calculate the percentage of the certain criteria such as highest qualification, specialization and others.
- To provide facilities to the companies under Incubator to post vacancy without pay extra cash.

1.4 Scope

To understand more about the system, the project scope will be divided into small parts. The covered parts indicate the boundaries of the project. CMS is an online system, where the users of the system are employers and job seekers. The system is for IT companies under Incubator, Ayer Keroh Malacca to post IT job vacancy for the job seekers who desire to work in IT field.

1.4.1 Project Functionality

Generally, the system contains 6 modules which are online job seekers registration, authentication, search job vacancy, search job candidate, post job vacancy, and also send email to inform status. The system will also match the data entered by users with the criteria that are already specific and calculate the each criterion that matches. The results of the matching process will be displayed under a specific range. These ranges are in percentage. After these ranges are calculated, the system will sort it ascending accordingly to each criterion.

- **Job Seekers Registration**

CMS provide online registration for jobseekers who want to use the services in the system.

- **Authentication**

All users must login to enter the system. This is important for security to prevent unauthorized use the system.

- **Search job vacancy**

Job seekers can search for any job vacancy that already post by employer base on their job requirement.

- **Help employer to search job candidate**

The system supports the search function to search the job candidates that match their requirement by certain criteria.

- **Post Job Vacancy**

Employer can post their job vacancy through the system.

- **Sending e-mail**

The system will be able to send an e-mail to job seekers to inform their status of the job that they applied.

1.4.2 Project Approach and Solution

The approaches that will be used in this project is Object Oriented Analysis and Design (OOAD). An object Oriented approach involves identifying the objects in the problem domain and classifying them in terms of data and behavior. An object is something that exists within the problem domain that can be identified by data and/or behavior.

1.5 Project Significance

The Career Matching System gives many benefits to employer and job seeker. Employer can post vacancy without pay extra cash. The system help employer to make decision to determine status of job seekers request by calculate the percentage of matching criteria such as highest qualification, specialization and others. By using this system, employer can advertise their job vacancy and job seekers can search for job vacancy at companies under Incubator easily.

Job seekers can search for a job at Incubator without asking every company at the Incubator. They can get information about the job vacancy advertised by the employer which will reduce their time and effort. They have to send their resume and will feedback from the company through this system. Hence, both employer and jobseeker get benefit to each other.