

A STUDY OF MANAGEMENT STUDIES FOR CREATION OF WEB PORTAL

A. Parushuramudu

Library and Information Assistant

NIRD & PR

Abstract

This research aims to develop a job web portal for the students in the Faculty of Computer Science and Information Technology (FCSIT), University of Malaya (UM). The main aims of this portal are to connect to the industries and acts as an online recruitment to support the students to find the right IT job after graduation. Furthermore, this system enhances the understanding concept and importance of the job portal for students in the universities. A survey was conducted to identify the students' problems with the existing portal of the faculty and to gather their requirements which can be incorporated in to the portal to be developed.

Index Terms—Knowledge sharing, web portal, job portal, online recruitment.

Introduction:

A portal is usually tailor made according to the requirements of users where as a web site is dumped with information of a company. A portal is a single point of access to internet resource, integrating, focusing on business process of a company. A portal creates a single view into the organizing intellectual capital. Portals have seen slowly changing approach search engines are best examples for the evolutionary approach of portals that involved by combining a variety of services like virtual communities, real time chat. Yahoo is the best example in these categories when you have no idea of how to find information required web portals are helps you a lot. Many large portals have millions of sites indexed for its visitors search.

The widespread adoption of networks and information technology has vastly increased our ability to store, transfer and generate knowledge, enabling and accelerating the emergence of an economic, organizational and technological landscape, which is knowledge-based (Schwartz, Eamonn, & Boyer, 1999; Romano, Elia, & Passiante, 2001). Knowledge is often the basis for the effective utilization of many important resources. In this context, Information and Communication technologies and portals plays important and effective role in viewing the firms' capabilities to manage the knowledge they are having.

Conception Background

A web portal acts on a specific domain for the specific information required by the user. A good effective web portal offers the user a broad array of information arranged systematically and conveniently to ease the user to access. A well designed and well maintained web portal will become starting point of a web user to introduce him to various information, resource and other sites in the internet. Internet has a power to draw the attention of a common interested groups, or people with similar interests and requirements based on the profession, age, gender, location etc....MSN and yahoo are good examples.

There are many subject portals available in intent these portals helps the students in e-learning and library services. The subject portals are very important tools for the student, academicians to access and utilize library and information services through a net work. a subject portal is a single user interface for accessing variety of resources in one window by keeping in the mind the demand for subject portals, we developed a portal for management students for assisting students of management in accessing variety of information related to their subject matters in a single log.

Review if Literature:

A. Job Procurement: Old and New Ways

Job seeking usually involves different ways to look for jobs such as through personal contacts, direct telephone calls to employers, job agency office, scanning online job listings, etc.. Before the Internet, became widely uses as a method of seeking jobs, jobseekers spent a lots of time using various methods to look for job openings. Today, jobseekers use online methods which are very convenient and save a lot of time. Galanaki [5] lists the following methods to be the traditional (old) ways for recruitment:

- Employment recruitment agencies
- Job fairs
- Advertising in the mass media such as newspapers
- Advertisement in television and radio
- Management Consultants
- Existing employee contacts
- Schools colleges or universities students services department

• Workers or professional referrals These old job seeking methods are too slow, stressful, challenging and also lack quality. In addition, the applicants have to consider the cost and the amount of time to get the information they need, and other preparations they have to make. Finding all available job vacancies is a main step at in the job-seeking process. The Internet is now a powerful tool that jobseekers can use. Today, there are many sites that advertise job positions to be filled by people with certain skills in various fields. The Internet plays an important role in the area of human resource planning and development. Most planning and development organizations are now using computer technology and the Internet for staff recruitment. It should be noted that although the Internet has facilitated the process of job-seeking, it has not replaced the traditional methods, completely.

B. Importance of Job Portals

In the age of technology, the Internet has become the main source of information for jobseekers. Large corporations, institutions, and universities include information on career prospects on their websites. According to a survey, 70% of the workforce uses websites or portals on the Internet to search for jobs in France. These websites or portals provide a search engine to access information on job opportunities .Sulaiman and Burke found that most employers are keen to use online recruitment methods of getting staff. He mentioned that online recruitment methods have the ability to identify the best

applicants. That is the reason why more developed countries such as Malaysia have started to use online job portal as one of the important way to recruit people to fill job vacancies. A study done in 2006, found that 21% of internet users in the EU used the web to search for jobs or to send job applications. In 2007, this had increased to 67% for unemployed people.

Most companies publish their job vacancies on their website, or use online jobsites. These methods result in great saving in costs. Mochol and Nixon stated that the use of semantic web technology gives market transparency, higher speed of procurement but reduced transaction cost. Today, the Internet is used for a large number of business transactions. People find the Internet to be an effective communication tool. In a report in 2005, it was found that 90% of jobseekers in Germany use the internet to look for jobs. A reason for this high rate of Internet is that applicants are young and highly qualified and use the internet a lot, and many companies published their job opportunities online and via their portal.

Job portals are the starting point of jobseekers when searching for jobs. Thus, some job portals charge employers high fees to publish information on job vacancies. In spite of this, many employers still continue to advertise or publish information on job opportunities on the job portal, but limited in order to keep costs down. Many employers still believe that a jobseeker will visit job portals when searching for job vacancie.

A good job portal can also support knowledge sharing among the members. The number of online job portals continues to increase. It is believed that three quarters of people who are searching for jobs, use the internet and online portals. Gangle stated that online recruitment has the following advantages: employers can identify a large number of eligible job seekers and get their information easily. It means that companies or organizations can extend the search domain, hence, they have better prospect of selecting the most qualified candidates. Internet provides employers a way to attract a higher number of candidates, especially, those who fulfill the job requirements. With online recruitment, people have access to the job information from anywhere in the world, while with the newspaper, information is disseminated at local level. One key aspect of job portal is the cost. Companies spend less to publish or advertise job vacancies on the portals or websites, as compared to the use of other media such as newspaper or job fairs. Furthermore, online recruitment is very fast, and saves time. Once the employers upload the job vacancy on the portal, the jobseekers are able to view it and send in their resume.

Need for a Management studies portal

To access the information researchers, students, faculties or any other individual are roaming between e-journals, e-books, e-resources, IPR, video lectures and so on. To give a bird eye view of variety of information useful to management students a management portal is developed to address all the problems in a single click. The purpose of the portal is to provide information related to management and allied subjects through single user interface to access variety of e-resources in the field subscribed by the institutes of management studies ofcourse searching and filtering nearing the search is a difficult and tedious job for students.

A web portal is a starting point to a set of resources that an enterprise wants to make available to the users. These set of resources are unique for every web portal say for instance a consumers goods web portal the set of resources includes the entire World Wide Web. Generally most of the enterprise portals and the resources include information, application and other resources that are unique to the relationship between the user and enterprises. In case of service providers the portal provides a starting point to enter customer related services and application as well. The aim of management studies portal is to fulfill the requirements of management faculty, researchers in management area and other allied subjects and departments of the management institutions as such the objectives are

To Understand and define the web services and portals in management studies.

To know and analyze the value added services of portals

To collect the information useful for management students and Institutions

To develop a portal for sharing data base of management studies

To access reliable information

Scope and methodology

The present research focusing on creation of web portal for management studies using HTML web design tool. It is a major branch of study and is related to many interdisciplinary subjects like commerce economics, mathematics, e-commerce. Therefore the information for analysis is more in terms of online and printed forms. For the convenience of researcher we consider only the curriculum structure of the subject as a limitation, to surf the information. For designing the subject portal we collected the information in specific to the syllabi of the management institutions. The collected information is incorporated in single portal which is designed using HTML web building software.

The Importance of Web Portals

The basic purpose of the web portal designed is for the beneficial access point for the users of the web as they can go easily from one page to another navigating the information of their choice. All the portals have plenty of information stored into links to different variety of topics like as business news, sports, entertainment; trading finance travel and etc....Google and AOL are popular on the internet.

Even though the design and development of management portal is more complicated but our web editors made it very easy and especially for those who are not aware of the language like HTML and XML. Essentially the designer must know the designing languages software's for designing good and simple portals. The designer has to take care of the background templates, images, colors, contents, icons and other required information which are very important in management portal

E-Books

In this page link has given to access management and other allied disciplines just by clicking on required heading it will take the user to original documents available in database.

E-Databases

An e-database is an organized collection of information, of a particular subject or multidisciplinary subject areas. The information of an e-database can be searched and retrieved electronically.

Institutional Repositories

The repository is a storage place where you can store a versatile data you can achieve and share digital images, forms, documents, audio and video visuals the storage capacities is unlimited and the architecture is expandable. The repository page has been made to give link to management institutions

Conclusion

In the new age generation everyone is talking about the overloaded information because the information available is plenty, therefore to give simplified and personalized information to everyone is a big challenge for library and information centers. Mere subscribing to online sources will not serve the purpose unless the user aware of it, therefore it is necessary to create awareness to users so that resources are fully utilized. To meet the increasing demand for information resources it is necessary to allocate fair amount of budget at the disposal of the libraries. The demand of researchers for information is increasing where the time is limited Hence such portals plays key role because of their user friendly approach as one can get required information in one click, and it is also useful for researchers, faculty to get all required information related to their areas of interest at one place.

References

1. Boye, J. (1999), "Are all portals the same?", *Internet Related Technologies*, available at: Campbell, J.D. (2000) *The case for creating a scholars portal to the Web. A white paper.* Association of research libraries proceedings of the 136th annual meeting, Baltimore, Maryland, May 17-19. URL
2. HeilaPienaar (2003) *Design and Development of an Academic Portal Academic Information Service*, University of Pretoria, South Africa. *Libri*, 2003, vol. 53, pp. 118-129 ISSN 0024-2667.
3. Heye, D., Van Schagen, E. (2002) *Portals are the future for libraries: the implementation of the Shell EP One portal and the role of the Shell Global EP Library.* 26th Online information 2002 conference proceedings, London, United Kingdom, 3-5 December 2002.
4. Melzer, C. (1999) *Enterprise information portals.* *South African journal of information management*, 1(2/3):1Bush, V. 1945. *As we may think.* *The Atlantic monthly* 176(1): 101-108. URL:
5. Neeraj Kumar Singh (2009) *Design and development of a chemistry subject portal at Panjab University Library, India.* Vol. 44 No. 3, 2010 pp. 252-270 Emerald Group Publishing Limited.
6. Pienaar, H., Conradie, F. (2001) *Design and development of a portal for academics.* 6th Southern African online information meeting, Kempton Park, South Africa, 19-21 June 2001. URL
7. Quint, B. (2002) *Academic libraries develop integrated portal software package.* *Information today.* Newsbreaks and conference reports. URL
8. Strauss, H. (2000) *What is a portal, anyway?* Tech talk event URL
9. Nagarajan, M (2012). *Creation of electronic database portal page for bioinformatics,* *Journal of Advances in Library and*