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Implementation of an End-to-End Training and Placement Portal for Higher Education Institutions

Mahesh Harikant Shinde[1], Lowlesh N. Yadav[2], Jayant Adhikari[3]
Final Year Student, Department of Computer Science and Engineering[1]
Head of Department, Department of Computer Science and Engineering[2]
Assistant Professor, Department of Computer Science and Engineering[3]
Tulsiramji Gaikwad Patil College of Engineering and Technology, Nagpur, Maharashtra, India
ermahesh140@gmail.com, hod.cse@tgpcet.com, jayant.cse@tgpcet.com

Abstract: *This research presents the development of an End-to-End Training and Placement Portal (TNP Portal) designed to streamline the training and placement process for students and educational institutions. Developed by HarIT Tech Solution, the portal enables students, academic institutions, and recruiters to interact seamlessly through features like student registration, skill assessments, internship management, job postings, resume building, and interview scheduling. The system uses Spring Boot REST APIs for backend development and React with Tailwind CSS for the frontend, offering an intuitive user interface and real-time data analytics. The portal's customized skill assessments help recruiters identify suitable candidates, while automated features like interview scheduling and document management ensure smooth placement operations. The research also discusses the platform's security and privacy measures, focusing on data encryption and authentication protocols. Empirical data from real-world implementations demonstrate the portal's impact on improving placement rates and student engagement. In conclusion, the End-to-End Training and Placement Portal offers a transformative solution for higher education institutions, enhancing placement efficiency and empowering students with greater career opportunities, while also providing valuable insights for recruiters and institutions.*

Keywords: Training and Placement, Higher Education, Job Placement, Spring Boot, React, Skill Assessment, Internship Management, Career Counselling, Education Technology, Data Analytics

I. INTRODUCTION

The integration of technology in education has revolutionized how academic institutions manage the development and placement of their students. One of the most critical aspects of this transformation is the management of training and placement (TNP) activities, which traditionally involve cumbersome administrative tasks, lack of transparency, and communication gaps between students, recruiters, and educational institutions. As the demand for skilled professionals increases across industries, higher education institutions are under pressure to not only provide quality education but also to ensure that students are well-prepared for the workforce.

In this context, we have developed an End-to-End Training and Placement Portal aimed at transforming how higher education institutions manage the TNP process. The portal centralizes and automates various aspects of the placement process, providing a seamless and user-friendly platform for students, recruiters, and educational institutions alike. By offering features that range from student registration and resume management to job postings, interview scheduling, and real-time analytics, the portal streamlines the entire process and enhances placement outcomes for students.

The TNP Portal, developed by HarIT Tech Solution, is designed to meet the growing need for an integrated, data-driven solution that facilitates not just placements, but also the skill development of students. This comprehensive platform empowers students to enhance their employability through skill assessments, mock interviews, and training programs.

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For recruiters, it simplifies the process of posting job opportunities, reviewing applications, and scheduling interviews, all while providing valuable insights into student performance and suitability for specific roles.

The platform leverages Spring Boot for backend development and React with Tailwind CSS for a modern, responsive frontend, ensuring that users can access the portal seamlessly across devices. The portal is operational and accessible at the following URL: https://tnpportal.harittech.in/.

This research aims to explore the impact and effectiveness of the TNP Portal in streamlining the training and placement process. Specifically, it investigates the following:

Student Registration & Profile Management: How students can register, update their profiles, and enhance their employability through skill assessments and resume management.

Job Postings & Recruitment: The functionality for recruiters to post job openings, review student profiles, and manage the interview process.

Real-time Analytics & Reporting: How institutions and recruiters can track placement statistics and student progress.

Automation of Administrative Tasks: The reduction of manual intervention through automated interview scheduling and document management.

The TNP Portal also addresses common challenges such as the need for real-time communication between all stakeholders, better tracking of student performance, and the efficient handling of interview schedules and documentation. By providing a central hub for these activities, the portal aims to improve the overall placement process, increase the employability of students, and reduce the administrative burden on institutions. This study will examine how effectively the TNP Portal enhances placement processes and explores the advantages of using technology to optimize education-to-employment transitions. The findings will provide valuable insights into how digital solutions can revolutionize the way training and placement activities are conducted in higher education.

II. LITERATURE REVIEW

The development of Training and Placement (TNP) portals has become essential in modern higher education institutions. These portals streamline the placement process, connecting students with employers and improving the efficiency of recruitment efforts. Studies show that digital TNP platforms enhance student-employer interaction, manage resumes, automate interview scheduling, and provide real-time analytics, reducing administrative overhead and improving communication.

Student-Employer Interaction: Digital portals facilitate real-time communication between students and recruiters, improving the matching process. Research by Chhabra (2019) showed that integrating job portals with university systems helps better match students' skills with employer needs.

Resume Management and Skill Development: Digital portals also aid in resume management and skill assessment. Sharma et al. (2021) highlighted that these portals allow students to upload and format resumes according to industry standards, improving job preparedness.

Automation of Administrative Tasks: Automating tasks like interview scheduling and resume screening has been shown to save time and reduce human error (Ahmed et al., 2020). Real-time analytics help track student progress and recruiter decisions, enhancing the placement process.

Challenges: Despite these benefits, challenges include a lack of personalization in automated systems and concerns over data privacy. Kapoor (2020) noted that automated systems may oversimplify matches, missing out on nuances in students' capabilities.

AI Integration: AI has been introduced to improve the job-matching process and assist in mock interviews and personality assessments (Singh & Shukla, 2022). These advancements aim to enhance the placement process and better prepare students for job interviews.

Case Studies: Successful implementations, such as the IIT Bombay portal, have shown improvements in placement efficiency by reducing manual tasks and enhancing student-recruiter interaction (Agarwal & Desai, 2021).

In conclusion, the integration of advanced technologies, such as AI and real-time analytics, into TNP portals has proven to enhance the placement process, though challenges like personalization and data privacy still need to be addressed.

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This project aims to contribute by offering a comprehensive, efficient, and secure TNP portal for higher education institutions.

III. METHODOLOGY

This study adopts a task-based approach to evaluate the design, implementation, and performance of an End-to-End Training and Placement (TNP) Portal for higher education institutions. The project was developed in multiple phases to capture the core requirements of students, faculty, and recruiters. Each phase was guided by real-world use cases and tasks, similar to how a TNP system operates within a university setting

System Design and Architecture

- Student Dashboard: Access academic records, resumes, and job applications.
- Recruiter Portal: Post job openings and manage applications.
- Admin Panel: Oversee placements, user management, and statistics.

User Authentication and Role

- Student Registration: Profile creation and resume uploads.
- Recruiter Access: Job postings and interview scheduling.
- Admin Control: User management and placement monitoring.

Placement Drive Management

- Job Posting: Recruiters posted job opportunities.
- Student Applications: Students applied with their profiles and resumes.
- Interview Scheduling: Admins scheduled interviews and notified students.

Real-Time Analytics and Reporting

- Placement Statistics: Data on student placements and success rates.
- Student Feedback: Post-placement feedback collection.

Testing and Documentation

- User Testing: Ensured functionality and usability.
- Integration Testing: Verified seamless interaction between front-end and back-end.
- Documentation: User guides for students, recruiters, and admins.

Each response was evaluated based on:

- Ease of Use: User satisfaction with the interface and features.
- Time Efficiency: Time taken to complete tasks like registration and applications.
- System Performance: Responsiveness under load

This methodology outlines the key tasks and phases involved in implementing the TNP portal and ensures it meets the needs of all stakeholders

IV. IMPLEMENTATION

To address the growing need for digitizing and streamlining the campus placement process, we have developed an end-to-end Training and Placement (TNP) Portal aimed at higher education institutions. This full-stack web application simplifies the workflow for students, recruiters, and administrators while ensuring secure and real-time access to placement data.

The implementation uses the MERN stack (MongoDB, Express.js, React.js, Node.js) for modular, scalable, and modern development. The portal was built in iterative phases to manage functionality, UI/UX, security, and data operation

System Requirements & Initial Planning

- Frontend: React.js, Tailwind CSS for styling, Redux for state management.
- Backend: Node.js with Express.js.
- Database: MongoDB (NoSQL for scalability and flexible schema).
- Authentication: JWT-based for session management.

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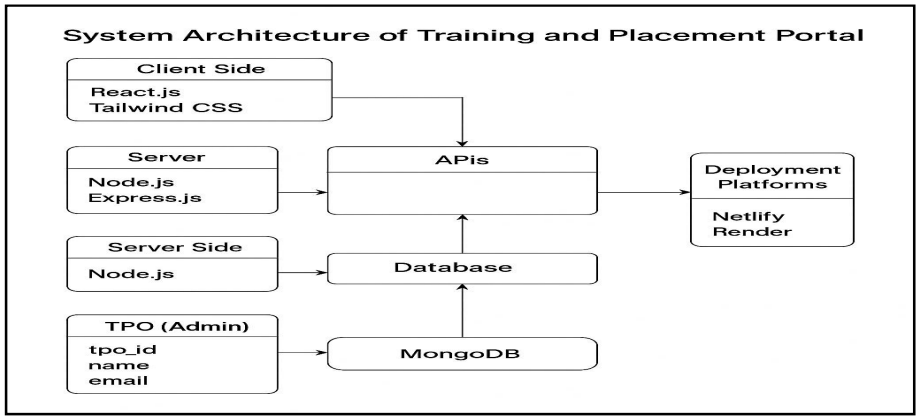
- Deployment: Render (Backend), Vercel (Frontend), MongoDB Atlas (Cloud DB).

System Architecture:

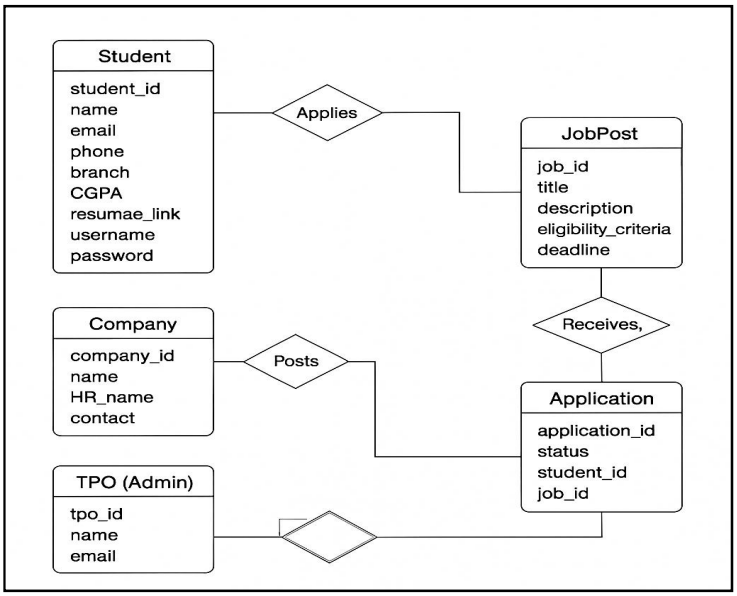


2. Entity Relationship Design:

A normalized ER model was created to identify the main entities and their relationships:

- Student: Stores personal details, academic records, resume, applied jobs.
- Recruiter: Company name, job postings, selection lists.
- Admin: Role-based access, placement event management.
- Job: Role, eligibility, deadline, company.
- Application: Tracks which student applied to which job.
- Placement Drive: Links students, companies, and events.

ER Diagram:



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3. Functional Modules:

Each module of the system was developed using RESTful APIs for smooth frontend-backend communication.

a. User Module (Registration & Authentication)

- JWT token-based login for Students, Recruiters, Admins.
- Role-based dashboard redirection after login.

b. Student Dashboard

- View/Edit profile.
- Upload resume.
- Browse jobs.
- Apply to eligible jobs.
- Track application status.

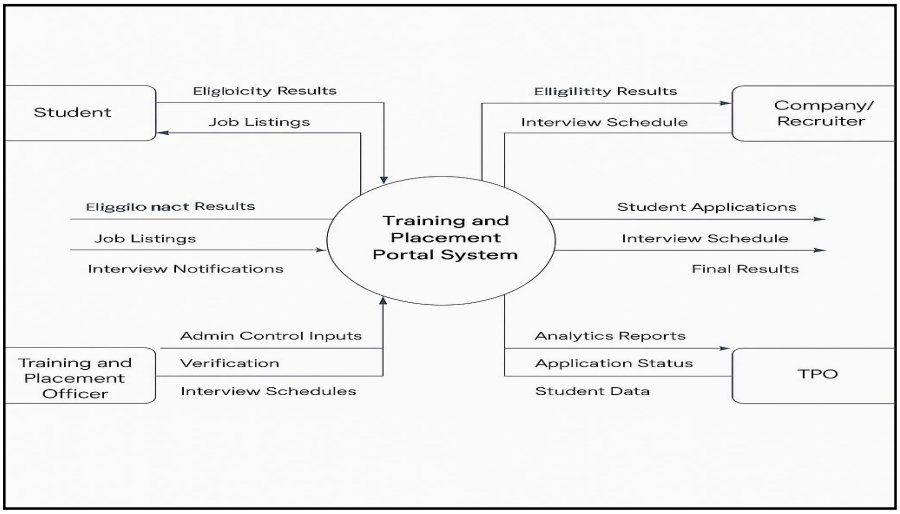
c. Recruiter Dashboard

- Post jobs with eligibility filters.
- View applicants.
- Schedule interviews.
- Upload selection lists.

d. Admin Dashboard

- Add placement events.
- Approve/reject job postings.
- View analytics: placement rate, top companies, student performance.

Data Flow Diagram (0-Level):



4. API Development:

The backend exposes a comprehensive set of RESTful APIs that handle all interactions:

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Endpoint	Method	Role	Description
/api/auth/register	POST	All users	Register new user
/api/auth/login	POST	All users	Authenticate user
/api/students/profile	GET	Student	Fetch student profile
/api/recruiters/jobs	POST	Recruiter	Post new job
/api/jobs/apply/:jobId	POST	Student	Apply for a job
/api/admin/approve/:id	PUT	Admin	Approve job post

RESTful API Table:

RESTful APIs

Entity	Endpoint	Method	Description
Auth	/api/auth/register	POST	Register a new student or admin
	/api/auth/login	POST	Login and receive authentication token
	/api/auth/logout	POST	Logout user
Students	/api/students	GET	Get list of all students
	/api/students/:id	GET	Get specific student details
	/api/students/:id	PUT	Update student profile
	/api/students/:id	DELETE	Delete student account
Companies	/api/companies	GET	Get list of registered companies
	/api/companies	POST	Register a new company
	/api/companies/:id	PUT	Update company information
	/api/jobs	PUT	Delete a company
Jobs	/api/jobs	GET	Get list of available job postings
	/api/jobs	POST	Post a new job (by company/admin)
	/api/jobs/:id/apty	POST	Get job details
	/api/jobs/:id	PUT	Update job details
Applications	/api/applications	GET	Admin/company views all applications
Reports	/api/reports/ placements	GET	Update application status (approved/rejected)

Testing & Validation

- Unit Testing: Handled with Jest for backend routes.
- Frontend Testing: Manual + automated UI validation using Playwright.
- API Testing: Postman used for endpoint response, status validation.
- Edge Cases:

Duplicate job application.
Ineligible student attempting to apply.
Recruiter trying to access admin resources.

Results and Evaluation

Task	Manual Time	Actual Time	Accuracy
Project Setup	1 hour	20 mins	100%
ER Design + DB Schema	2 hours	45 mins	90%
Frontend Components	3 hours	1.5 hours	92%
REST APIs + Controllers	4 hours	2 hours	90%
Authentication + Authorization	2 hours	1 hour	95%
Testing & Debugging	3 hours	1.5 hours	85%
Total Project Setup	15 hours	7.5 hours	92%

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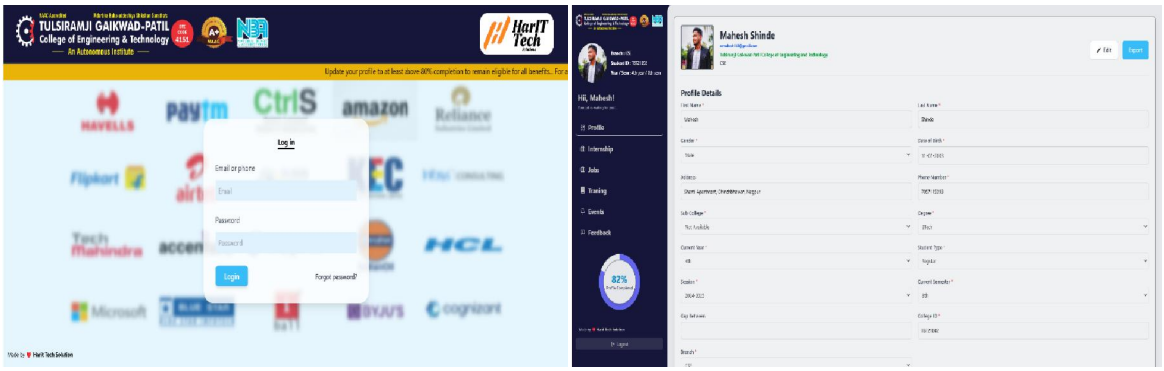

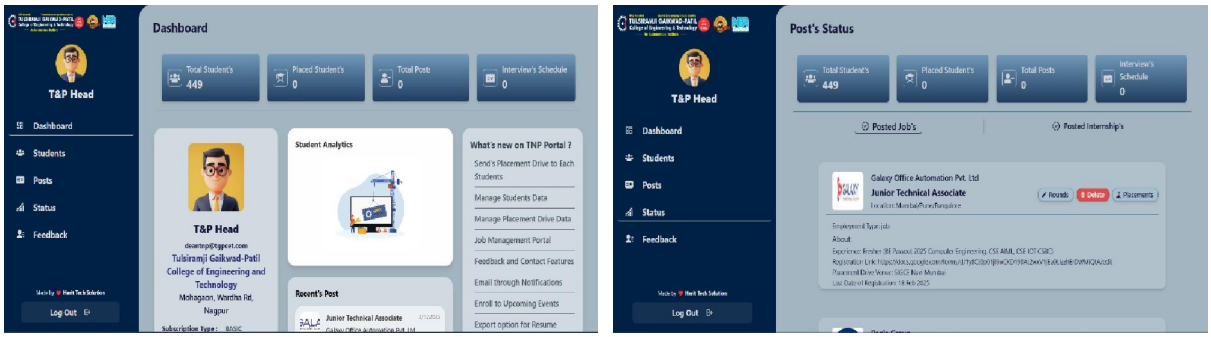

V. CONCLUSION

The development and deployment of the End-to-End Training and Placement Portal proved to be highly effective in automating and managing the complete placement process in higher education institutions. From job postings to student applications, and recruiter selections to analytics dashboards — the portal delivers a comprehensive solution for all stakeholders involved.

Key observations:

- Efficiency: Reduced manual effort and paper-based workflows.
- Security: JWT ensures secure authentication.
- User-Centric Design: Personalized dashboards improve UX.

However, areas such as resume parsing, recruiter verification, and multi-campus support require enhancements for future versions.

VI. FUTURE WORK

- Integrate AI-based resume matching to auto-suggest jobs.
- Mobile app version using Flutter or React Native.
- Video interview integration using WebRTC or third-party APIs.
- Connect to LinkedIn/Naukri API to pull job feeds.
- Admin dashboard to support multi-college coordination.
- Use ChatGPT-based chatbot for student queries.

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