Human Machine Interaction: Virtual Podium for Enhanced Job Search

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Abstract—A career fair is an event that provides employees and employers a simultaneous to meet one another, set up professional contacts, and chat potential job and/or placement openings. Many companies from a mixture of industries attend, and there are both general and specialized career fair events. There are many progressive reasons to take the time to prepare for and attend a career fair. Networking with employers is eminent while organizing a job fair. Career fairs are a free resource for you to realize which employers are hiring and interested in your skill set in a cost-effective, efficient manner. Jobs Fairs aim to give people the chance to explore employment opportunities in their local community. A virtual career fair is an online proceeding where employers and job seekers meet each other in a virtual environment, using chat rooms, teleconferencing, webcasts, webinars and/or email to exchange information about job opportunities. In today's digital world, it's only natural that the solution would also be a digital one. CV Capture apps are the recruiters' grievances solved. With this new technology, recruiters can digitally capture and store candidate resumes in a matter of seconds. Relatively new trends are the so-called online job fairs or virtual career fairs. The concept is the same as with traditional career fairs, but all interaction occurs on an online platform specifically designed for the purpose.

Keywords Career development, Computerization, Digital Platform, Virtual Career fair.

I. INTRODUCTION

Humans work jointly with computers in numerous ways; the interface among humans and computers is crucial to assist this interaction. Desktop applications, internet Search engines, personal computers, and computer kiosks make use of the prevalent graphical user interfaces (GUI) which is developed exclusively for this scenario. Voice user interfaces (VUI) are used for speech recognition and synthesize systems and the emerging multi-modal and Graphical user interfaces (GUI) allow humans to engage with embodied character agents in a way that cannot be achieved with other interface paradigms. The development in human-computer contact

field has been in the quality of interaction, and different branching in its history. Job providers have used job boards to place job openings to which any job seekers who find the posting could apply. Typically, job providers post a job opening and are inundated with continuous applications from job seekers offering whatever parameter they see well to afford. Applications to jobs posted on job boards, therefore,

Differ in content and are biased. Besides, when provided with only the information job recruiters see fit to provide in a job posting on a job board, job seekers scour every entry on job boards and apply to innumerable open jobs without any sign that the job will be a good fit for the job searcher. Time is pointlessly spent by both job searcher and job provider in this present process where job providers are compulsory to sift through continuous applications without any assurance that any job searcher would fit the open job, and job searcher are forced to cast a wide net and apply blindly, hoping something might stick. Job boards are inefficient for its two largest users, job providers, and job seekers. A virtual method is not a job board. Instead, Virtual career fair brings to job seekers and job providers techniques to make easy a meaningful connection between job recruiters and job seekers

II. LITERATURE REVIEW

This development connects job searchers and job providers, online and from end to end mobile and tablet applications, based on jointly sought after characteristics and geographic position. Job searchers will create profiles and search for jobs posted that match theft profiles while simultaneously reveal to job providers each job seeker's identifying information, work and education history, skills, and personality.

Numerous resources are currently accessible to aid businesses in finding candidates to fill their vacant employment positions. At present there are a few foremost methods of finding candidates: first is straight advertisement through newspapers, company websites and job bulletin boards. Within these advertisements, a distinctive employer's advertisement may include a focused skill-set, a short explanation, a contact person, phone number or fax number.

There are many disadvantages to this recruiting method. In this recruitment model, employers may be restraining the number of candidates viewing their advertisement due to the partial market reach of the advertisement method chosen (i.e. the newspaper, firm website main pages, magazines, etc.).

This recruiting structure may require the employer to advertise several times and expand its market achieve with neighboring area newspapers, magazines, and multiple job bulletin boards, etc.

Unfortunately, the employer has little to no control over the newspaper or magazine's target audience and the employer must blindly search and filter through the candidates responding to these postings. Additionally, the Employer may incur high advertisement expenses and substantial loss of time posting and reposting with little to no results. The most attractive feature of this job search method is that it provides versatility to remote hared employees. The employer may not recruit their recruitment due to the geographical status of the employee, though the other parameters of the candidate are employable.

Another embraced concept on a virtual job fair is that the candidate gets an opportunity to speak to the experts, other potential candidates regarding different aspects. To enhance the confidence of the employer, the employee can post relevant videos and blogs for a better analysis of the interviewer

Importance of Virtual Fair & RESULTS

Digital job fairs do not disappoint aspiring candidates by turning away people, Preliminary qualifying sessions are provided to save time and resources. Job seekers need not mill around in a crowd of incompetent applicants and fighting for the interest you are due.

Moreover, some employers specifically seek out under-represented groups such as veterans or women in tech through virtual career fairs. Rather you're not well-connected to a particular employer, you don't know someone that can make a reference to your behalf or pass along your resume to a hiring manager. A virtual career fair permits the job seeker "to meet" a member of the recruiting team and make an optimistic sense. The job seeker may even be able to turn a virtual chat into an email conversation or phone screen interview if you handle the situation well.

Every job seeker may have subjected to some kind of lifeless bias based on their physical appearance but studies shows that a female job seeker's appearance can have a positive/ negative impact on her success. Making your first impression up to the expectation digitally may increase the chance for better employability.

A virtual career fair may be attractive to job seekers provided, they work in technology, a digital field or are interested in isolated job opportunities. An employer who is eager to hire via virtual job fair is probably more digitally refined and open with flexible jobs or has open positions where technology skills are valued. Jobseeker can also multi-task and make the most of their time. Employers too benefit from using virtual job fairs provided they, by definition, to imply that HR teams don't have to incur travel and operating expense involved in attending conventional brick-and-mortar job fairs.

Virtual Career Fairs are a globally trending strategy, that takes the hassle out of the hiring process. They connect business owners to relevant talent for rapid speed for a fraction of the cost. A virtual career fair podium supports all mobile devices allowing handy and usual communications. Speech-to-text is a live, real-time captioning use. It helps deaf or having disabilities, to see the text of the person speaking. To assist recruiting companies by facilitating their recruiting efforts, numerous software companies have developed resumes selection programs that can be configured to screen a collection of resumes for the most skilled candidates. Resumes' that is received by an employer who uses this software are scanned first into a computer and stored.

Types of Virtual Career Fair

Virtual: Virtual career fairs are not just the future, but also a present favorite among job providers

Hybrid: It takes place mutually digital and physical setting

Evergreen: The online event residue available for an extended period to forever keep recruitment momentum in action.

Right Candidate to Right Organization at Right time

Reflect on recruiting the incorrect person for the job a trouble of the past; Virtual Career Fairs allows an enhanced, excellent connection between company and candidate without the demerits of a physical fair. Visualize the aid of setting up more informal interactions with a large number of talented applicants transversely the globe without having to sync time zones. Job seekers are more likely to take part when there is ease of arrangement. For the first time, companies are fast-tracking candidates through the recruitment channel in a couple of days via this easy-to-use short listing method. Virtual event platforms empower job seekers and job providers to create instant brand rendezvous stay to the lead of the competition by differentiating and providing enhanced recruiting services.

III. CONCLUSION

This kind of opportunity can shake space for veterans, Senior citizens and physically challenged people for the betterment of the future. Generally, job-seeking metrics are rendered free of cost. If it turns out with price, then the job seeker needs to be cautioned for a scam. Another embracing concept on a virtual job fair is that the job seeker gets an opportunity to speak to the experts. The podium monitors job searcher in flow, online interviews, and categorize usage analytics for each vacancy, suggesting alternatives and course corrections to the hiring mediator if the performance of the job search is sub-par based on benchmarks. Virtual fair makes all information paperless and resourceful..

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