

Job Connect: A Localized Online Job Portal with Data Analytics

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Abstract— The Public Employment Service Office (PESO) plays a vital role in facilitating employment opportunities; however, many local offices continue to face challenges related to limited system accessibility, manual processing, and inefficient job matching. This study aimed to develop JobConnect, a localized online job portal with integrated data analytics designed to improve employment services in Calinog. To create a responsive and user-friendly platform accessible via desktop and mobile devices the researcher utilized web-based technologies (PHP, MySQL, JavaScript, and Bootstrap). Key features included an applicant-job recommender system based on skills matching, real-time job posting and application management, and an analytics dashboard that monitored employment trends by age, gender, and job type. System quality was evaluated using the ISO/IEC 25010 software quality framework, assessing functionality, usability, reliability, performance efficiency, security, and portability.

Keywords— Job Portal, Domestic Work, Data Analytics, Job Connect, Localized Employment

I. INTRODUCTION

Employment facilitation is a critical function of government service delivery, particularly in addressing unemployment, underemployment, and skills mismatches in local communities. In the Philippines, the Public Employment Service Office (PESO) was established under Republic Act No. 8759 to provide accessible, non-fee-charging employment services and ensure equal opportunities for job seekers [1]. PESO offices, commonly operated by local government units, educational institutions, and partner organizations, serve as frontline agencies that connect applicants and employers while supporting labor market programs and workforce development initiatives [2]. Despite these efforts, many PESO offices still rely on partially manual or fragmented digital systems, which limit efficiency, accessibility, and real-time monitoring of employment trends [3].

The rapid transition from traditional recruitment to electronic recruitment (e-recruitment) has transformed how organizations attract and evaluate talent. Modern hiring practices increasingly depend on digital platforms, data-driven decision-making, and skills-based matching to respond to evolving economic conditions [4]. However, recruitment challenges persist, including time-consuming application processes, limited access to localized labor market information, and difficulties in aligning applicants' competencies with employers' needs [5]. These issues are further intensified at the municipal level, where technological infrastructure and integrated employment systems are

often underdeveloped [3].

In Calinog, employment services faced operational limitations such as restricted system accessibility, the need for in-person data encoding despite online registration, and insufficient tools for monitoring job demand and wage trends. These constraints hindered the ability of PESO staff to efficiently match job seekers with available opportunities and to generate insights that could guide workforce planning. National agencies such as the Department of Labor and Employment (DOLE) have emphasized the need for improved employment facilitation mechanisms that leverage technology to respond to dynamic labor market demands [2], [6].

To address these challenges, this study proposed the development of JobConnect, a localized online job portal integrated with data analytics to support more efficient employment matching and labor market monitoring. The system was designed to provide a user-friendly digital platform for applicants, employers, and PESO administrators, enabling streamlined job applications, skills-based recommendations, and statistical reporting of local employment trends. By incorporating analytics and automation into the recruitment process, JobConnect aimed to enhance service delivery, reduce administrative burden, and create a more responsive and data-informed employment ecosystem at the municipal level [4], [5].

II. LITERATURE REVIEW

This chapter reviews the related literature needed in the conceptualization of the present research study. This part discusses concepts and recent research related to the Job Connect: A Localized Online Job Portal with Data Analytics.

A. A predictive data analytics solution matching job seeker's 'talent and employers' demand's base on machine learning

According to Rahmani et al. (2023), the study applied clustering techniques, including Self-Organizing Maps (SOM), Fuzzy C-Means (FCM), K-Means, and Latent Dirichlet Allocation (LDA), within the CRISP-DM methodology to analyze data on the demands of employers and job seekers in the Netherlands.[7] The silhouette criterion was used for validation. The prediction and classification procedures employed methods such as Multilayer Perceptron (MLP), Naive Bayes, Learning Vector Quantization (LVQ), Support Vector Machine (SVM), and Language Models (LM). [8] This study is relevant to JobConnect because it demonstrates how machine learning techniques, such as clustering and classification, can improve job matching between employers and job seekers. The researchers used different models to analyze labor market

data and enhance matching accuracy. The plans to use data analytics to match applicants with job vacancies more accurately. Although the study was conducted in the Netherlands, its methods can be adapted to a local setting. This supports our goal of developing a localized job portal that uses predictive analytics to reduce skills mismatches and improve employment opportunities

B. The Use of Online Job Sites for Measuring Skills and Labour Market Trends: A Review.

Alibasic *et al.* examined labor-market transformations driven by automation and artificial intelligence, noting the sharp rise in demand for AI-related skills across industries and highlighting how analytics can detect emerging skill requirements [8]. O'Mahony and Romanko (2022) examined a generic data pipeline designed to support continuous data mining and utilization for firms developing their own online labor market analysis procedures. They provided a detailed explanation of skill extraction using the Word2Vec model and discussed its practical applications. The study also explored various techniques for skills analysis and visualization, including job titles, income distributions, skill correlation scatterplots, frequent skills histograms, graph analyses of skill co-occurrence, and regional skills analyses within the United Kingdom.[9]. This study is aligned with JobConnect, which aims to leverage data analytics to improve job matching in a local context. By adopting methods such as skill extraction and visualization, the platform can identify gaps between job seeker capabilities and employer requirements, provide personalized job recommendations, and analyze regional labor demand. Although the study focused on the UK, its methodologies provide a framework for developing a localized, data-driven job portal that enhances employment facilitation and reduces skills mismatches in the local labor market.

C. Understanding of the labour market using Big Data

Vankevich showed that Big Data techniques—such as web scraping and structured datasets—enable more accurate labor-market analysis while maintaining ethical safeguards [10]. Ahmed *et al.* reinforced the importance of aligning worker qualifications with job requirements to address sector-specific talent shortages [11]. These studies collectively support the integration of analytics and recommender systems into JobConnect.

D. Career ICT: A Job Portal for the Bulacan State University-College of Information and Communications Technology Alumni

This study was significant because it addressed the challenges faced by Bulacan State University (BulSU-CICT) graduates in securing employment by developing a dedicated job portal. The portal empowered alums by providing personalized job alerts and enabling employers to post skill-specific job offerings. Additionally, it equipped the college with tools to track graduates' employment outcomes, allowing for curriculum improvements tailored to industry needs. With positive evaluations from both users and experts, the portal served as a vital resource for enhancing graduate employability and strengthening the university's support for its alums (Dela Rosa & Galang, 2024) [12]. It shows how a dedicated job portal can improve employment through personalized job alerts and skill-based matching. The system helped align graduates' skills with employer needs and track employment outcomes for better workforce planning. Similarly, JobConnect aims to use data analytics to enhance job matching, reduce skills mismatch, and support local employment development.

E. Facilitating Employment Opportunities in the Digital Space: A Study on the Activities and Services of Digital Labor Market Intermediaries in the Philippines, Implementation of Public Employment Services in a Philippine Local Government Unit & Utilization of E-Recruitment Tools as Perceived by Recruiters and Job Applicants

Pineda and Cayabyab highlighted the value of digital labor-market intermediaries and government collaboration in optimizing recruitment services [13]. Bachita and Bayoneta evaluated PESO-led employment programs and emphasized strengthening labor-market information dissemination [14]. Grimaldo *et al.* found that online recruitment systems improve efficiency, though usability enhancements remain necessary [15]. Likewise, a municipal PESO Job Portal implementation demonstrated improved access to employment opportunities and streamlined hiring processes [16].

F. Real-Time Job Analytics and Recruitment System, Online Job Portal & Online Job Search Application

Existing foreign job-portal systems provide functional models for digital recruitment. Gupta *et al.* developed a real-time recruitment analytics system enabling CV uploads, job searches, and application tracking [17]. Srivastava and Singh designed an online portal allowing employers to filter applicants based on skill compatibility [18].

Khan *et al.* introduced a job-search application tailored for skilled trades, while Al-Hammadi *et al.* integrated recommender-system functionality to automate job matching [19]. These systems highlight essential capabilities—resume matching, recommender algorithms, and online accessibility—that inform the functional design of JobConnect.

III. METHODS

A. Project Description

Job Connect: A Localized Online Job Portal with Data Analytics is a web-based employment management system designed to bridge the gap between job seekers and employers within the Municipality of Calinog. The project was developed to modernize the traditional employment facilitation process by providing a centralized digital platform where applicants can discover job opportunities and employers can efficiently recruit qualified candidates.

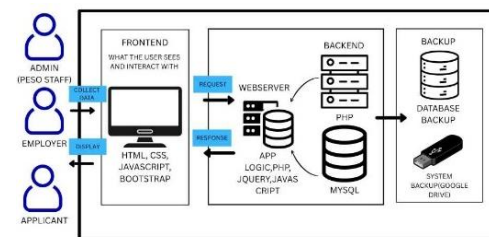


Figure 1. System/ Application Architecture

The system primarily serves three types of users: Applicants, Employers, and PESO Administrators. Applicants can create profiles, upload resumes, browse job vacancies, receive job recommendations, and monitor the status of their applications. Employers can post job openings, manage applicant pools, schedule interviews, and update hiring decisions. PESO administrators oversee system operations, approve employer accounts, generate employment reports, and monitor labor market trends to support informed decision-making.

B. Project Development

During the *Requirement Phase*, the researchers collected requirements from stakeholders through interviews and focus groups. They identified the functional requirements of the job portal, including user registration, job posting, and search functionality. They also determined the non-functional requirements, including performance, security, and usability. Use cases were developed to illustrate user

interactions with the system.

Design. As part of the Design Phase, a prototype or model of the system was developed. The prototype was presented to the users of the system. A discussion time was set to generate comments and suggestions from the stakeholders

Development. In this phase, the researchers implemented the job portal using programming languages like Python and PHP, frameworks, and databases. They integrated the data analytics framework into the job portal. Unit testing was performed to ensure individual components functioned correctly. Integration testing was also performed to ensure components worked together seamlessly.

Testing. In this phase, the researchers conducted system testing with IT experts and students to ensure the entire system functioned correctly. They ensured that the system met the requirements and expectations of stakeholders. Performance testing was conducted to verify that the system could handle expected loads and traffic.

C. Project Evaluation

The system's high quality was examined if it conforms to that ISO 25010. This set the requirements for the software's performance efficiency, operability, functional suitability, reliability security, compatibility, maintainability, and portability. The method of assessment was conducted by calculating the mean of each quality characteristics.

ISO 25010

To assess the system's conformance to international standards, the requirements set through ISO 25010 have been considered. The basis of assessment utilized is the 5 (5) point Likert Scale. The end result of the evaluation was performed with the help of an expert statistician. Mean and Standard Deviation were used to evaluate the results.

Data Gathering Instrument

To gather requirements for the proposed Job Connect system, the researchers employed several elicitation techniques. The data collection methods used is presented below:

Interview. In-person interviews were conducted to identify existing issues with the Public Employment Service Office (PESO) system in Calinog. Recommendations from PESO staff were solicited, including suggestions for creating a system to track monthly trends in domestic employment.

Brainstorming. The research team conducted group brainstorming sessions to generate ideas for the system's workflow, potential designs, and end-user identification. Discussions also focused on how the system could benefit skilled workers in Calinog.

Internet Search. The team conducted online research to review related literature and gather information about PESO and other relevant resources. Sources included Google Scholar, IEEE, and official PESO and PIES websites.

Survey Questionnaire. A survey questionnaire was used to efficiently collect consistent data from participants regarding their experiences, preferences, and perceptions of employment and the Job Connect platform. This method allowed the researchers to systematically gather relevant information, which was subsequently analyzed to guide the design and improvement of the system.

Respondents of the Study

These respondents were composed of 9 applicants, 6 employers/PESO heads, and 5 IT experts. The applicants represented job seekers who provided insights based on their experience in using the system, while the employers and PESO heads contributed perspectives related to job posting and employment management. Meanwhile, the IT experts evaluated the technical aspects of the system, including functionality and performance. The distribution of respondents ensured that feedback was gathered from different user groups, allowing for a

more balanced and comprehensive evaluation of the proposed Job Connect system.

Statistical Treatment of Data

The evaluation responses were tabulated, and the data were then analyzed and interpreted with the use of statistical tool. To measure the degree of the software conformance to ISO standards, the mean results of the survey from IT experts were computed and interpreted using the Likert Scale, shown in Table 1. The following interpretation was used:

Table 1
The Likert Scale

Scale	Description	
4.51–5.00	Excellent	Good
3.51–4.50	Very	
2.51–3.50	Good	
1.51–2.50	Fair	
1.00–1.50	Poor	

IV. RESULTS AND DISCUSSION

JobConnect: A Localized Online Job Portal with Data Analytics was successfully developed to address the domestic employment needs of both applicants and employers. The system was made accessible through both a website and a mobile platform.

In Figure 1, it provided clear login and registration options for applicants, employers, and administrators. The interface enabled applicants to register or log in, allowed employers to access their accounts, and provided administrators with tools to manage the system all through dedicated buttons on a clean and professional homepage.



Figure 1. PESO Job Portal Dashboard

In Figure 2, the image shows a job recommender system that matches an applicant's skills with job postings. It suggested two jobs, Bagger and Cashier, based on keywords like "bag" and "cash" found in her skill profile. Each job has a match quality score showing how closely it fits her abilities.

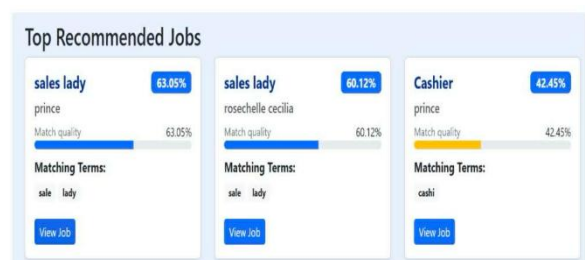


Figure 2. Top Recommended Jobs

Integrated Data Analytics was applied to the job portal to track and improve job placement by analyzing demand patterns by age, gender, and job type. The system identifies which age groups and genders are most active in the job market and highlights the specific jobs currently in high demand. Figure 3 showed the data analytics page that showed the result.

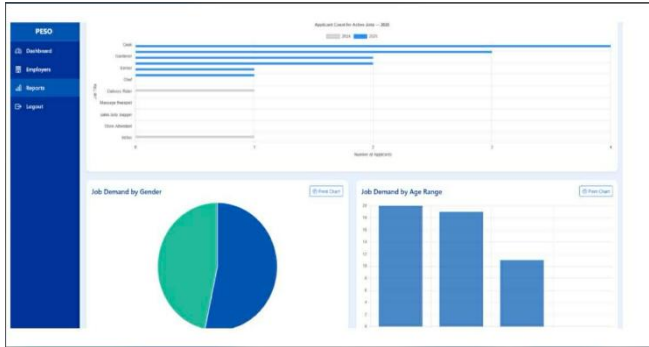


Figure 3. Data Analytics Page

The generated statistical report provides a summary of job-related data based on employer and applicant activity. This data helps admins monitor system usage, track employment trends, and evaluate how effectively the platform connects applicants to job opportunities. Figure 4 showed statistical report of the job rates based on applicants' or employers' data.



Figure 4. Statistical Report of Number of applicants

The project evaluation of the developed system, JobConnect: A Localized Online Job Portal with Data Analytics, was conducted to assess its overall functionality, effectiveness, and impact in addressing local employment needs. The system was evaluated by randomly selected applicants and employers from the Municipality of Calinog, Iloilo, as well as by IT experts. The software of the proposed system was assessed against the ISO/IEC 25010:2011 standard for software quality, which considers functional suitability, performance efficiency, compatibility, usability, reliability, security, maintainability, and portability, to ensure it operates as intended.

This evaluation process enabled the researchers to systematically analyze user experiences and expert feedback, ensuring that the proposed system met the required quality and usability standards.

Table 2 presents respondents' evaluations of Functional Suitability. The findings showed high agreement across all groups, indicating that the system effectively met the criteria being assessed. The IT Experts, composed of five evaluators, gave a mean score of 4.64 with a standard deviation of 0.54, reflecting positive feedback with some variation in their responses. The Applicants, who formed the largest group with nine

evaluators, reported a slightly higher mean score of 4.71 and a standard deviation of 0.40, indicating strong approval and more consistent ratings. Employers and PESO representatives, totaling six evaluators, gave the highest mean rating of 4.73 with a standard deviation of 0.30, demonstrating very strong agreement regarding the system's functionality. Overall, the combined evaluation from all 20 respondents yielded a mean of 4.70 and a standard deviation of 0.12, placing it in the "Excellent" category. This indicated that all groups shared a highly favorable and supportive assessment of the system's functional suitability.

Table 2
Functional Suitability

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.64	0.54	Excellent
Applicants	9	4.71	0.40	Excellent
Employer & PESO	6	4.73	0.30	Excellent
Total	20	4.70	0.12	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50 Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 3 presents respondents' evaluations of performance efficiency. The findings indicated that the system performed well across all groups, with most ratings falling within the "Very Good" and "Excellent" categories. The IT experts, comprising five evaluators, achieved the highest mean score of 4.53 with a standard deviation of 0.54, indicating strong approval despite some variation in their responses. The applicants, the largest group with nine members, had a mean score of 4.44 and a standard deviation of 0.40, indicating consistent, positive feedback. Similarly, the employers and PESO representatives, comprising six evaluators, also gave a mean rating of 4.44 with a standard deviation of 0.30, showing that their evaluations closely aligned with those of the applicants. Overall, the combined results from all 20 evaluators yielded a mean score of 4.47 with a standard deviation of 0.41, placing in the "Very Good" category. These results demonstrated that respondents generally perceived the system as efficient, reliable, and capable of performing its intended functions effectively. These results showed that respondents shared a favorable view of the system's performance efficiency.

Table 3
Performance Efficiency

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.53	0.54	Excellent
Applicants	9	4.44	0.40	Very good
Employer & PESO	6	4.44	0.30	Very good
Total	20	4.47	0.41	Very good

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50 Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 4 presents respondents' evaluations of usability. The findings indicated that all groups provided positive assessments, suggesting that

the system was generally easy to use and navigate. The IT experts, composed of five evaluators, gave a mean score of 4.50 with a standard deviation of 0.60, placing their evaluation in the "Very Good" category. The applicants, who formed the largest group with nine members, had a slightly higher mean score of 4.56 and a standard deviation of 0.50, rating the system as "Excellent" and demonstrating high user satisfaction. The employers and PESO representatives, totaling six evaluators, also gave a mean rating of 4.50 with a standard deviation of 0.60, indicating that their assessment closely aligned with that of the IT experts. Overall, the combined results from all 20 evaluators yielded a mean score of 4.52 with a standard deviation of 0.06, placing in the "Excellent" category. These results suggested that respondents shared a positive view of the system's usability, highlighting its effectiveness and user-friendly design.

**Table 4
Usability**

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.50	0.60	Very good
Applicants	9	4.56	0.50	Excellent
Employer & PESO	6	4.50	0.60	Very good
Total	20	4.52	0.06	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 5 presents respondents' evaluation results regarding security. The findings indicated that the system was generally perceived as secure, with most ratings falling under the "Very Good" and "Excellent" categories. The IT experts, composed of five evaluators, gave a mean score of 4.33 with a standard deviation of 0.85, reflecting positive feedback with noticeable variation in their responses. The applicants, who formed the largest group with nine members, provided the highest mean score of 4.70 and a standard deviation of 0.45, rating the system as "Excellent" and demonstrating strong confidence in its security features. The employers and PESO representatives, totaling six evaluators, gave a mean rating of 4.44 with a standard deviation of 0.81, which fell under the "Very Good" category, indicating overall supportive feedback. When combined, the results from all 20 evaluators produced a mean score of 4.49 with a standard deviation of 0.22, placing the overall assessment in the "Very Good" category. These findings suggested that respondents shared a favorable view of the system's security performance.

**Table 5
Security**

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.33	0.85	Very good
Applicants	9	4.70	0.45	Excellent
Employer & PESO	6	4.44	0.81	Very good
Total	20	4.49	0.22	Very good

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 6 presents respondents' evaluation results for Maintainability. The findings showed strong, consistent agreement across all groups, indicating that the system was perceived as highly maintainable and easy to update or improve. The IT Experts, composed of five evaluators, gave a mean score of 4.60 with a standard deviation of 0.65, placing their evaluation in the "Excellent" category. The Applicants, who formed the

largest group with nine members, had a mean score of 4.56 and a standard deviation of 0.51, also rating the system as "Excellent" and providing positive feedback regarding its Maintainability. The Employers and PESO representatives, totaling six evaluators, gave the highest mean score of 4.67 with a standard deviation of 0.49, reflecting strong approval of the system's ability to be maintained effectively. Overall, the combined results from all 20 evaluators yielded a mean score of 4.61 with a standard deviation of 0.09, placing it in the "Excellent" category. These results showed that all groups shared a highly favorable view of the system's Maintainability.

**Table 6
Maintainability**

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.60	0.65	Excellent
Applicants	9	4.56	0.51	Excellent
Employer & PESO	6	4.67	0.49	Excellent
Total	20	4.61	0.09	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 7 presents respondents' evaluation results for Portability. The findings showed strong, consistent agreement across all groups, indicating that the system was highly adaptable and capable of functioning well across different platforms and environments. The IT Experts, composed of five evaluators, gave a mean score of 4.60 with a standard deviation of 0.43, rating the system as "Excellent." The Applicants, the largest group with nine members, had a slightly higher mean score of 4.67 and a standard deviation of 0.67, and also rated the system as "Excellent," though their responses showed some variation. The Employers and PESO representatives, totaling six evaluators, gave a mean score of 4.61 with a standard deviation of 0.44, demonstrating strong approval and aligning closely with the other groups. Overall, the combined results from all 20 evaluators produced a mean score of 4.63 with a standard deviation of 0.13, which also fell under the "Excellent" category. These findings showed that respondents shared a highly optimistic view of the system's Portability.

**Table 7
Portability**

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.60	0.43	Excellent
Applicants	9	4.67	0.67	Excellent
Employer & PESO	6	4.61	0.44	Excellent
Total	20	4.63	0.13	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Table 8 presents respondents' evaluation results for Reliability. The findings showed that the system was consistently dependable and performed its functions accurately, as reflected in the positive ratings from all groups. The IT Experts, composed of five evaluators, gave a mean score of 4.55 with a standard deviation of 0.87, rating the system as "Excellent" despite some variation in their responses. The Applicants, the largest group with nine members, had a mean score of 4.81 with a standard deviation of 0.21, also rating the system as "Excellent" and demonstrating strong confidence in its Reliability. The Employers and PESO representatives, totaling six evaluators, gave the

highest mean score of 4.83 with a standard deviation of 0.20, indicating very strong approval. Overall, the combined results from all 20 evaluators yielded a mean score of 4.73 with a standard deviation of 0.39, placing it in the “Excellent” category. These results showed that respondents shared a highly optimistic view of the system’s Reliability.

Table 8
Reliability

Respondents	No. of Evaluators	Mean	SD	Description
IT Experts	5	4.55	0.87	Excellent
Applicants	9	4.81	0.21	Excellent
Employer & PESO	6	4.83	0.20	Excellent
Total	20	4.73	0.39	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

Summary of Results

Table 9 presents the overall results of the system evaluation based on the ISO/IEC 25010 software quality standards. Functional suitability received a high mean score of 4.70 with a low standard deviation of 0.12, indicating that the software effectively meets its intended functions and requirements. Performance efficiency scored 4.47, with slightly higher variability of 0.57, indicating that the software performs its tasks efficiently, though there may be minor differences in user experience. Usability achieved a mean of 4.53 with a standard deviation of 0.10, reflecting that the system is user-friendly and easy to navigate. Security scored 4.49 with a standard deviation of 0.22, indicating that the software provides a reliable level of protection for data and user privacy. Maintainability and portability received high scores of 4.61 (standard deviation of 0.09) and 4.63 (standard deviation of 0.13), respectively, indicating that the software is easy to update and modify and can be effectively used across different platforms. Reliability, with the highest mean of 4.73 and a standard deviation of 0.39, confirms that the system consistently performs as expected without significant errors. Overall, the grand mean of 4.59 and a standard deviation of 0.23 indicate that software quality is excellent, suggesting it is a well-developed, and user-friendly system that meets the needs of its intended users.

Table 9

Overall Evaluation Results Based on Software Quality Characteristics

Criteria Description	Overall Mean	SD	
Functional Suitability	4.70	0.12	Excellent
Performance Efficiency	4.47	0.57	Very good
Usability	4.53	0.10	Excellent
Security	4.49	0.22	Very good
Maintainability	4.61	0.09	Excellent
Portability	4.63	0.13	Excellent
Reliability	4.73	0.39	Excellent
Grand Mean	4.59	0.23	Excellent

Note: Scale: 4.51-5.00- Excellent, 3.51-4.50 Very Good, 2.51-3.50- Good, 1.51-2.50 Fair, 1.00- 1.50 Poor

V. CONCLUSION

The system was implemented and evaluated in terms of its accuracy and its quality was also evaluated by experts using

standard survey instruments. Hence, the following conclusions are drawn:

1. an online job portal was designed and developed that allows applicants and employers to register, manage profiles, and interact efficiently.
2. integrated a job recommendation feature that supports better job matching based on applicant skills and preferences. The system effectively implemented this feature by providing recommended jobs to applicants, which improved the relevance of job opportunities presented and enhanced the overall job-search experience.
3. incorporated data analytics to support local employment monitoring and decision-making. JobConnect successfully generated employment-related data that can be used to analyze trends based on user demographics and job demand, thereby supporting evidence-based planning and management for local employment offices.
4. generated statistical report of the job rates based on applicants' or employers' data.
5. The system is functional, suitable, reliable, performance efficient, usable, secured, compatible, maintained, and portable. The evaluation result has strong manifestations that the system is compliant with the required features of a decision support system in accordance with known practices and standards.

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