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# JobQuest: A Web-Based Job Portal for Bantayan Island

Ruby M. Forrosuelo<sup>1</sup>; Isa Myr Pardilla<sup>2</sup>; Aldrin Villacarlos<sup>3</sup>; Dino L. Ilustrisimo, Ph.D.<sup>4</sup>;  
Analyn A. Solitario<sup>5</sup>; Leslie Kay C. Espina<sup>6</sup>; Hezel D. Pasicaran<sup>7</sup>

<sup>1</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[ubyforz@gmail.com](mailto:ubyforz@gmail.com)

<sup>2</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[pedrosasamsam@gmail.com](mailto:pedrosasamsam@gmail.com)

<sup>3</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[aldrinvillacarlos52@gmail.com](mailto:aldrinvillacarlos52@gmail.com)

<sup>4</sup>Dean, School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[dino.ilustrimo@mcclawis.edu](mailto:dino.ilustrimo@mcclawis.edu)

<sup>5</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[solitarioanalyn3@gmail.com](mailto:solitarioanalyn3@gmail.com)

<sup>6</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[lesliekayespina@gmail.com](mailto:lesliekayespina@gmail.com)

<sup>7</sup>School of Information Technology, Madridejos Community College, Bunakan, Madridejos, Cebu, Philippines  
[pasicaranhezel729@gmail.com](mailto:pasicaranhezel729@gmail.com)

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### Abstract:

Technology and internet access have changed how people look for jobs and how companies find employees, yet many job seekers and employers in Bantayan Island still struggle with limited job information and scattered hiring processes. To help solve this problem, the researchers created JobQuest, a web-based job portal designed to connect local employers and applicants in one convenient platform. The system allows employers to post job openings and manage applications, while job seekers can easily search and apply for available positions online.

Developed using the Rapid Application Development approach, the platform was evaluated in terms of functionality, usability, and overall system quality. The results showed that JobQuest is reliable, user-friendly, and effective in improving access to employment opportunities within the community.

**Keywords:** Web-Based job portal, JobQuest, Bantayan Island, online job application, local employment, employers and job seekers, Rapid Application Development (RAD), system functionality, usability, system quality, recruitment platform.

## 1. Introduction

Technology and the widespread use of the internet have significantly changed how people search for jobs and how employers recruit employees (Smith, 2021). Online job portals make job searching easier and faster for job seekers, while employers can conveniently post job vacancies and review applicants (Johnson & Lee, 2020). These platforms help both parties save time and reduce effort in the hiring process (Kumar, 2019). In Bantayan Island, many job seekers and employers still experience challenges such as limited job listings, lack of centralized job information, and inefficient job search methods. As a result, job opportunities are sometimes missed, and employers struggle to reach qualified applicants. To address these problems, the proponents developed a system called JobQuest: A Web-Based Job Portal for Bantayan Island. This system is designed to connect job seekers and employers in a centralized online platform. It allows employers to post job vacancies and manage applicants efficiently, while job seekers can easily search and apply for available jobs. Overall, the system aims to improve the hiring process in Bantayan Island by making it more organized, accessible, and efficient.

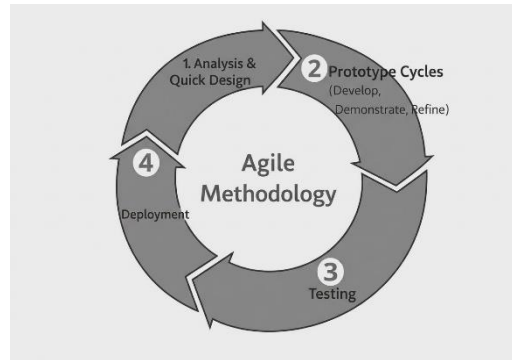
### 1.1 Objectives of the Study

The main objective of this study is to develop an online-and mobile-based job portal called JobQuest: A Web-Based Job Portal for Bantayan Island that will help connect job seekers and employers in Bantayan Island. Specifically, it aims to:

1. Design dashboards for the following users:
  - a. Admin – manages companies and approves or declines managers
  - b. Manager – manages job categories, job vacancies, and applicants
2. Provide features that will allow:
  - a. Applicants to create accounts, apply for jobs, submit resumes, and wait for feedback
  - b. Managers to create, read, update, and delete company details, job categories, and job postings, as well as approve or decline applicants
3. Notify applicants about the status of their application, such as interview schedules and document submission.
4. Make the system accessible online.
5. Develop a mobile application version of JobQuest: A Web-Based Job Portal for Bantayan Island.
6. Evaluate the usability of the system based on usefulness, satisfaction, and ease of use and learning.
7. Determine the quality of the developed system using the ISO/IEC 25010:2011 Systems and Software Quality Model.

## 2. Methods

This study used a developmental research methodology to design and develop the JobQuest: A Web-Based Job Portal for Bantayan Island. The main focus of this method is to create, test, and improve a system based on the needs of its users. The researchers conducted initial analysis to understand the problems of job seekers and employers in Bantayan Island. These findings were used as the basis for designing a user-friendly and effective job portal.



**Fig.1 Software Development Life Cycle Model**

Figure 1 shows the Rapid Application Development (RAD) model used in developing the JobQuest: A Web-Based Job Portal for Bantayan Island. The process starts with Analysis and Quick Design, where system requirements and initial designs are identified. This is followed by Prototype Cycles, which include developing, demonstrating, and refining the system based on user feedback.

After refinement, the system undergoes Testing to ensure that all features function properly and meet user needs. The final stage is Deployment, where the system is launched and made available to users. The RAD model emphasizes continuous improvement and user involvement, allowing the researchers to quickly adjust the system to meet the requirements of job seekers and employers.

Software Development Life Cycle Model The researchers used the Rapid Application Development (RAD) model in developing the system. This model was chosen because it allows fast development through continuous user feedback and repeated improvements. The system was developed in short phases and tested regularly to ensure that it meets user requirements. RAD Software Phases The development of the JobQuest: A Web-Based Job Portal for Bantayan Island followed the four main phases of the RAD model:

#### Phase 1. Analysis and Quick Design

In this stage, the researchers study the job market and talk with stakeholders to understand what the system needs to do. This helps them know the main features, users, and purpose of the job portal. Using the gathered information, the researchers quickly create an initial design of the system, including the main features, user interface, and database structure. This step helps build a strong foundation for JobQuest: A Web-Based Job Portal for Bantayan Island and reduces the chances of major design changes later.

#### Phase 2. Prototype Cycles (Develop, Demonstrate, Refine)

In this stage, the researchers develop a working prototype based on the initial design. The prototype allows users to search for jobs, create profiles, and use basic portal features. It is shown to a group of users such as job seekers and employers to collect feedback. Based on their comments and suggestions, the researchers improve the system by adjusting the design, fixing features, and making the portal easier to use. This process is repeated until the system meets user needs and expectations.

#### Phase 3. Testing

In this stage, the researchers test the system to make sure it works properly. Functional testing is done to check features like job search, application submission, and user accounts. Load testing ensures the system can handle many users, while security testing helps protect user data. User experience testing is also conducted to make sure the portal is easy and smooth to use. Any errors or problems found are fixed before the system is released.

#### Phase 4. Deployment

This is the final stage where the system is officially launched. The researchers set up the servers, database, and network to make sure the portal runs smoothly and can support many users. Training is provided to users so they know how to use the system properly. After successful testing, JobQuest: A Web-Based Job Portal for Bantayan

Island is made available to the public. The system is continuously monitored and maintained to ensure good performance and reliability.

### 3. Results

**Table 1. Admin and Manager Dashboards Evaluation**

Criteria	Mean	Very Interpretation
The system displays the Dashboard of business/company and graphs in portal.	4.30	Very Satisfactory
The system displays the dashboards of categories, job vacancies, applicants, and graphs in the manager portal.	4.30	Very Satisfactory
<b>Total</b>	<b>4.30</b>	<b>Very Satisfactory</b>

Table 1 presents the evaluation results for the display of the admin and manager dashboards. The system obtained a mean value of 4.3, which is interpreted as very satisfactory. This indicates that the dashboards are clear, organized, and suitable for administrative and managerial use.

**Table 2. Evaluation of approving/declining applicants/managers and CRUD operations.**

Criteria	Mean	Very Interpretation
The effectiveness of system and admin in terms of approving and declining of applicants and managers.	4.00	Very Satisfactory
CRUD of applicants' employers' information lists of information applicants' categories, vacancies, add image and document.	4.00	Very Satisfactory
Display job hiring's	4.00	Very Satisfactory
<b>Total</b>	<b>4.00</b>	<b>Very Satisfactory</b>

Table 2 shows the evaluation of system features related to approving and declining applicants and managers, as well as CRUD functions for applicant information, employer information, categories, vacancies, document uploads, and job postings. The system received a mean value of 4.0, interpreted as very satisfactory, showing that these features are functional and effective.

**Table 3. Evaluation of applicant notifications and feedback confirmation.**

Criteria	Mean	Very Interpretation
The effectiveness of system in notifying applicant for an interview.	4.00	Very Satisfactory
Effectiveness of the system for applicants in confirming or declining the managers' feedback.	4.30	Very Satisfactory
<b>Total</b>	<b>4.15</b>	<b>Very Satisfactory</b>

Table 3 presents the results for the notification system, including informing applicants about interviews and allowing applicants to confirm or decline manager feedback. The system achieved a mean value of 4.15, which is interpreted as very satisfactory, indicating that the notification and feedback process works effectively.

**Table 4. Effectiveness of JobQuest: A Web-Based Job Portal for Bantayan Island features when being used online and finding online job search platform in helping discover relevant job openings.**

Criteria	Mean	Verbal Interpretation
Effectiveness of JobQuest: A Web-Based Job Portal for Bantayan Island features when being used online.	4.30	Very Satisfactory
Effectiveness of finding online job search platforms in helping discover relevant job openings.	4.00	Very Satisfactory
<b>Total</b>	<b>4.15</b>	<b>Very Satisfactory</b>

Table 4 shows the effectiveness of the JobQuest portal in helping users find job openings online. The system obtained a mean value of 4.15, interpreted as very satisfactory, which indicates that the portal effectively supports online job searching through user-friendly navigation and relevant job listings.

**Table 5. Effectiveness of JobQuest: A Web-Based Job Portal for Bantayan Island in terms of responsiveness in mobile application and User-friendly of the mobile application for job seekers to experience on various devices.**

Criteria	Mean	Verbal Interpretation
Effectiveness of JobQuest: A Web-Based Job Portal for Bantayan Island in terms of responsiveness in mobile application.	4.30	Very Satisfactory
User-friendly of the Job Quest: A Web-Based Job Portal for Bantayan Island mobile application for job seekers to experience on various devices.	4.30	Very Satisfactory
<b>Total</b>	<b>4.30</b>	<b>Very Satisfactory</b>

Table 5 presents the evaluation results for mobile responsiveness and User-friendliness of the mobile application across various devices. The system received a mean value of 4.3, interpreted as very satisfactory, showing that the portal performs well on mobile devices and provides a good user experience.

**Table 6. In terms of usefulness, satisfaction, and ease of use and learning.**

Criteria	Mean	Verbal Interpretation
Usefulness	4.60	Very Satisfactory
Satisfaction	4.60	Very Satisfactory
Ease of Use	5.00	Excellent
Ease of Learning	4.30	Very Satisfactory
<b>Total</b>	<b>4.63</b>	<b>Very Satisfactory</b>

Table 6 shows the evaluation of the system based on the ISO 25010 Software Quality Model. Functional suitability, performance efficiency, compatibility, and reliability each obtained a mean value of 4.6, while security received a mean value of 4.0. All characteristics were interpreted as very satisfactory, indicating high system quality.

**Table 7. In terms of characteristics set in ISO 25010 Software Quality Model.**

Criteria	Mean	Verbal Interpretation
Functional Suitability	4.60	Very Satisfactory
Performance Efficiency	4.60	Very Satisfactory
Compatibility	4.60	Very Satisfactory
Reliability	4.60	Very Satisfactory
Security	4.00	Very Satisfactory
<b>Total</b>	<b>4.48</b>	<b>Very Satisfactory</b>

Table 7 shows the evaluation of the system based on the ISO 25010 Software Quality Model. Functional suitability, performance efficiency, compatibility, and reliability each obtained a mean value of 4.6, while security received a mean value of 4.0. All characteristics were interpreted as very satisfactory, indicating high system quality.

#### **4. Discussion**

The results of the evaluation show that JobQuest: A Web-Based Job Portal for Bantayan Island performed very well based on the feedback of IT experts. All evaluated areas received a very satisfactory rating, which indicates that the system meets its design goals and user requirements.

1. Based on Table 1, the high rating for the admin and manager dashboards shows that the system provides a clear and organized interface for system management. This is important because dashboards help administrators and managers monitor job postings, users, and system activities efficiently.
2. The results in Table 2 show that the system's core management features, such as approving and declining applicants and managers, managing applicant and employer information, and handling job postings and documents, are effective. These features are essential for maintaining accurate records and ensuring a smooth recruitment process.
3. In Table 3, the notification and feedback system received a very satisfactory rating, which means that the portal effectively supports communication between applicants and managers. Timely notifications for interviews and application status help improve transparency and reduce delays in the hiring process.
4. The findings in Table 4 indicate that the portal is effective as an online job search platform. The system helps users discover relevant job openings through easy navigation and organized job listings, which is important for job seekers in Bantayan Island.
5. According to Table 5, the system performs well on mobile devices and provides a user-friendly experience. This is significant because many users rely on mobile phones to access online services, especially in areas where desktop access may be limited.
6. The evaluation based on the ISO 25010 Software Quality Model in Table 6 shows that the system achieved very satisfactory ratings in functional suitability, performance efficiency, compatibility, reliability, and security. These results confirm that the system is stable, efficient, and secure for real-world use.
7. Table 7 shows that users find the system useful, satisfying, easy to use, and easy to learn. The high rating for ease of use suggests that users can operate the system without difficulty, even with minimal training.

#### **5. Conclusion**

This study successfully developed and evaluated JobQuest: A Web-Based Job Portal for Bantayan Island using the Rapid Application Development (RAD) methodology. The results showed that the system performed very well in terms of functionality, usability, system quality, and user satisfaction.

Based on the evaluation by IT experts, all system features including dashboards, applicant and manager management, notification system, online job search, and mobile responsiveness were rated very satisfactory. The system also met the quality standards of the ISO 25010 Software Quality Model, indicating that it is reliable, efficient, compatible, and secure.

The usability results showed that the system is easy to use, easy to learn, and satisfying for users. These findings suggest that JobQuest: A Web-Based Job Portal for Bantayan Island can effectively support job seekers and employers by providing a convenient and accessible online job platform. The study concludes that the developed job portal meets its objectives and can contribute to improving employment opportunities in Bantayan Island. Future studies may further enhance the system by adding more advanced features and expanding its coverage to other areas.

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