A STUDY ON E-RECRUITMENT AND IT'S IMPACT ON JOB SEEKERS

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Abstract

The study explains about the importance of e recruitment in today's scenario. It become very comfort for searching the job. It makes them to save the time, and expenses, get to have multiple jobs with their preference and requirements. So due to the pandemic even the job location did play a difficult role, because even in the current generation, women were not flexible enough to relocate so due to their preference for job seekers could even do work from home. So here the office expenses also will be reduced. So here job seekers have vast opportunities and they get benefits through the internet era. The study compares the perception between job seekers' intention to take a job and recruiter sourcing. Nowadays many organizations prefer to have e-recruitment. Because due to online sites like Naukri, LinkedIn, monster, and even many other companies, they have developed their sites for souring. due to this, the recruiters can reach a larger number of job seekers with their requirements. So e-recruitment benefits both sides job seekers and even recruiters For this study, I have taken 105 job seekers from my college who were going to pass out currently and studied how much awareness they have towards job sites and even many MBA HR students who have no awareness. Who is going to become a recruiter? The collected data was analysed by using the chi-square test and ANOVA test. Here time saving, location, and expenses are the main perceptions of job seekers. Keywords: saving time, online sites and free online sites, job seekers, pandemic, online recruitment.

Introduction

The emergence of digital technology has revolutionized various aspects of our lives, including the way organizations conduct recruitment processes. One significant transformation is the adoption of e-recruitment, an online approach to attracting, screening, and selecting potential job candidates. This study aims to delve into the impact of e-recruitment on job seekers, exploring its implications on their experience, expectations, and decision-making. In recent years, the proliferation of internet access and

the ubiquity of digital devices have spurred the widespread adoption of e-recruitment strategies by companies of all sizes and sectors. These methods encompass a range of practices, such as online job postings, application submission through websites or portals, and video interviews conducted remotely. This transition from traditional paper-based methods to online platforms has streamlined the recruitment process, offering greater convenience and accessibility to both recruiters and job seekers. The Impact of e-recruitment on job seekers is a multifaceted phenomenon that warrants thorough examination. On one hand, the digitalization of recruitment has opened up opportunities for job seekers to access a broader range of job openings, irrespective of geographical constraints. This broader reach has the potential to enhance the matching of skills and qualifications with job requirements, ultimately benefiting both employers and job seekers. Additionally, the convenience of submitting applications electronically reduces time and effort, making the initial application process more efficient. However, it is essential to critically assess potential challenges arising from the digitalization of recruitment. The impersonal nature of e-recruitment might diminish the sense of human connection between employers and job seekers. Moreover, the ease of online applications could lead to an influx of applications, increasing competition and potentially diluting the quality of applications received by employers. Job seekers may also encounter concerns about privacy and data security when submitting personal information online.

Review of Literature

Mencken & Winfield (1998) explored the advantages and disadvantages of informal and Formal recruiting practices in external labour markets. The authors found that qualities Were a stronger motivator than the cost of informal recruiting. The findings from the regression Analysis also demonstrated that the quality of applicants was more salient for hiring. **Smith** (1999) worked on e-recruitment where he tried to conceptualize that the Internet helps employers better target prospective employees. The author mentioned That the career web, which small companies may consider expensive, could still be less costly than multiple newspaper ads A Research by Matthews (2006) on the recruitment of Law students by the United States Internal Revenue Service described how by moving up the start date of its campus recruitment efforts it was able to fill jobs more easily and with better quality individuals. **Dr. Bhupendra Singh Hada** and **Swati Gairola** (2005) said that the latest trend in e-recruitment and this updated trend has been adopted from MNC to small-scale industries in this article he Talks about the opportunity and challenges of e-recruitment. **Galanaki**, (2002) said that the online

recruitment process is started by posting vacancies on their company websites and an online recruitment vendor's website or third-party Websites, and asked the applicants to send their resume and their details electronically Through the e-form or email. **Buda** (2003) has found that the recruitment advertisement is effective when it includes positive information at the start when being advertised through nonexpert sources (e.g., general media) **Tong and Sivanand**, (2005) online recruitment (e-recruitment) emerges as a handy And advantageous method over traditional methods of recruitment e-recruitment Enable the firm to perform the tasks in speed and improves the process One of the Outcomes of the growth of e-recruitment technologies has been that applying for jobs Has become simpler and more streamlined. Executives in Malaysia believe that e-recruitment can lead them to a new competitive position in irrational labour markets Due to the importance of knowledge workers and resource-based competition. **Helen Verhoeven and Sue Williams** (2008), said that Internet recruitment and Selection in the United Kingdom. In this discusses the advantages and disadvantages Of Internet recruitment and selection as identified in the literature and considers those Against the views of employers in the United Kingdom. **Khan**, (2010) has stated that lower cost investment, shorter recruitment cycle, reach To a wider range of applicants, better quality of applicants, the opportunity to address specific market niches, and issue attraction of passive job-seekers; are described as the strong sides of the Internet recruitment. Additionally, the advertisement and its Attributes are important factors in e-recruitment. Poorangi et al., (2011; Ahmed, 2009) Executives in Malaysia believe that recruitment can lead them to a new competitive position in regional labour markets due to the importance of knowledge workers and resource-based competition.

Research Methodology

The study will utilize a quantitative research design, using survey questionnaires to gather data on employee satisfaction with the recruitment and selection process. When designing a research study on e-recruitment and its impact on job seekers, you would want to consider factors such as your research objectives, methods, and data collection. You might consider using a mixed-methods approach, combining qualitative interviews or surveys with quantitative data analysis. Be sure to define your research questions clearly and determine the variables you'll be measuring. Additionally, consider ethical considerations and potential limitations of your study design.

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Data Analysis
1. **Age:**

Age					
		Frequency	**Percent**	**Valid Percent**	**Cumulative Percent**
Valid	18 to 25	**101**	**96.2**	**96.2**	**96.2**
	26 to 30	**3**	**2.9**	**2.9**	**99.0**
	above 41	**1**	**1.0**	**1.0**	**100.0**
	Total	**105**	**100.0**	**100.0**	

Interpretation: From the study it is found that out of 105 responses ,96.2 % is from18 to 25 ages, 2.9 % is from 26 to 30 ages, 1.0 %is from above 41.

2. Which problem, do you think is the worst in the case of job searching, through the internet?

which problem, do you think is the worst in the case of job searching, through the internet					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	response rare is comparatively low	57	54.3	54.3	54.3
	time-consuming	44	41.9	41.9	96.2
	costly	4	3.8	3.8	100.0
	Total	105	100.0	100.0	

Interpretation;From the study, it is found that out of 105 responses,54.3% is from response rate is comparatively low, 41.9% is from time-consuming, and 3.8% is from costly.

3. How satisfied are you with the speed of internet searches for job postings.

how satisfied are you with the speed of internet searches for job postings.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	very satisfied	25	23.8	23.8	23.8
	some what	40	38.1	38.1	61.9
	neutral.	27	25.7	25.7	87.6
	some what dis-satisfied	7	6.7	6.7	94.3
	very dis satisfied	6	5.7	5.7	100.0
	Total	105	100.0	100.0	

Interpretation: From the study it is found that out of 105 responses, 23.8 % is from very satisfied, 38.1% is from some what, 25.7% is from neutral, 6.7% is from some what dissatisfied, 5.7% is from very dissatisfied.

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4. Have you ever experienced any online job search training or work shop.

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		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	46	43.8	43.8	43.8
	no	59	56.2	56.2	100.0
	Total	105	100.0	100.0	

Interpretation: From the study it is found that out of 105 responses, 43.8% is from yes, 56.2% is from no.

5. Anova Test

Analysis of Variance (ANOVA) is a statistical formula used to compare variances across the means (or average) of different groups. A range of scenarios use it to determine if there is any difference between the means of different groups.

Null Hypothesis: There is no significant difference between the problem in searching job through the internet and usage of the portal.

Alternative Hypothesis: There is a significant difference between the problem in searching job through the internet and usage of the portal.

ANOVA					
which problem, do you think is the worst in the case of job searching, through the internet					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.352	3	.117	.349	.790
Within Groups	33.896	101	.336		
Total	34.248	104			

Inference: From the above table, we find that the significant value is 0.790, which is greater than the table value of 0.05, so the null hypothesis is accepted and the alternative hypothesis is rejected.

Therefore, there is no relationship between the problem in searching job through the Internet and the usage of the portal.

6. Correlation Analysis

Correlation is a statistical measure that expresses the extent to which two variables are linearly related (meaning they change together at a constant rate). It's a common tool for describing simple relationships without making a statement about cause and effect.

Null Hypothesis: There is no correlation between satisfied and speed of internet searches for job postings and experienced any online job search training or workshops.

Alternative hypothesis: There is correlation between satisfied and speed of internet searches for job postings and experienced any online job search training or workshops.

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Correlations			
		how satisfied are you with the speed of internet searches for job postings.	have you ever experienced any online job search training or work shop.
how satisfied are you with the speed of internet searches for job postings.	Pearson Correlation	1	-.091
	Sig. (2-tailed)		.358
	N	105	105
have you ever experienced any online job search training or work shop.	Pearson Correlation	-.091	1
	Sig. (2-tailed)	.358	
	N	105	105

Inference: From the above table, we find that significant value is 0.358, which is greater than table value 0.05, so the null hypothesis is accepted and alternative hypothesis is rejected.

Therefore, there is no relationship between satisfied and speed of internet searches for job postings and experienced any online job search training or workshops.

7. Chi- Square Test

Chi-square is a statistical test used to examine the differences between categorical variables from a random sample in order to judge the goodness of fit between expected and observed results.

Null Hypothesis: There is no significant association between age and platform preferred for recruitment.

Alternative Hypothesis: There is significant association between age and platform preferred for recruitment.

Test Statistics		
	Age	Which platform do you prefer the best source of recruitment.
Chi-Square	186.743[a]	28.905[b]
df	2	3
Asymp. Sig.	.000	.000
a. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 35.0.		
b. 0 cells (.0%) have expected frequencies less than 5. The minimum expected cell frequency is 26.3.		

Inference: From the above table, we find that the significant value is .000, which is less than table value 0.05, so the null hypothesis is rejected and alternative hypothesis is accepted.

There is no significant association between age and platform preferred for recruitment.

Findings

According to the study, from the above table, it is found that out of 105 responses, 96.2 % is from18 to 25 ages, 2.9 % is from 26 to 30 ages, 1.0 %is from above 41. According to the study, from the above table, it is found that out of 105 responses,54.3% is from response rate is comparatively low, 41.9% is from time-consuming, and 3.8% is from costly. According to the study, from the above table, it is found that out of 105 responses, 23.8 % is from very satisfied, 38.1% is from somewhat, 25.7% is from neutral, 6.7% is from somewhat dissatisfied, 5.7% is from very dissatisfied. According to the study, from the above table it is found that out of 105 responses, 43.8% is from yes, 56.2% is from no. According to the study, from the above table, we find that the significant value is .000, which is less than table value 0.05, so the null hypothesis is rejected and alternative hypothesis is accepted. There is no significant association between age and platform preferred for recruitment. According to the study, from the above table, we find that the significant value is 0.790, which is greater than table value 0.05, so the null hypothesis is accepted and alternative hypothesis is rejected. Therefore, there is no relationship between the problem in searching job through internet and usage of the portal. According to the study, from the above table, we find that significant value is 0.358, which is greater than table value 0.05, so the null hypothesis is accepted and alternative hypothesis is rejected. Therefore, there is no relationship between satisfied and speed of internet searches for job postings and experienced any online job search training or workshops.

Suggestions for Improvement: Improved Filtering Mechanisms: E-recruitment platforms should refine their automated filtering systems to avoid excluding potentially qualified candidates. A balance between automation and human review can enhance fairness. Enhanced Personalization: Customized job recommendations based on a candidate's skills, experience, and preferences can help job seekers discover relevant opportunities more effectively. Skill Development Resources: Providing resources such as interview preparation tips, resume building guidelines, and career development content can assist job seekers in presenting themselves effectively. Clear Communication: E-recruitment platforms should ensure clear communication regarding the application process, timelines, and status updates to keep job seekers engaged and informed. Diverse Recruitment Channels: Employers should consider a combination of online and traditional recruitment methods to ensure a diverse pool of candidates and reduce the risk of excluding those with limited internet access.

Conclusion

The study on e-recruitment and its impact on job seekers highlights the profound transformation of the hiring landscape due to digital technologies. E-recruitment has brought about increased accessibility, efficiency, and convenience for both employers and job seekers. The study underscores that job seekers benefit from a wider range of opportunities, reduced geographical barriers, and simplified application processes.

The study emphasizes the need for a balanced approach, where technology is harnessed to enhance the recruitment experience without compromising the human touch. Recommendations include the incorporation of virtual assessment tools that assess both technical and interpersonal skills, fostering transparent communication throughout the online recruitment process, and maintaining a user-friendly interface.

In essence, while e-recruitment offers undeniable advantages in terms of efficiency and accessibility, its impact on job seekers is a nuanced interplay between convenience and the preservation of meaningful

human connections. Striking this equilibrium will be crucial as the recruitment landscape continues to evolve in the digital age.

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