

A STUDY ON E-RECRUITMENT AND ITS PRESENT CONDITION TOWARDS JOB SEEKERS

V.INDIRA¹, S.RATHIKA²

¹PG Scholar, Department of Master of Business Administration, Prince Shri Venkateshwara Padmavathy Engineering College, Tamil Nadu, Chennai, India

²Assistant professor, Department of Master of Business Administration, Prince Shri Venkateshwara Padmavathy Engineering College, Tamil Nadu, Chennai, India

Abstract–E-Recruitment is also an internet based technology used to hire a right candidate for a right job. It is a giant platform for the work seekers. E-Recruitment is widely employed by the work seekers altogether over the world to induce a right job. During this paper the research is made on this condition of seeking employment through internet and investigate the expenses and trustworthiness of internet to the work seekers. On this descriptive research the sample taken was 50 out of the population 75.

Key Words: E-Recruitment, job seekers, expenses, trustworthiness.

1. INTRODUCTION

E-recruitment, also spoken as online recruitment, refers to the utilization of web-based technology for the various processes of attracting, assessing, selecting, recruiting and on boarding job candidates. Through e-recruitment employers reach larger number of potential employees. E-Recruitment is that this trend within the recruitment process and it's been adopted by many large and tiny organisations because the role of human Resource manager within the recruitment process is changing, with line managers becoming more involved in addressing specific job openings and human resource manager absorbing a more co-ordinating and strategic role. E-Recruitment has great potential to any organization as it's up to now recruiting method provides current information; open up geographical borders attempting to go looking out talents and is time and value saving.

ELEMENTS:

- Job boards: convey job advertisements from employers and agencies
- Online testing: some reasonably evaluation of candidates over Internet
- Social media: quick reach resolute potential candidates

E-recruitment includes all steps of your standard recruitment process that involve the employment of web-based technology. Here are some important e-recruitment steps:

- Post job ads on online job boards.
- Administer online pre-employment tests.
- Interview candidates using video interviewing software.
- Direct background verification by using a provider that your ATS combine with

The concept of e-recruiting encompasses many various recruiting, tools, technologies, and platforms. As per the 2011 Career Crossroads Study, it takes 846 visitors to your career site to guide to a minimum of one hire.

- Job Boards is additionally accustomed source candidates through resume mining or by posting open position on the work board. The erecruiting industry includes both large job boards like Monster and Career Builder likewise as smaller niche job boards and job board aggregator sites.
- Social Media is the sub-industry of erecruiting, social recruiting continues to grow, so does the employment of social media to interact candidates and candidate prospects using social media.

Generally social media lends to 2 different kinds of ecruitment strategies like most of the bulleted items. Candidate courting relies on engagement, interaction, and relationships.

- Search engine optimization (SEO) and online resume search technologies to appear and source databases including resumes, online communities, and social networks. The employment of SEO by recruiters and corporations is extremely important when is that the reality that candidates are using online search engines to appear for jobs, company information, and insights at a decent faster rate. 1,000,000 eight hundred thirty thousand

(1,830,000) searches were made in March 2011 that contain "jobs" within the search field.

Connecting the work seeker and also the employer become easy, fast and value effective thus mobilize the recruiting process.

2. NEED FOR THE STUDY

It's considered to be effective because it saves time, effort and moreover it can confirm that suitable person is hired for a selected position. Therefore the foremost purpose of our study is to spot about the way of e-recruitment and internet is influencing the recruitment process of a corporation.

3. OBJECTIVES OF THE STUDY

- To know this condition of seeking job through internet.
- To research the expenses and trustworthiness of internet to the work seekers.
- To supply suitable suggestion to boost E-Recruitment.

4. SCOPE OF THE STUDY

The scope of the study is to appear at the E-recruitment techniques adopted by the corporate. Except for getting a concept of the techniques and methods within the recruitment procedures an thorough look are visiting be taken at the insight of present condition of E-Recruitment prevailing within the organisation

5. REVIEW OF LITERATURE

(1)Dr.Sayel sabha, "Impact of Online recruitment on recruitment", International Journal of Education and Research, 2018, Volume 6(4), ISSN: 2411-5681, this study tested that the Recruitment has become an imporant process within the highly competitive labormarket. The quality methods of recruitment had been revolutionized by the emergence of the online. E-Recruitment is that the foremost recent trend within the recruitment process and it has been adopted in many organizations from large to small-sized companies. Many companies use E-Recruitment to post jobs and accept resumes on the online, and correspond with the applicants by-mail. (2)Masese Omete Fred, Dr.Uttam M. Kinange, "Effectiveness of E-Recruitment in Organization Development", Management and Economic Journal, 2018,

Volume 2(4), pp. 294-301, This study identifies online recruitment methods from relevant literature, and describes how their benefits of online recruitment can influence the recruitment deciding of the organization. Today, one among the foremost crucial sources of competitiveadvantage relies on human resource efforts through attracting and retaining talented individuals. the aim of this paper is to broaden the research on the online Recruitment practices for the full development of the organization with concentrate on E-Recruitment practices (3) Nafia Sultana, Nahida Sultana, "Analysing the Effectiveness of Online Recruitment: A Case Study on Recruiters of Bangladesh", Research gate publications, 2018, volume 7(2), ISSN 2305-8730, pp. 79-84, this paper is about present organizations that became more online-dependent while dealing the human resource management activities. The research not only identified the efficacy of online recruitment but also discover the stage of recruitment during which organizations get more benefits through using the web (4) Piana Monsur Mindia, Md. Kazimul Hoque, "Effects of E-recruitment and internet on recruitment process: An Empirical study on Multinational companies of Bangladesh", International Journal of research and Management (IJSRM), Volume 06, Issue 01, 2018, ISSN (e): 2321-3418, this journal concluded that the Recruitment process is extremely much crucial to every organization, because it's the oldsters that will contribute strategically and make difference within the workplace. Moreover, through the data collection process, it absolutely was also identified that, there are some loopholes present within the e-recruitment system, so these loopholes are visiting be covered by using traditional methods. This study will further help the human resource managers to identify the relevant factors which may be taken into consideration within the strategy of overall recruitment. (5) Mr. Muhammad Assad ul Mujtaba, Dr. Muhammad Shaukat Malik, "Impact of E-Recruitment on Effectiveness of HR Department privately Sector of Pakistan", International Journal of Human Resource Studies, 2018, volume 8(2), ISSN 2162-3058, This research paper aims at exploring the impact of latest technological developments (especially the concept of E-Recruitment) within the context of recruitment and also the way it's facilitated the fashionable day HR managers. The result has proved that E-recruitment has significant impact on effectiveness of HR Department privately sector of Pakistan. (6) Prakash Yadao Khillare, Smita Kashinath Shirsale, "A Study of Conceptual Framework of ERecruitment in Current Business Scenario", International Journal of Research in Management, Economics and Commerce, 2017, Volume 07(1), ISSN 2250-057X, pp.35, This paper aims to debate the concept, nature, problems, benefits, methods and trends and conditions permanently electronic recruitment. Slight

research has been undertaken to confront what has been published within the sphere up to now. (7) Anand J and Dr. Chitra Devi S, "The Impact of E-Recruitment and challenges faced by HR Professionals", International Journal of Applied Research, 2016, volume 2(3), ISSN 2394-7500, pp. 410-413, the study is about the electronic recruitment that's prevailing within the HR professionals. Many organizations intentionally in evaluating e-recruitment for his or her growth and feasible, to source right person for right time with right cost. (8) Md. Sajjad Hosain, Kazi Tareq Ullah, Md. Mohan Khudri, "The Impact of E-recruitment on Candidates' Attitudes: A Study on Graduate Job Seekers of Bangladesh", Journal of Human and discipline Research, 2016, Volume 8(1), ISSN 2331-4974, this study implies about the impact of E-Recruitment on candidates Attitude. Judgment sampling has been take on to recruit the respondents from the qualified job applicants. At the identical instance, the academicians are expected to appear out a totally unique window to be explored. (9) Anand J and Dr. Chitra Devi S, "Literature review on e-recruitment and its perceived benefits: A walk towards paperless HR", International Journal of Applied Research, 2016, volume 2(11), ISSN 2394-7500, pp. 528-531, The aim of this paper is to test the perceived benefits of e-recruitment from the aim of view of the HR managers. additionally to the above discussion, never-ending improvement in considering the technological issues related to E-Recruitment is extremely recommended. (10) Rozy Rani, "E -Recruitment and its impact upon on job seekers: a up to date Approach" Semanticscholar.org, 2016, Volume 2(4), ISSN 2395-4396, The study implies that the developers of online job sites have to provide additional useful functionalities or tools on the sites to assist users for job search. The paper provides an insight for job seekers to seek out employment by using the web as employment search tool. The main findings emerging out of this study is that job seekers are getting benefited with the web era, and begin searching the roles on the web. Some job portals offer resume building facilities also in order that job seekers can get advantage of this. Last we are able to say that the web has been accepted as a most convenient & better tool to seek out the roles. (11) Lakshmi S. L, "e-recruitment: a boom to the organizations within the competitive world", IOSR Journal of Business and Management (IOSR-JBM), 2015, ISSN 2278-487X, pp. 25-28, This study has explored the effectiveness of using e-recruitment in organizations. It's been found that e-recruitment is effective in terms of saving recruitment cost, reducing time to rent and helping companies in developing competitive edge, market image and attracting right skilled candidates. Online recruitment is additionally effective in terms of managing talent process that's also considered

effective. It's also found that e-recruitment will likely to grow in coming years.

6. RESEARCH DESIGN

Research refers to a pursuit for knowledge. The research design followed for the study is descriptive kind of research. It's typically concerned with determining the frequency with which something occurs or how two variables vary together. Descriptive research studies are those studies which are concerned with the characteristics of a selected individual, or of a bunch. The sample size was 50 using sampling technique, under probability sampling, stratified sampling is employed for this study. Data was collected through primary sources as questionnaires. We use statistical tools to get accurate result. The following statistical tools are Simple Percentage, Chi- square, Correlation, Regression, ANOVA (One-way ANOVA).

7. RESULT & DISCUSSION

In this discussion first the chi square test was implemented to test whether the age of the respondents and opinion about E-Recruitment of the respondents are associated with each other are not.

TableNo:1 opinion about E-Recruitment

	Observed N	Expected N	Residual
strongly satisfied	15	10.0	5.0
Satisfied	9	10.0	-1.0
Neutral	11	10.0	1.0
Dissatisfied	10	10.0	.0
strongly dissatisfied	5	10.0	-5.0
Total	50		

Table No:2 Test Statistics

	Age of the Respondents	opinion about E-Recruitment
Chi-Square	5.520 ^a	5.200 ^b
Df	3	4
Asymp. Sig.	.137	.267

Table no:2 shows that the minimum expected cell frequency is 12.5. The minimum expected cell frequency is 10.0 The significance 0.137 and 0.267 was occurs and it is greater than 0.05 therefore there is a significance difference between age of the respondents and opinion about E-Recruitment of the employees.

Comparison between interaction and accessible of applications towards present condition and trustworthiness of E-Recruitment

Comparison between easyness of internet to interact with the recruiters and the aacesible of applications are only with the employers and applicants, and not shown to others. This comparision is done by using correlation

Table No:3 Correlation

		Interaction with recruiters	Accessible of applications
Interaction with recruiters	Pearson Correlation	1	-.198
	Sig. (2-tailed)		.169
	N	50	50
Accessible of application	Pearson Correlation	-.198	1
	Sig. (2-tailed)	.169	
	N	50	50

In table no: 3 The correlation sample is 50. The significance occurs 0.169 and it shows that pearson correlation value is 1 so that it is a perfect positive correlation.

Present condition and expenses of E-Recruitment towards availability of necessary resources

Table No:4 ANOVA

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	.379	1	.379	.213	.647 ^b
1 Residual	85.621	48	1.784		
Total	86.000	49			

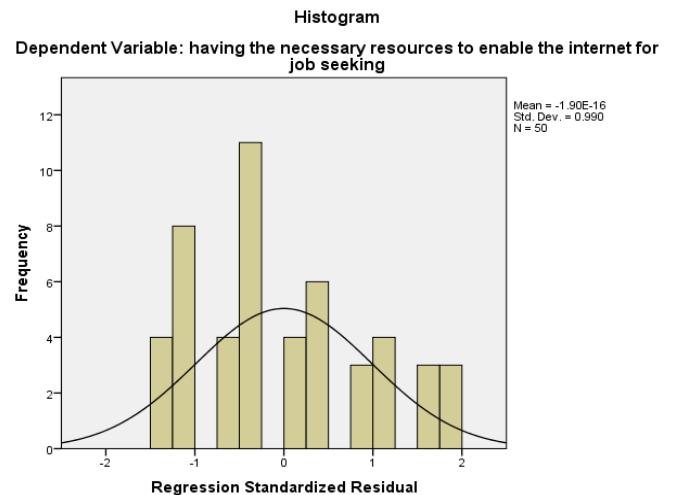
Here the Dependent Variable is availability of necessary resources to enable the internet for job seeking and the predictors are (Constant), Age of the Respondents.

Table No:5 Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.4545	2.6917	2.6000	.08800	50
Residual	-1.69170	2.38735	.00000	1.32188	50
Std. Predicted Value	-1.653	1.042	.000	1.000	50
Std. Residual	-1.267	1.788	.000	.990	50

Table no:4 shows the predicted value and residual and also the std predicted value and standard residual of the availability of resources to access the internet and age of the respondents.

Chart No: 1 Regression: Histogram for the availability of necessary resources to access the internet



From chart no:1 to test the difference between availability of necessary resources and age of the respondents it shows that mean= -1.90E-16 , the standard deviation= 0.990. The sample taken was 50. In histogram the x-axis indicates regression standardised residual and the y-axis indicates the frequency

Chart No: 2 Normal p-p plot regression standardised residual

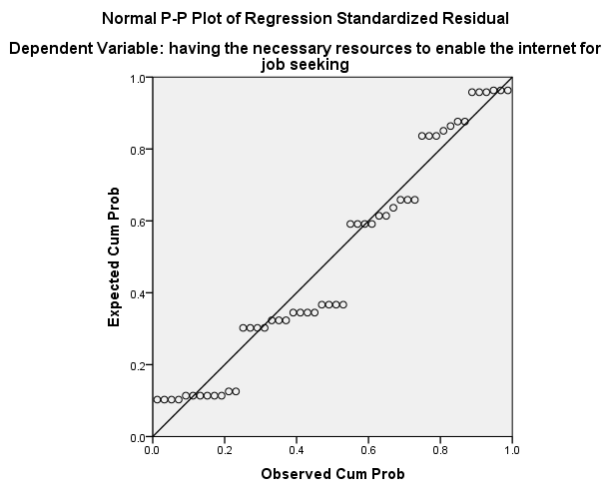


Chart no:2 to test the difference between availability of necessary resources to access the internet by using normal p-p plot of regression standardised residual shows the observed cum(cummulative) probability and expected cum(cummulative) probability values are 0.0, 0.2, 0.4, 0.6, 0.8, and 1.0.

ONE-WAY ANOVA DIFFERENCE BETWEEN RESPONDENTS CHECKING THE JOB SITES AND AGE OF THE RESPONDENTS

Table No:6 ANOVA

How often do you use to check the job sites:

	Sum of Squares	Degree of freedom	Mean Square	F	Sig.
Between Groups	1.361	3	.454	.355	.786
Within Groups	58.819	46	1.279		
Total	60.180	49			

Table no: 7 post hoc tests and Homogeneous subsets

Age of the Respondents	N	Subset for alpha = 0.05
		1
20-25	18	2.2778
25-30	15	2.3333
30-35	8	2.6250
above 35	9	2.6667
Sig.		.467

In Table no:7 Means for groups in homogeneous subsets are displayed. It Uses Harmonic Mean Sample Size = 11.163 and The group sizes are unequal. Type I error levels are not guaranteed. Here the significance was occurs 0.467.

Chart No: 3 Means plot

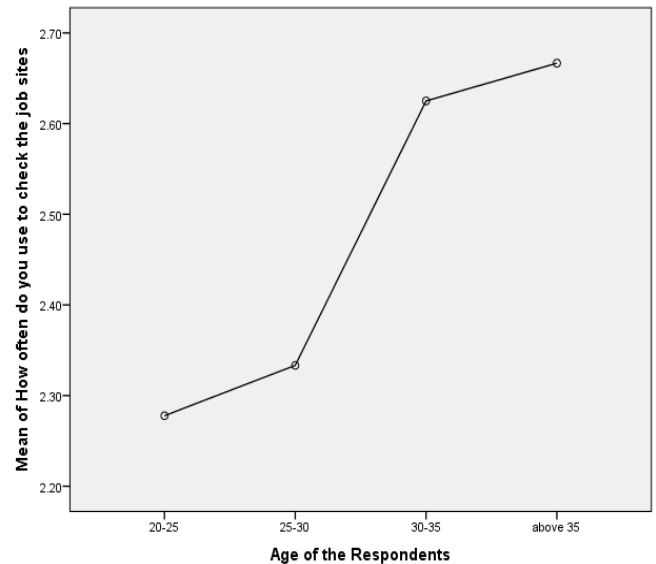


Chart no:3 Means plot is used to test the difference between the respondents frequency of checking the job sites and age of the respondents. X-axis shows the age of the respondents and y-axis sows the mean of how often the respondents used to check the job sites and the values are 2.20, 2.30, 2.40, 2.50, 2.60 and 2.70.

8. FINDINGS

- The study found that 36% of the respondents(employees) are in the age of 20-25.
- Majority 88% of the respondents are male and 12% are female.
- 56% of the respondents are in mid level of entry in job searching.
- Majority 82% of the respondents are employed by E-Recruitment.
- This study found that 30% of the respondents are using indeed and 20% are using naukri.
- Majority 60% of the respondents are strongly agree with the approachability of inter net job sites(easy to use).
- 28% of the respondents are neutral with the sufficiency of internet job sites, 22% are strongly agree, 22% are disagree.

- Majority 36% of the respondents are strongly satisfied with the availability of resources to access the internet and 18% are disagree with the availability of resources.
- 26% of the respondents are neutral with the availability of knowledge to access the internet.
- This study found that 20% of the respondents are strongly satisfied with the online job offers provided by the company
- 30% of the respondents are agree with receiving proper response from the employer after submitting online applications.
- 30% of the respondents are neutral with e-recruitment is reducing the cost of job seeking.
- It founds that 16% of the respondents are strongly agree and 16% of the respondents are strongly disagree with the online websites trustworthiness for the personal information.
- 18% of the respondents are strongly satisfied and 30% of the respondents are strongly dissatisfied with the internet connection and browsing cost in their locality.
- Majority 32% of the respondents are strongly agree with the data and applications uploaded in the internet are not misused.

9. SUGGESTIONS

The company can give more job offers to the employees to take them to the desired level and the recruiter can increase the information about the job vacancy and position. That may create sufficiency to the job seekers. The job sites have to give assurance and trustworthiness for personal information of the job seekers and assured that the applications and data uploaded in the job sites are accessible only by the recruiters and by applicants, It should not shown to others. The company can give internet services to reduce the expenses and cost of internet connection to the employees. These things can took the recruitment process of the company to the next level.

10. LIMITATIONS

- It is difficult to understand the different opinion of the employees
- It is difficult to conclude whether the employees genuinely answered all the questions without any fear.

11. CONCLUSION

The was good in their recruitment process. The expenses and trustworthiness of the E-Recruitment was in a satisfactory level. The present condition of electronic recruitment was too good and the job seekers are utilising to took them to a desired level.

12. REFERENCES

1. Dr.Sayel sabha, "Impact of Online recruitment on recruitment", International Journal of Education and Research, 2018, Volume 6(4), ISSN: 2411-5681
2. Masese Omete Fred, Dr.Uttam M. Kinange, "Effectiveness of E-Recruitment in Organization Development", Management and Economic Journal, 2018, Volume 2(4), pp. 294-301
3. Nafia Sultana, Nahida Sultana, "Analysing the Effectiveness of Online Recruitment: A Case Study on Recruiters of Banglades", Research gate publications, 2018, volume 7(2), ISSN 2305-8730, pp. 79-8730
4. Piana Monsur Mindia, Md. Kazimul Hoque, "Effects of E-recruitment and internet on recruitment process: An Empirical study on Multinational companies of Bangladesh", International Journal of Research and Management (IJSRM), Volume 06, Issue 01, 2018, ISSN (e): 2321-3418
5. Mr. Muhammad Assad ul Mujtaba, Dr. Muhammad Shaukat Malik, "Impact of E-Recruitment on Effectiveness of HR Department in Private Sector of Pakistan", International Journal of Human Resource Studies, 2018, volume 8(2), ISSN 2162-3058
6. Prakash Yadao Khillare, Smita Kashinath Shirsale, "A Study of Conceptual Framework of ERecruitment in Current Business Scenario", International Journal of Research in Management, Economics and Commerce, 2017, Volume 07(1), ISSN 2250-057X, pp.35
7. Anand J and Dr. Chitra Devi S, "The Impact of E-Recruitment and challenges faced by HR Professionals", International Journal of Applied Research, 2016, volume 2(3), ISSN 2394-7500, pp. 410-413
8. Md. Sajjad Hosain, Kazi Tareq Ullah, Md. Mohsan Khudri, "The Impact of E-recruitment on Candidates' Attitudes: A Study on Graduate Job Seekers of Bangladesh", Journal of Human and Social Science Research, 2016, Volume 8(1), ISSN 2331-4974

9. Anand J and Dr. Chitra Devi S, "Literature review on e-recruitment and its perceived benefits: A walk towards paperless HR", International Journal of Applied Research, 2016, volume 2(11), ISSN 2394-7500, pp. 528-531
10. Rozy Rani, "E -Recruitment and its impact upon on job seekers: A Contemporary Approach" Semantic Scholar.org, 2016, Volume 2(4), ISSN 2395-4396
11. Lakshmi S. L, "e-recruitment: a boom to the organizations in the competitive world", IOSR Journal of Business and Management (IOSR-JBM), 2015, ISSN 2278-487X, pp. 25-28,