A Study on E-recruitment From the Perspective of Job Seekers - A literature review

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Abstract: In this corona pandemic period, All sectors are affected. So, many workers have lost their jobs and new graduates are facing joblessness. The pandemic situation in the hiring process mostly conducting through online mode of recruitment and it has been adopted by each large and small enterprise. The internet plays a significant role in this recruitment process. Increased use of e-recruitment processes and systems is assisting this trend by removing most of the repetitive administrative work involved in hiring and enabling human resource managers to better control and track recruitment activities. E-Recruitment has a lot of potential for every company because it is a hiring tool that offers current information, opens up regional boundaries for talent searches, save time and money, faster than the traditional method of recruitment. This study investigates the use of e-recruitment among fresher and experienced job applicants in the Trichy region, This study also investigates the expenses, trustworthiness, efficiency, and performance of the internet to the job seekers. As well as the factors that encourage job applicants to apply online. According to the report, The use of e-recruitment has made it easier for job seekers to search and find a suitable job that suits their needs, which helps potential candidates to determine their compatibility with the company's culture and good reputation, is the most important quality motivating job seekers to apply online.

Keywords: e-recruitment, database management, internet, job seekers

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I. INTRODUCTION

The use of the internet to hire workers has increased significantly. Every industry will be influenced by the internet. As a result, to achieve its goals, every organization (public or private) must make efficient use of its available resources. Every business relies heavily on the internet. Every business depends heavily on the internet. In today's world, most businesses use the internet to find new employees. E recruiting is the process of using technology, specifically Web-based tools, to complete tasks such as identifying, retaining, and hiring new employees. E-Recruitment is the use of information technology to recruit workers. E-recruitment aims to make the processes more productive and competitive while also lowering costs. Online recruiting will attract a wider pool of candidates and make the hiring process easier. The paper-based recruitment process differed from the electronic-based recruitment process. To initiate the electronic-based recruiting process, line managers were given a few electronic resources to use. The elimination of complicated and redundant paper works is a fundamental business practice.

Modern technology People use the internet for a variety of purposes, including online shopping, online banking transfers, and many more, so it is cost-effective and time-saving. Almost all company activities, including hiring, have been streamlined as a result of technological advancements. The Internet and the growth of computer technology have altered the way companies operate. E-recruiting is described as processes and activities carried out by an organization with the primary goal of selecting and retaining the best applicant, with the selection process based on sound and reliable criteria, and the monitoring process being able to integrate with existing systems. Almost all organizations use e-recruitment to post job openings, accept resumes, and communicate with applicants via e-mail. Online recruiting is the method of using the internet to identify and hire possible candidates for a job opening in a timely and cost-effective manner. The convenience and accessibility of online recruitment are what make it so appealing. Recruiters and employers who use work portals as their primary source of headhunting benefit greatly from online recruiting because they can easily reach job applicants and job applicants can easily find jobs as well as recruiters on these career pages. As a result, the two edges of the recruiting equalizer are work portals and career pages. This research paper evaluates the job seeker's perception of e-recruitment in the covid-19 pandemic situation in the Trichy region.

II. LITERATURE REVIEW

Subhashree and Vasantha (2020), A research by several organizations on the impact of IT infrastructure and IT knowledge on E-HRM adoption. Such E-HRM adaptation affects many industries and IT infrastructure developed in an organization. With the support of the HR department, workers chose to follow E-HRM with the company using the trend to adopt it. Finally, Subhshree concludes by mentioning that an entity would be higher in E-HRM adoption.

Kamalasaravan (2019), A research has been performed on the efficacy of the recruitment of career portals & networking sites. In this research, he shares in an organization a real picture or real work-life balance of the employees. In other words, you can also assume that the workers who work in a recruiting team face problems. In many MNCs, they perform a telephone interview to filter the applicants via contact. But this method, on the other hand, should not be encouraged. They should switch directly for a face-to-

face interview to create successful applicants. Uh, Dr.S. Kamalasaravan notes that the origins of recruiters are Candidates from work portals and via a certain guide as well. They get an opportunity when referring certain applicants, but if the candidates are referred the nominee relieves the company.

Natia Sultana (2018), Many countries are now launching in India for a few days, and such MNCs rely more on the Internet with the help of a human resources team. MNCs prefer online recruiting via social media, which reaches many people at a time, as the days go faster and better. Via the chosen profiles It makes it easier to attract and work to pick candidates from a larger pool. The use of knowledge of technology, web-based sources for sourcing, screening, cross-examination filtering helps select the best candidate with lower costs and decreases the workload. This form of selection draws more passive job seekers and also increases an organization's preference.

P. Sivasankari (2018), Research on E-recruitment was performed to web-based technology, which is equivalent to online recruitment. In the current situation, MNC's are using the internet to catch the youth's interest. Via work posting, several crowds can be reached via social media messages. As a consequence, he/she must endure multiple crucial circumstances once the nominee is chosen. As a consequence, he/she must endure it once the nominee is picked. Different critical circumstances. Some are relocated and moved to another location based on experience. Thus, through its actions and cultural change, E-recruitment goes ahead by achieving its objective.

Jayanty Kuppusamy and Jaya Ganesan (2016), Published a paper on E-recruitment among job seekers of generation Y stating that the company should concentrate on factors such as adaptability of the recruiting period, knowledge accessibility, internet accessibility, website usability, and cost-effectiveness to ensure the effectiveness of E-recruitment. With the internet, Generation Y has grown up. They are tech-savvy, are engaged in the hunt for jobs in the job market, and these factors allow them to apply either through job portals or company websites via online recruitment.

Maryam Taresh Saif AlMarri (2015), The influence of print ads and websites on the attractiveness of candidates was explored by showing how these recruitment workouts work with each other. The analysis indicates that, relative to print advertising, websites have a significant effect on attracting potential candidates. The study shows that blogs and advertising campaigns have an indirect effect on the attractiveness of candidates that business data interferes with. Printed promotions often complement the web's positive results and, thus, the synchronous usage of different recruiting activities directly affects the interest of candidates.

Dr. Ankita Jain, Ankita Goyal (2014), E-HRM has been studied as a progression in which all HR plans, policies, and policies Practices are performed using an online medium. E-recruitment is an online platform through which job seekers can apply online for vacancies. Job applicants can attach their curriculum vitae and application form here. As well as the recruiters can get the candidates' details.

Mary Grace G. Ventura and Rex P. Bringula (2013), Online recruitment is being analyzed to change the way businesses recruit their employees. As a basic business process, online recruitment is the elimination of complex and unnecessary paperwork and the adoption of simplified workflow systems and secure database systems. Applications, and powerful channels of contact between job seekers and executives.

Ms. D. Shahila (2013), The approach has been used in the labor market in a highly competitive manner. E recruiting is the latest development in the process of recruitment, and in many organizations, it has been embraced. The complexities and problems of E-recruitment in a company's recruitment process are growing in scope. The pedagogical goals are to consider patterns and behaviors, to compare the conventional method of recruiting, to examine the potential of e-hiring. Interchangeable recruitment.

Naveed r. Khan, marine Awang, Arsalan Mujahid ghouri (2013), The efficacy of E-recruitment depends on the placement of ads and the most influential motivator for seeking interest in the work applied is salary. Finally, study statistics showed that the origins of recruitment and the expectations of a job by the candidate greatly affect the decision to accept the role applied by the job seeker.

Aakash Gopalia (2012), Online recruiting allows exchanging knowledge easily, to reveal business Reputation, and enhancing the candidate's consistency. Finally, Aakshgopalia concludes by mentioning that recruiting from Tesco has helped to find and develop a further approach theory. Internet recruiting is reliable and saves money and reduces time and also helps in crucial situations.

Avinash S.Kapse (2012), This method Assists in boosting conventional recruiting with the cheapest Free Rate. Both the juxtapositions between these two platforms allow building a really strong forum for job seekers and staff. An article on E achievement has been revealed stating that on-line achievement has several benefits for businesses like low value, less time, fast, wider area, higher match and alongside they need Some points of disadvantages of on-line achievement are highlighted, like a haul of scrutinizing applications, a scarcity of net awareness in Bharat in some places.

Holm, Anna B. (2012), It is further stated as the organization of the recruiting process and activities that allow time and space through technology and human causes. Collaboration and cooperation are dependent to identify, retain and influence eligible candidates.

Kulkarni (2012), The E-HRM is the web-based solution that takes advantage of the latest web application (E-HRM Implementation) in his article. Delivery technology and a real-time human resource management solution online. In other words, through the use of web-based technology, E-HRM can be considered as a way to implement HR strategies, policies, and practices in organizations. Increasingly, organizations have relied on the E-HRM function to provide Solutions for management that increase the efficiency of human capital. It comprises a profile of e-employees, E-recruitment, e-selection, e-training, e-performance, e-compensation.

Pavitra Dhamija (2012), E-recruitment affects all facets of human capital. Management relating to the publishing of vacancies on the corporate website by enabling applicants to apply their vacancies Electronically resumes with an email or in some other electronic format. This scheme of E-recruitment has Many of the repetitive administrative functions involved in recruiting have been eliminated.

Navdeep Kumar (2010), Says that the internet helps any company to effectively meet the number of mobs very quickly. The author described positive applicants who raise awareness of an individual interest in their career, the use of time and also by refreshing their friends. The conventional recruiting approach offers the company more benefits. These kinds of advantages are ideal for corporate hiring where the majority of mobs are hired. So they post empty positions with lower costs than conventional and contact by using their company website.

III. OBJECTIVE OF THE STUDY

To study the various sources used for e-recruitment.
To study the uses of e-recruitment amongst the job seekers of fresher and experienced candidates.
To study the attributes that promotes the job seekers to apply online.
To study the expenses and trustworthiness of internet to the job seekers.
To study the efficiency and performance of e-recruitment.

IV. FRAME WORK OF THE STUDY
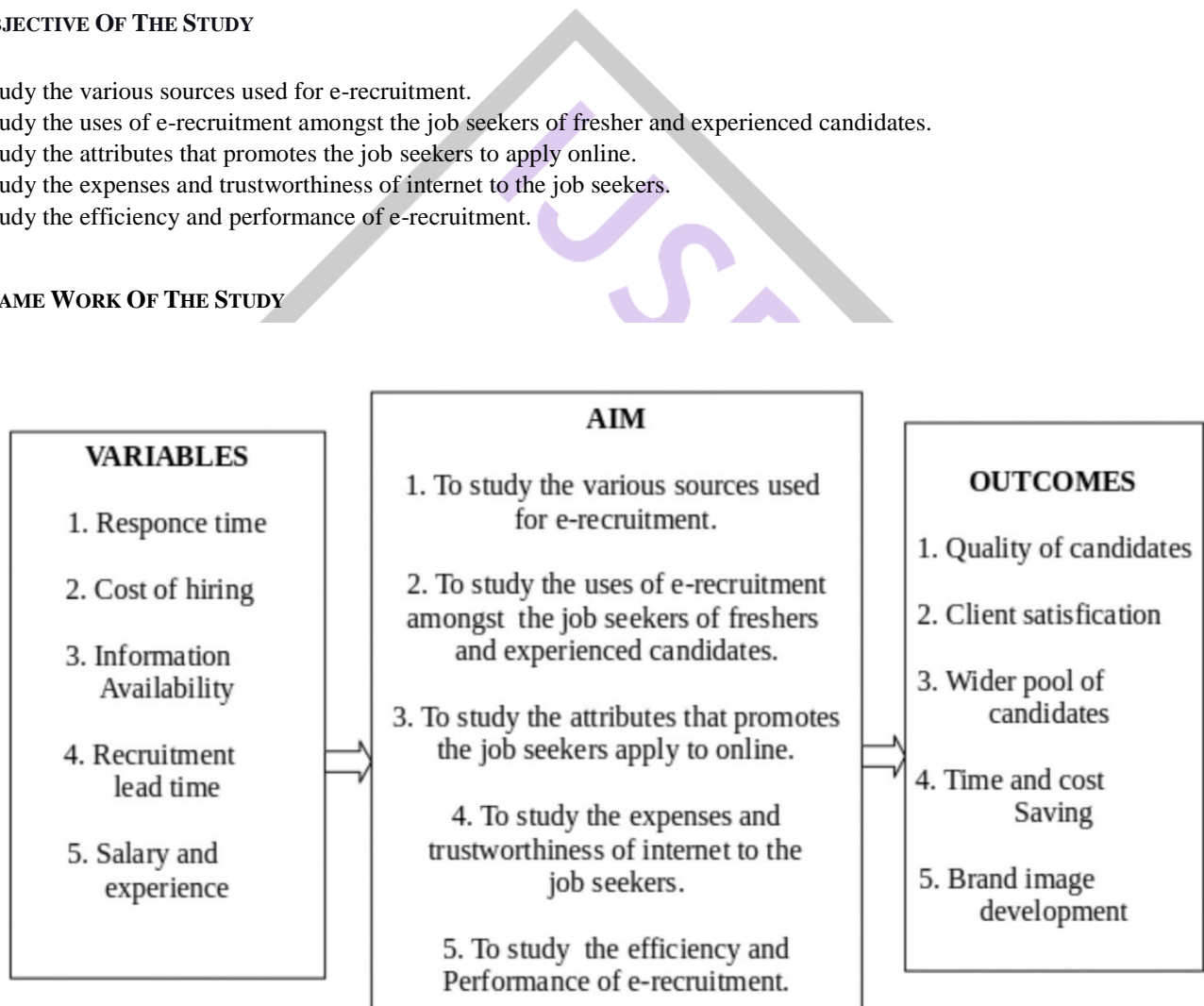
V. RESEARCH METHODOLOGY

Descriptive research primarily aims to accurately and systematically describe a population, situation, or phenomenon. Primary data was collected from well-structured questionnaires and secondary data was collected through books, websites, and articles. The study covers only the fresher and experienced candidates who are using e-recruitment sites. In this study, a convenient sampling technique has been used and respondents were selected on a convenience basis. The data collected was analyzed through Percentage

Analysis, Chi-square tests are applied for the analysis of data. Charts are also prepared. The study was conducted in March 2020 undertaken in the Trichy region.

VI. CONCLUSION

It is a cost-effective and time-saving tool for job seekers. Some career portals also provide resume-building services, which job seekers may take advantage of the use of e-recruitment has a huge effect on businesses as well as job seekers who use this tool in the recruiting process and job search. As a result, providing specific recruiting information is critical, as it affects the intentions of further candidates to pursue jobs with the organization. Job seekers have many reasons to use e-recruitment, including company brand experience, reduced search costs, a safe system, and the ability to decide proactively whether they are a cultural match for the organization and whether to apply. Finally, we can state that the internet has been recognized as the most convenient and effective method for job searching.

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