



EXPLORING E-RECRUITMENT AND THE CURRENT SITUATION THROUGH THE EYES OF JOB SEEKERS

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ABSTRACT:E-recruitment is often referred to as electronic or online recruiting. Currently, the internet has altered the traditional approach of recruiting. Since its inception, online recruitment has progressed significantly. The current trend in recruitment processes has been widely adopted by businesses of all sizes. The ease with which one can use the internet to find the ideal job emphasizes its importance. Websites covering trade, social networking, and other issues. E-recruitment is gaining popularity among companies and job seekers due to the time, cost, and quality advantages it provides. E-recruitment refers to the distribution of job openings via company websites or email. Most companies now use email recruitment to promote job openings and collect applicant qualifications. The concept of e-recruitment has been defined as the utilization of electronic recruitment methods and systems. Recruitment has become increasingly vital in today's tremendously competitive labor market. The recruitment process's success is mostly determined by its efficiency, affordability, and speed. The paper examines the many components of online recruiting, reviews recent innovations in online recruiting, and emphasizes its benefits. Furthermore, the importance and obstacles of recruitment are discussed.

Keywords:Erecruitment, onlinerecruitment, organization, recruitment

1. INTRODUCTION

Erecruitment:

The term "e-recruitment," often known as "online recruitment," refers to the use of internet-based technology to acquire, assess, integrate, and attract applicants. Online recruitment enables businesses to reach a larger pool of potential candidates. E-

Recruitment is commonly used by companies of all sizes during the hiring process. The human resource manager's role in the hiring process is changing, with the manager taking on more strategic and coordinating responsibilities as line managers become more directly involved in filling individual job openings. Implementing e-

recruitment provides considerable benefits to firms, including time and cost savings, access to current information, the ability to search for talent globally, and high efficacy in talent acquisition.

ELEMENTS:

- **Job boards:** send employer and organization job posts.
- **Online testing:** A fair appraisal of applicants using online platforms.
- **Social media:** Prompt communication with dedicated prospective applicants

E-recruitment encompasses all stages of your typical recruitment procedure that entail the use of web-based technology. Here are some crucial processes in e-recruitment.

- Post job openings on internet employment portals.
- Pre-employment exams can be administered online.
- To make candidate interviews more efficient, use video interviewing software.
- Additionally, resume mining and posting open positions on a job board can be used to find candidates.
- Direct background checks can be performed via a provider whose services are integrated with employment portals via your applicant tracking system.
- Aside from major job boards like Monster and CareerBuilder, the recruiting market includes smaller specialty job boards as well as job board aggregator sites.

DEFINITION OF E-RECRUITMENT:

E-recruitment is the use of technology and electronic resources to attract, select, and manage applicants within a company. The firm uses technology to deliver training in order to identify potential employees. Because of the importance placed on internet communication, online recruitment is synonymous with it. Nonetheless, it has limitations such as being impersonal, receiving excessive responses, and experiencing technological difficulties. Recruiting relies primarily on extensive job boards that categorize job postings by seniority, industry, and location.

IMPORTANCE OF E-RECRUITMENT

Recruiting new employees for a firm is frequently fraught with difficulties. Many qualified applicants may not meet the requirements, and there may be many suitable individuals with whom you are uncomfortable for a variety of reasons. The organization does not fit inside your restrictions. Occasionally, your advertisement may fail to reach the intended audience or be noticed, resulting in a low reaction despite the financial expenditure. Currently, firms and professional recruiters rely heavily on job portals to discover qualified candidates. These portals can also serve as an extra resource to standard recruiting tactics. Job portals have been tried and confirmed, and they are expected to be vital in this regard.

Recruitment is essential for the following reasons:

- Reduced hiring and recruitment timelines enable instant, live communication and ongoing job search interaction. Recruitment is key.
- Employment websites often cost 90% less than traditional search companies or advertising strategies for hiring, promoting positions, and attracting applicants.
- Expanding the scope of personnel recruitment is critical for businesses.
- Modern filtration tools are necessary.
- Employer branding options
- Sophisticated management tools are necessary.
- Companies and job seekers can choose whether or not to keep their information confidential.

2. REVIEW OF LITERATURE

Dr. Sayelsabha's work "Impact of Online Recruitment on Recruitment" emphasizes that the recruiting process has substantially expanded in today's highly competitive labor market. The internet transformed recruitment methods. E-recruiting, the most recent breakthrough in the recruiting process, has been adopted by a diverse variety of companies, both large and small. Employers use e-recruitment to post job openings, collect qualifications, and contact with candidates via email.

Masese Omete Fred and Dr. Uttam M. Kinange did a study entitled "The Efficacy of E-Recruitment in

Organization Development." Drawing on relevant literature, this paper lists online recruitment strategies and discusses how the benefits of online recruitment can influence a company's employment decisions. Talent acquisition and retention are critical techniques for HR to get a competitive advantage in today's corporate climate. This study seeks to improve the existing literature on e-recruitment approaches in connection to an organization's growth through online recruitment.

The authors of "Analyzing the Effectiveness of Online Recruitment: A Case Study on Recruiters of Bangladesh," Nafia and Nahida Sultana, look into how modern businesses are more reliant on the internet to manage human resources. The study assessed the efficiency of online recruitment and identified the precise step in the employment process at which organizations might optimize the benefits of online hiring.

The journal "Effects of E-recruitment and the internet on recruitment process: An empirical study on multinational companies of Bangladesh" by PianaMonsurMindia and Md. Kazimul Hoque concludes that the recruitment process is critical for organizations because the senior workforce plays a strategic role in bringing about positive changes in the workplace. During data collection, it was discovered that the e-recruitment system had serious flaws that could only be addressed by traditional methods. This research will assist human resource managers in determining relevant standards to incorporate in their recruitment strategy.

"Impact of E-Recruitment on the Efficiency of Private Sector HR Departments in Pakistan," written by Muhammad Shaukat Malik and Dr. Muhammad Assad ul Mujtaba. This study seeks to examine the implications of contemporary technological improvements, particularly e-recruiting, on recruiting processes, as well as the benefits that modern human resource managers have garnered from these advancements. The data imply that e-recruitment has a considerable impact on the efficiency of Pakistan's commercial human resources department.

Smita Kashinath Shirsale and Prakash Yadao Khillare wrote the study "An Investigation into

the Conceptual Framework of ERecruitment in the Present Business Environment". The purpose of this essay is to evaluate the concept, characteristics, issues, benefits, tactics, and situations surrounding permanent electronic hiring. There has been a modest amount of research conducted to compare the current literature on the topic.

Anand J. and Dr. Chitra Devi S. talk about "The Challenges and Implications of E-Recruitment for Human Resources Professionals." The study focuses on how HR professionals utilize electronic recruitment. Many businesses evaluate e-recruitment to locate the ideal candidate at the right moment and at a reasonable cost, as well as to assess its growth potential.

The study "The Impact of E-recruitment on Candidates' Attitudes: A Study on Graduate Job Seekers of Bangladesh" by Md. Sajjad Hosain, KaziTareq Ullah, and Md. Mohan Khudri draws conclusions regarding how e-recruitment influences candidates' perspectives. Respondents were selected using judgment sampling from a pool of competent job seekers. It is planned that scholars will be examined concurrently using a distinct platform.

Anand, J. and Dr. S. Chitra Devi A review of the advantages of electronic recruitment and the move to paperless human resources. The purpose of this study is to evaluate human resource managers' perceptions on the benefits of computerized recruitment. It is strongly encouraged to continuously develop technological components of electronic recruitment.

Rozy Rani's work "E-Recruitment and its Impact on Job Seekers: A Modern Approach" investigates the effects of internet recruiting on job seekers. According to the survey results, online job site providers should improve their platforms by introducing more useful features or tools to help users with their job searches. The article provides tips on how job seekers might use the internet as a tool. The major findings of the poll suggest that job searchers are beginning to look for jobs online, taking advantage of the internet age. Employment portals offer resume creation services to assist individuals with their job search. The internet is widely regarded as a more efficient

and productive tool for job research."E-recruitment: a benefit to organizations in a competitive environment," said S. Lakshmi L. This study looked at the efficiency of electronic recruitment within corporations. According to studies, internet recruiting is an effective approach for lowering hiring costs, speeding up the tenant search process, and supporting businesses in improving their brand, competitiveness, and pool of qualified candidates. Online recruitment is seen as effective in talent management. Existing data point to an increase in electronic recruitment in the next years.

3. METHODOLOGY

The secondary data source for this investigation is conceptual. The use of secondary materials emphasizes the literature review and conceptual analysis. The papers, articles, and publications submitted to universities were also discussed. The internet has been widely used for research.

Elementsoferecruitment

The recruitment process is based on a small number of key aspects, each of which is significant. The recruitment factors are listed below.



Applicanttrackingsystem:

An application tracking system (ATS) is a software package that allows for the electronic handling of employment needs. An ATS can be accessed online or deployed dependent on the firm's needs, making it ideal for small businesses or organizations. There is also free open-source ATS software. Despite their differing functions, application tracking systems (ATS) and customer

relationship management (CRM) systems have numerous commonalities. They frequently use specific criteria, including as keywords, abilities, previous employers, years of experience, and schools attended, to automatically evaluate applications.

Employerswebsites:

Employers can strengthen their relationships with their employees by creating a sense of community within the workplace through the use of employee websites. It can be used to onboard new employees, provide business updates to current employees, and create a virtual platform for social engagement among colleagues.

job board:

Job search engines collect job posts from numerous sources on the internet, whereas job boards are places where employees can post job possibilities. Employers use job boards to advertise job openings and frequently receive job applications directly through the site.

Onlinetesting:

These terms refer to electronic marking or grading for exams. Examiner-led activities such as e-making are inextricably linked to student-led evaluation activities such as testing and elearning.

4.RECENTTRENDSOF E- RECRUITMENT

Current innovations in e-recruitment include the use of mobile applications for conducting job searches and other related duties. Notably, Monster and Naukri are among the most well-known job portals in India to have recently introduced mobile application submission. Websites for businesses are an invaluable resource for locating potential employees. There are numerous social media platforms that promote engagement with job searchers while also appealing to firms looking to acquire staff. Blogs are also becoming increasingly popular. Employers can use resume scanners provided by popular Indian websites to choose and filter resumes based on candidates' credentials, job history, unique skills, and salary details. Contemporary improvements in online recruitment are extremely beneficial and heavily reliant on technology. There are several modern recruitment patterns in place. The particulars are as

follows.

- Mobile applications
- Job portals
- Company websites
- Social networking

Recent advancements have happened in e-recruitment. Extensive evidence supports the assumption that companies are rapidly embracing internet technology and using the internet as a recruiting tool. Utilizing recruitment primarily aims to improve a company's online reputation, minimize recruiting expenses, expedite administrative and paper-based operations, and allow the recruitment team to integrate cutting-edge web technology.

- Using the internet and having a website to improve the company's image
- Managing the creation of innovative web tools for the recruitment team
- Manage administrative and paper-related responsibilities;
- Reduce high-cost recruitment expenses to zero.

To speed up the talent hunt, the employee must learn how to engage with job seekers on social media platforms like Indeed, LinkedIn, and Facebook. E-recruitment businesses can also be used to promote job opportunities.

BENEFITS OF E-RECRUITMENT:

There are many benefits to be had by online recruiting. They are given below

Its Cost Effective

Posting job advertising online is significantly less expensive than printing them in magazines, newspapers, or other media. The cost of publishing job opportunities on a corporate website might be decreased by utilizing social media platforms such as Facebook and Twitter. Prospective applicants can check the job requirements, email their resumes, apply, and then follow up with someone.

Clear Communication

Press insertion word counts and space constraints might lead to ambiguous messaging. The Internet has no word count constraints, allowing for the full expression of any relevant information. Applicants who are found unfit or ineligible for the post will receive feedback as quickly as

feasible through the automated application procedure.

Improved Standardization and Compliance

The uniform and established format used to collect applicant data allows for easy comparisons. This allows for a more equitable evaluation of candidates when creating shortlists, as well as a traceable data trail to support regulatory compliance.

Faster Time to Appointment

Posting a job opening online and collecting the necessary credentials takes only a few minutes to automate the recruiting process. Delivery and reaction times are instant. Interested persons should put their resumes on the organization's website and expect to receive emails in response. By effectively eliminating undesirable applications, automated recruitment can provide a shortlist in minutes rather than days.

Green Solution

Paper-based procedures are rapidly disappearing as data collecting, record entry, and administrative functions are digitalized. File storage takes up less physical space and has a lower environmental impact than previous recruiting methods.

Using online recruitment, the organization can quickly eliminate unqualified candidates. An additional benefit of this method is the elimination of middlemen in the employment process. It enhances the hiring process for applicants with the relevant abilities and increases the company's overall productivity. It provides 24/7 access to an online credential database. These are some of the advantages of hiring. The benefits of hiring are discussed in previous points. These advantages assist both employers and job seekers.

5. CHALLENGES OF E-RECRUITMENT

E-recruitment, which uses the internet, has overtaken traditional recruitment methods. The majority of businesses, large and small, recruit employees. The recruitment process has various organizational issues. The primary challenges will be discussed next.

Managerial challenges:

The managerial challenges are listed as follows.

- Technology that does not meet user

acceptance will not be used. Supervisors participating in hiring and recruiting must be knowledgeable with and comfortable using online recruiting strategies. To ensure that HR managers can use the recruiting tool efficiently, organizations must give rigorous training.

- In addition to the existing technique, employee recommendations and newspaper ads are still employed for recruitment. Due to financial constraints, human resource managers struggle to choose the ideal combination of varied recruitment strategies.

Organizational challenges

- Many brilliant persons who are already working are idle job seekers looking for new chances. Developing a method to identify inactive job prospects and persuade them to reapply is critical.
- To reap the full benefits of online recruitment, it is critical to implement business process transformation throughout the human resource management process. Taylor (2005) states:

Technical challenges

- The failure to protect the confidentiality and security of information discourages job seekers from submitting applications. Although security is a high issue for job seekers, most employers do not particularly include it on their job postings.
- Due to limited software resources, it is vital to use both traditional and online recruitment approaches. Resumes in hard copy must be scanned, converted into digital files, and stored in a database.

6. CONCLUSION

E-recruitment offers several benefits to many firms. The present study looked at electronic recruiting, current trends in e-recruitment, and the benefits of e-recruitment. In addition to picking the most competent candidates, recruiting entails determining the best member to complement the team. Although e-recruitment provides various benefits to both businesses and job seekers, including time and cost savings, it may not be ideal for all positions or profiles. An aspect that is new to the employment process. Organizations of

all sizes have adopted internet recruitment tactics. The entire existence is based on technology, networks, and the internet.

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