

A Study on E-Recruitment From The Perspective of Job Seekers In Covid-19 Pandemic Situation At Trichy Region

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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

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

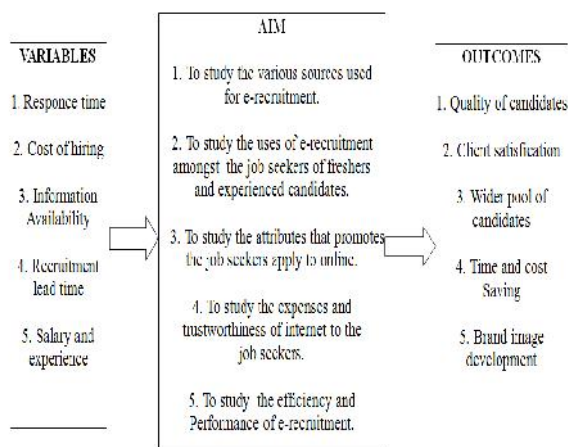
hiring new employees. E-Recruitment is the use of information technology to recruit workers. E-recruitment aims to make the processes more productive and competitive while also lowering costs. Online recruiting will attract a wider pool of candidates and make the hiring process easier. The paper-based 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.

1.1 STATEMENT OF THE PROBLEM

The up-gradation of technological development has to change the lifestyle of people. Changing job seeker's approaches and lifestyles has redefined the recruitment pattern of applicants. Today they prefer the online mode (or) electronic mode of recruitment. Though it has reached the vast majority of people, even now, some of the applicants prefer the traditional method of recruitment because of lack of security, lack of knowledge, lack of interactions, and Fake information widely available in this online recruitment. This study tries to identify the perception of job-seekers while using e-recruitment in the Trichy region.

RESEARCH MODEL



1.2 OBJECTIVES OF THE STUDY

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

1.3 SCOPE OF THE STUDY

This study mainly focuses on primary data, which data collected from the e-recruitment job-seekers in Trichy region only. The study covers the opinion of job seekers about e-recruitment. This study can evaluate the criteria of the general perception of job seekers in e-recruitment.

II. RESEARCH METHODOLOGY

2.1 INTRODUCTION OF THE RESEARCH

Research is defined as careful consideration of study regarding a particular concern or problem using scientific methods. According to the American sociologist Earl Robert Babbie, “research is a systematic inquiry to describe, explain, predict, and control the observed phenomenon. It involves inductive and deductive methods.”

2.2 RESEARCH DESIGN

In this chapter describes the different approach that has been applied to gather the required information to perform successful research study. The present study is descriptive. This study is to find the e-recruitment perspective of job seekers during a covid-19 pandemic situation.

2.3 TYPE OF STUDY

A Descriptive Study - Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

2.4 SAMPLING TECHNIQUE AND SAMPLING DESIGN

A sample size of 120 was taken for the purpose of conducting the survey. A convenient sampling technique is used to find the perspective of job seeker’s.

2.5 DATA COLLECTION

Primary data to be collected from a sample of job seeker's in trichy by using questionnaire Secondary data are those, which have already by some other person for their purpose and publication . it has been collected from the websites and various national and international journals and related text books.

2.6 QUESTIONNAIRES DESIGN

The structured questionnaire was used to collect the data from the respondents using e-recruitment portals questions were used to collect data.

2.7 TOOLS USED FOR THE STUDY

The following statistical tools are applied to analyze the result

Percentage analysis

Percentage

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 - percent) for better understanding of collected data. Percentage Analysis is applied to create a contingency table from the frequency distribution and represent the collected data for better understanding, and to determine the percentage usually for data on profile (example: level of education, age, gender, etc.)

$$\% = f/n * 100$$

Where,

% = percentage

F = frequency

n = number of cases

Chi -Square

The Chi-square test is intended to test how likely it is that an observed distribution is due to chance. It is also called a "goodness of fit" statistic, because it measures how well the observed distribution of data fits with the distribution that is expected if the variables are independent.

The **Chi-Square Test** is the widely used non-parametric statistical test that describes the magnitude of discrepancy between the observed data and the data expected to be obtained with a specific hypothesis. The observed and expected frequencies are said to be completely coinciding when the $\chi^2 = 0$ and as the value of χ^2 increases the discrepancy between the observed and expected data becomes significant. The following formula is used to calculate Chi-square:

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

Where:

- χ^2 = Chi Square obtained
- \sum = the sum of
- O = observed score
- E = expected score

2.8 LIMITATIONS OF THE STUDY

Though this study has been made enormously it has its own limitation has mentioned below

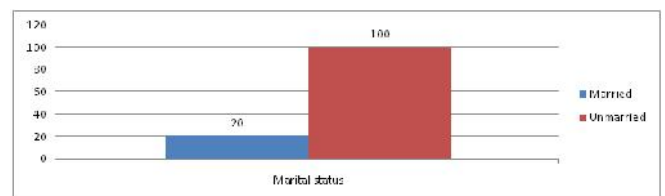
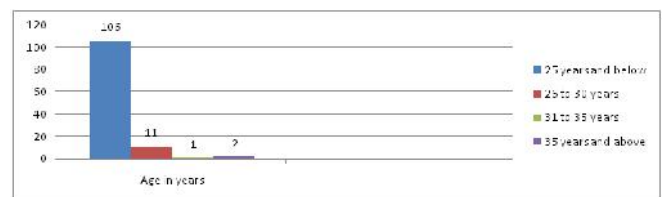
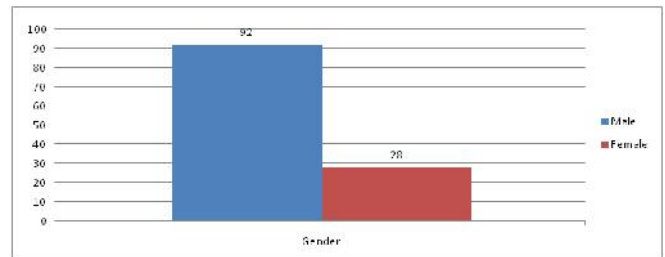
Data analysed in the information provided by the users

1. The areas of the study is small and the study only focus on trichy city
2. The sample size is reasonably less. This study focused only on 120 respondents

III. DATA ANALYSIS AND INTERPRETATION

Table Name: Demographic profile of the respondents

Demographics	No. of respondents	Percentage (%)
Gender	Male	75.7
	Female	23.3
Age(in Years)	25 years and below	83.3
	26 to 30 years	5.2
	31 to 35 years	6.8
	35 years above	1.7
Marital Status	Married	15.7
	Unmarried	83.3
Educational Qualification	Diploma	15.8
	Graduate	40.8
	Post Graduate	33.3
	Professional	7.3
	Others	2.5
Years Of Experience	Freelance	35
	Less than 1 year	32.5
	1-3 years	10
	3 years and above	2.5
Family Monthly Income	Below Rs.20,000	54.2
	Rs 20,000 –Rs.40,000	32.5
	Rs 40,000 –Rs.60,000	6.7
	Above 60,000	6.7



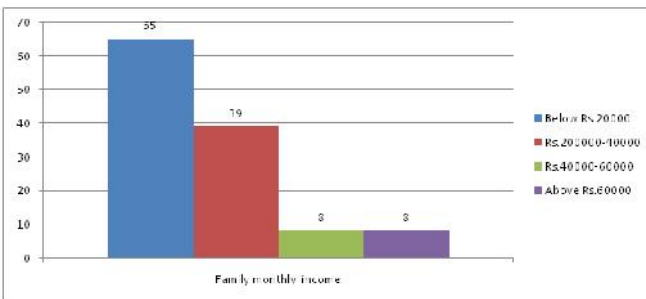
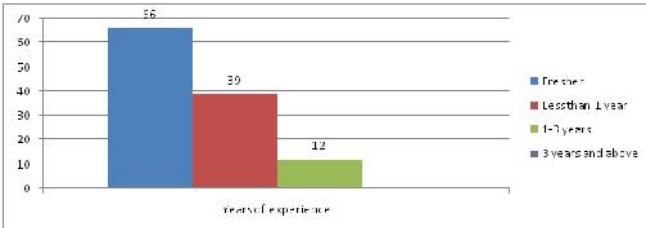
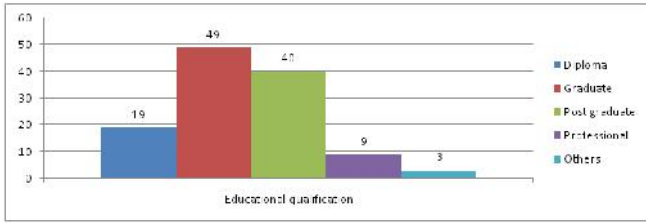


Table Name: Time period of Using E-recruitment sites

S.No.	Time period	No. of respondents	Percentage(%)
1	Less than a year	61	50.8
2	1-3 years	45	37.5
3	3-5 years	11	9.2
4	5 years and above	3	2.5

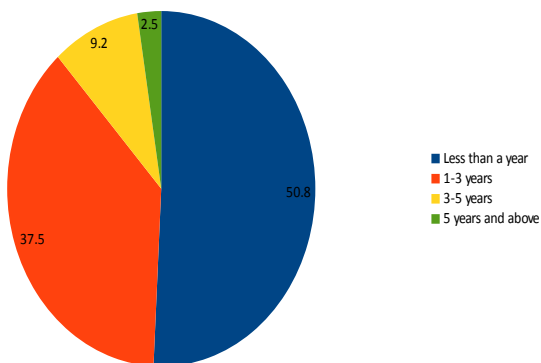


Table Name: Usage of E-recruitment sites

S.No.	Usage	No. of respondents	Percentage(%)
1	Always	42	35
2	Most of the time	43	35.8
3	Rarely	32	26.7
4	Never	3	2.5

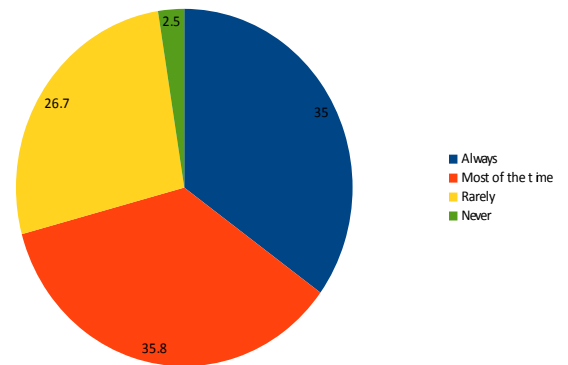


Table Name: Sources of E-recruitment

S.No.	Source	No. of respondents	Percentage
1	Internet	53	44.2
2	Newspaper	26	21.7
3	Friends	24	20
4	Social media	15	12.5
5	Others	2	1.7

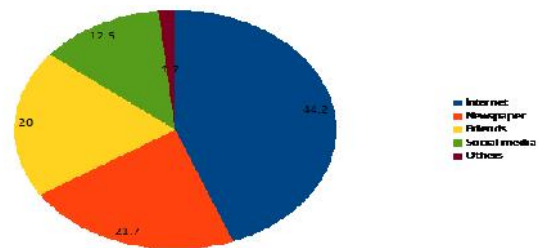


Table Name: Factors promoting E-recruitment

S.No.	Particulars	No. of respondents	percentage
1	Cheap	68	56.7
2	Computer literate candidates	65	54.2
3	Filter out unwanted candidates	59	49.2
4	Better candidates	62	51.7
5	Paperless environment	66	55
6	Reduction work load	57	47.5
7	Vacancies filled fast	48	40
8	Convenient	53	44.2

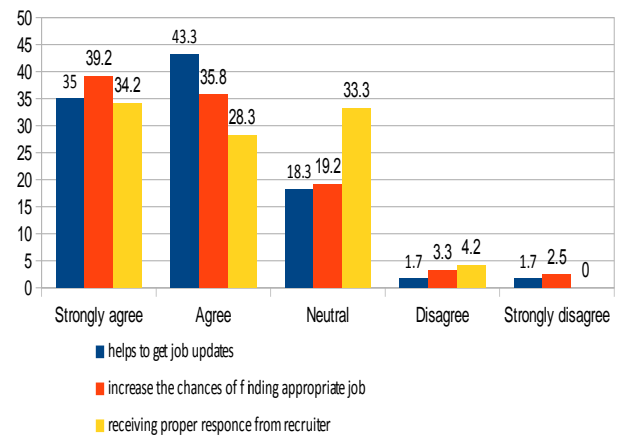
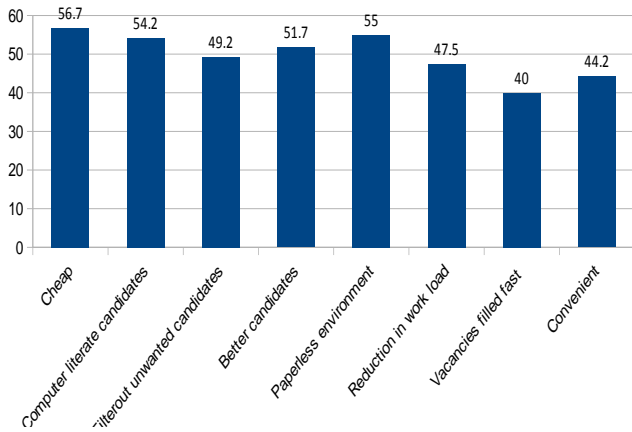
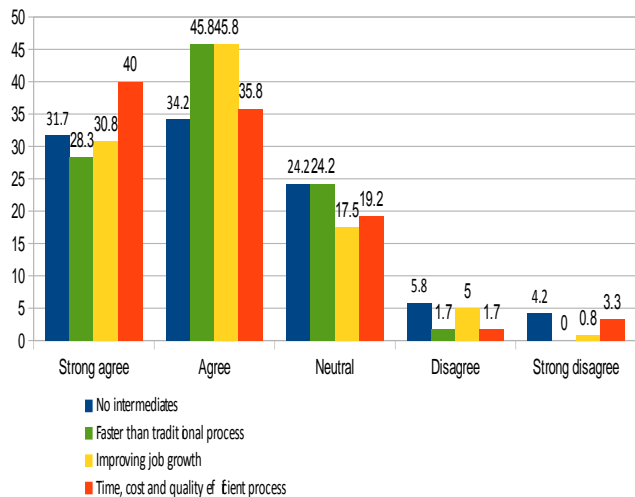
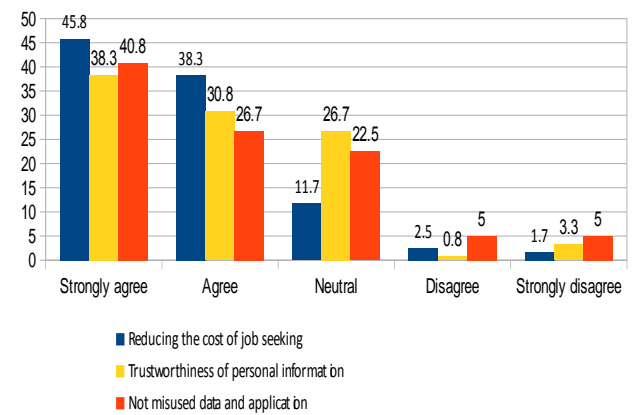


Table Name: Factors considering by the job seekers in E-recruitment

S.No.	Particulars	No. of respondents				
		Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
1	E-recruitment sites are helps to get job updates	42	52	22	2	2
2	E-recruitment sites are increase the chances of finding an appropriate job	47	43	23	4	3
3	Receiving proper response from the recruiter after submitting online applications	41	34	40	5	0
4	Reducing the cost of job seeking	55	46	14	3	2
5	Trustworthiness of the personal information	46	37	32	1	4
6	Data and applications uploaded in the internet are not misused	49	32	27	6	6
7	No intermediates	38	41	29	7	5
8	Faster than traditional method	34	55	29	2	0
9	Improving job growth	37	55	21	6	1
10	Time, cost and quality efficient process	48	43	23	2	4



CHI-SQUARE TEST ANALYSIS

1. Educational qualification and accessing knowledge of the recruitment portals.

H0: There is no significant relationship between educational qualification and accessing knowledge of the recruitment portals.

H1: There is significant relationship between educational qualification and accessing knowledge of the recruitment portals.

Table Name: Educational qualification and accessing knowledge of the recruitment portals.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.261 ^a	9	.151
Likelihood Ratio	13.491	9	.142
Linear-by-Linear Association	.295	1	.587
N of Valid Cases	120		
a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is .10			

Chi-square value= 13.261
 Degree of freedom= 9
 Significant level = 5%

Interpretation

Thus the 2 value is less than table value we accept the hypothesis. Therefore there is no significant relationship between educational qualification and accessing knowledge of the recruitment portals.

2. Age and accessing knowledge of the recruitment portal.

H0: There is no significant relationship between age and accessing knowledge of the recruitment portals.

H1: There is significant relationship between age and accessing knowledge of the recruitment portals.

Table Name: Age and accessing knowledge of the recruitment portals.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	67.412 ^a	15	.000
Likelihood Ratio	57.261	15	.000
Linear-by-Linear Association	18.490	1	.000
N of Valid Cases	120		
19 cells (79.2%) have expected count less than 5. The minimum expected count is .02.			

Chi-square value= 67.412
 Degree of freedom= 15
 Significant level = 5%

Interpretation

Thus the 2 value is less than table value we accept the hypothesis. Therefore there is no significant relationship between age and accessing knowledge of the recruitment portals.

3. Gender and accessing knowledge of the recruitment portals.

H0: There is no significant relationship between gender and accessing knowledge of the recruitment portals.

H1: There is significant relationship between gender and accessing knowledge of the recruitment portals.

Table Name: Gender and accessing knowledge of the recruitment portals.

Chi-Square Tests			
	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.068 ^a	3	.254
Likelihood Ratio	4.110	3	.250
Linear-by-Linear Association	.241	1	.624
N of Valid Cases	120		
0 cells (0.0%) have expected count less than 5. The minimum expected count is 5.63.			

Chi-square value= 4.068
 Degree of freedom= 3
 Significant level = 5%

Interpretation

Thus the 2 value is less than table value we accept the hypothesis. Therefore there is no significant relationship between gender and accessing knowledge of the recruitment portals.

IV. FINDINGS, RECOMMENDATION AND CONCLUSION

A conclusion section is not required. Although a conclusion may review the main points of the paper, do not replicate the abstract as the conclusion. A conclusion might elaborate on the importance of the work or suggest applications and extensions.

4.1 FINDINGS FROM THE STUDY

1. It is inferred that, 76.7% of the respondents are male and 23.3% of the respondents female using e-recruitment portals.
2. It is inferred that 88.3% of the respondents are in the age group 25 years and below using e-recruitment portals.
3. It is inferred that 83.3% of the respondents are unmarried and 16.7% of the respondents are married.

4. It is inferred that 40.8% of the respondents are graduates, 33.3% of the respondents are post graduates and 15.8% of the respondents are diploma holders.
5. It is inferred that 50.8% of the respondents are less than a year using these e-recruitment sites and 37.5% of them having 1-3 years using these e-recruitment sites.
6. It is inferred that 35.8% of the respondents preferred to always using these e-recruitment sites and 35% of them are preferred to using most of the time these e-recruitment sites.
7. It is inferred that sources preferred by the respondents. The above table clearly states that 44.2% of the respondents preferred internet and 21.7% of them are preferred newspaper.
8. It is inferred that 42.5% of the respondents preferred linked In, 30% of the respondents are preferred facebook and 14.2% of the respondents are preferred twitter.
9. It is inferred that 41.7% of the respondents preferred indeed ,15.8% of them are preferred glass door and shine e-recruitment sites.
10. It is inferred most of the respondent's preferred factors are cheap, computer literature candidates, better candidates, and a paperless environment in e-recruitment.
11. It is inferred that 23.3% of the respondents preferred information about the job and 13.3% of them are preferred information on the organization.
12. It is inferred that 20% of the respondents extremely quickly received messages and calls from recruiters, 27.5% of them are very quickly received messages and calls from recruiters.
13. It is inferred that 41.7% of them are considered all the above parameters to selecting job portal.
14. It is inferred that 35.6% of the respondents are strongly agreeing and agree to get job updates in e-recruitment sites.
15. It is inferred that 41.5% of the respondents Cost and quality efficient process in this e-recruitment and minimum respondents disagree and strongly disagree to no intermediates.
16. It is inferred that 41.5% faster than the traditional process, improving job growth and time, cost and quality efficient process in this e-recruitment .
17. It is inferred that 42.5% of the respondents are highly satisfied, 36.7% of them are satisfied with browsing cost and internet connection cost.
18. It is inferred that 33.3% of the respondents are highly satisfied, 47.5% of them are satisfied to online job offers provided by the company in e-recruitment.
19. It is inferred that that 35.8% of the respondents are fear cyber security, 42.5% of them are fear fake sites, fear rejection of resume in e-recruitment.
20. It is inferred that 18.3% of the respondents are preferred traditional method and 81.7% of them preferred modern method.
21. It is inferred that 45.8% of respondents are highly satisfied 38.3% of the respondents are satisfied, 13.3% of them are neutral experience for using experience in e-recruitment sites.

4.2 RECOMMENDATIONS AND SUGGESTIONS

The following are suggestions on the basis of the findings of the study:

1. The recruitment portal can give more job offers to the employees to take them to the desired level.
2. The recruiter can increase the information about the job vacancy and position. That may create sufficiency for the job seekers.
3. The job sites have to give assurance and trustworthiness for the personal information of the job seekers.
4. Assured that the applications and data uploaded on the job sites are accessible only by the recruiters and by applicants.
5. The recruitment companies can give internet services to reduce the expenses and cost of internet connection to the employees.
6. These things help to promote freshers and experienced candidates apply online recruitment sites.
7. This is a faster and efficient process compared to the traditional method. These things can take the e-recruitment process to the next level.

4.3 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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