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A Study On Analysis Of E-Recruitment At CAPITAL-IQ

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Abstract

E-recruitment, often known as online recruiting or electronic recruitment, is the process of attracting, sourcing, and selecting candidates for job opportunities using digital platforms and technology. This abstract provides an overview of e-recruitment, including its advantages, key components, and position in modern talent acquisition strategies. E-recruitment employs a number of online channels and tools, such as job portals, social media platforms, business websites, and applicant tracking systems, to reach a bigger pool of potential candidates. It provides several advantages over traditional recruitment methods, including greater efficiency, lower costs, a broader reach, a better candidate experience, and data-driven decision-making.

Key Words: E-recruitment, Decision making, Candidate, Recruitment Methods.

I. INTRODUCTION:

To recruit means to actively seek, evaluate, and choose potential new employees.

"Recruitment is the method of acquiring new workers who bring unique perspectives and abilities and who are a good cultural fit for the organization, "Employee Relations and Human Resource Management was written by P. Subba Rao.

A large pool of qualified applicants is assembled as part of the hiring procedure. Potential employees are piqued by this and encouraged to apply.

Electronic recruiting, or "e-recruitment," refers to the practice of filling open positions using the Internet. Internet-based sources, procedures, and equipment are utilized. As technology advances, speed has become increasingly important. When a company has to fill a position fast, electronic recruitment is favored over more traditional methods. Internet-based hiring is sometimes known as "e-recruitment." Recruitment that results in growth or transformation is effective recruitment.

Candidates who aren't qualified or aren't allowed are automatically eliminated during the e-recruitment process. Automatic online resume readers may sift through stacks of applications and forward the best candidates to hiring managers.

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E-recruitment is a productive online job-search strategy. If a company receives a new contract that requires personnel with specific knowledge, attitudes, and abilities but is unexpectedly short-handed, the only option is to conduct a search for candidates online. In today's increasingly digital and international job market, electronic recruitment is essential. Increases in both Internet usage and the prevalence of HR departments that make use of it have fueled the expansion of the e-recruitment industry. By employing online employment instead of conventional ways, businesses have reduced expenses by over 80 percent. — Dhruvakanth B. Shenoy, Monster.com India's vice president of marketing for Asia.

DEFINITION OF E- RECRUITMENT
According to Edwin B. Flippo (1979)
""Recruitment is the action of seeking out and enticing potential employees to apply for a company's open positions."

E-RECRUITMENT:
E-recruitment refers to the practice of finding and hiring candidates using the internet. Despite the variety of labels, they all refer to the same entity. Electronic recruitment, or e-recruitment, is defined by Millar (2010, p. 5) as "practices and activities carried out by the organization that use a variety of electronic means to fill open positions effectively and efficiently."

E-recruitment, as defined by the Chartered Institute of Personnel and Development (CIPD), is the practice of using the Internet to find and recruit potential new employees. According to these definitions, e-recruitment is the process of locating and recruiting candidates over the internet or an intranet.

II. REVIEW OF LITERATURE:
1. **Tanya Bondarouk, Emma Parry & Elfi Furtmueller (2017)** Electronic HRM: four decades of research on adoption and consequences, The International Journal of Human Resource Management, 28:1, 98-131, DOI: 10.1080/09585192.2016.1245672

found that the factors affecting the adoption of e-HRM can be divided into three areas: technology; organization; and people – they refer to this as the 'TOP' framework. In line with they divide consequences into those that are operational, relational and transformational. They also found that there has been a shift both in the goals for e-HRM, from efficiency to improved HR service provision and the strategic reorientation of HR departments.

2. **Janet H. Marler, Sandra L. Fisher, 2013**, An evidence-based review of e-HRM and strategic human resource management, Human Resource Management Review, Volume 23, Issue 1, Pages 18-36, ISSN 1053-4822 Results reveal that theoretical and empirical research in this area is still at an early stage. We find no empirical evidence showing that e-HRM predicts strategic outcomes. There is evidence suggesting that strategic HRM predicts e-HRM outcomes and that the relationship appears context dependent.

3. **De Alwis AC, Andrlić B, Šostar M. 2022;** The Influence of E-HRM on Modernizing the Role of HRM Context. Economies. According to the study, HRM places a greater emphasis on administrative tasks. The greatest benefit of implementing E-HRM practice is that it liberates HRM from intermediary roles, allowing them to focus on strategic planning in HR organizations and transforming HR practitioners from administrative paper handlers to strategic planners.

4. **Bilgic, E. (2020),** "Human Resources Information Systems: A Recent Literature Survey Contemporary Global Issues in Human Resource Management, Emerald Publishing Limited, opined that Human Resources Information Systems (HRIS) and electronic HRM (e-HRM) are being utilized by many organizations all over the world and play a strategic role in decision-making processes for effective and efficient HRM.

This study investigates the recent literature on HRIS, e-HRM and Decision Support Systems in HRM to identify the improvements and debates on contemporary Human Resources Management.

5. **Shamout, M., Elayan, M., Rawashdeh, A., Kurdi, B & Alshurideh, M. (2022).** E-HRM practices and sustainable competitive advantage from HR practitioner's perspective: A mediated moderation analysis. International Journal of Data and Network Science, 6(1), 165-178. In their findings indicated that the user satisfaction and e-HRM continuance usage intention did not moderate the relationship between e-HRM-PEOU and PU and SCA path.

III. NEED OF THE STUDY:
➢To learn more about Capital IQ's online recruitment process.
➢Find out how Capital IQ's electronic hiring process works.
➢Investigate how E-HRM is impacted by the concept of a flat world.
➢To Find out who gets hired and how they are hired.

IV. SCOPE OF THE STUDY:
➢The purpose of this research is to examine the current state of E-recruitment in business. E-recruiting within the company will also be evaluated thoroughly. This is in addition to education on recruitment processes and strategies.

V. OBJECTIVES OF THE STUDY:
➢To Examining the advantages and disadvantages of online job applications.
➢To Investigate the current methods of online recruitment employed by the team.
➢To Study the limitations of e- HRM practices.

VI. RESEARCH METHODOLOGY:
Any study needs to adhere to the scientific process. Obtaining information from everyone involved in the study can be challenging. This prompted the researchers to utilize a stratified random sample technique and to consider both primary and secondary sources of information.
➢We learned the most crucial details thanks to
➢Questionnaires
➢Secondary data was collected through
➢Newspapers
➢Magazines
➢Internet

DATA COLLECTION:
Both first-hand and second-hand accounts were used to compile our findings. Distributing questionnaires and maintaining individual files provided the bulk of the necessary data.

Articles published in periodicals are examples of secondary sources. The Internet and the corporate manual were mined for supplementary reading.
Sample Size: 100

VII. LIMITATIONS OF THE STUDY:
➢All the regulations for the random selection method also apply here because that is the approach that was employed.
➢The New Entrant Manager makes no guarantees about the accuracy of the data provided.
➢It was assumed, throughout the data analysis process, that the respondents' responses were accurate.
➢Given the vastness of the cosmos, our limited sample size prevents us from studying its entirety.

VIII. DATA ANALYSIS & INTERPRETATION

TABLE NO 4.1 Do you have any incentive schemes for efficient work in your organization?

SL.NO	PREFERENCE	RESPONDENTS	PERCENTAGE
1	Partial	16	16%
2	Fully partial	40	40%
3	Semi partial	44	44%
	Total	100	100%

**GRAPH NO 4.a Do you have any incentive schemes for efficient work in your organization?**
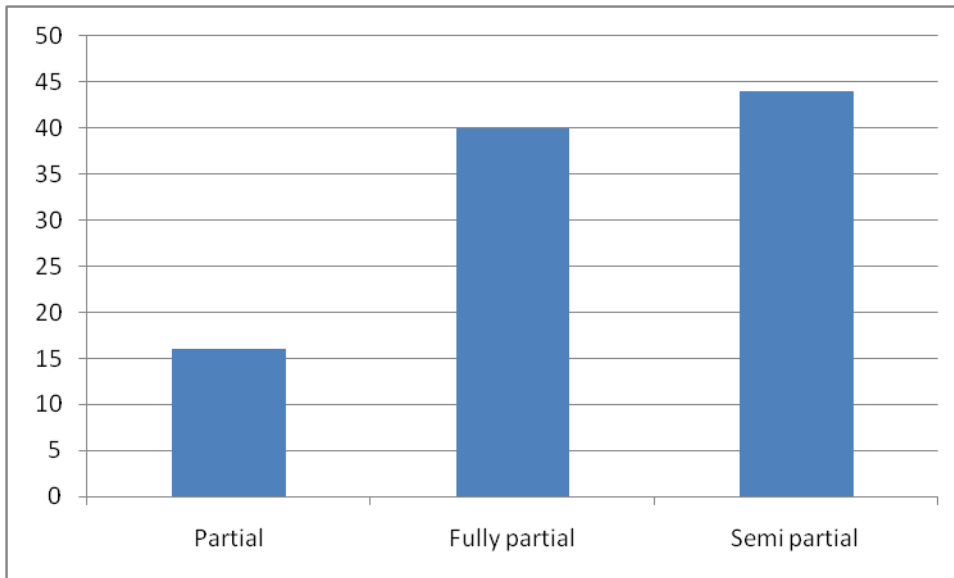
INTERPRETATION:
When asked, "Are your opinions taken into account when decisions are made?," 16% of executives answered, "Partially." Forty percent of CEOs admitted to being "fully partial." The majority of CEOs, 56%, are "very partial" to the time extension, while 44% are "semi partial." However, the majority of CEOs admitted that their organizations have just "semi-partial" plans for rewarding excellent behavior.

TABLE NO 4.2 Do you use any social media/ website for recruitment?

SL.NO	PREFERENCE	RESPONDENTS	PERCENTAGE
1	YES	81	81%
2	NO	19	19%
	Total	**100**	**100%**

**GRAPH NO 4.b Do you use any social media/ website for recruitment?**
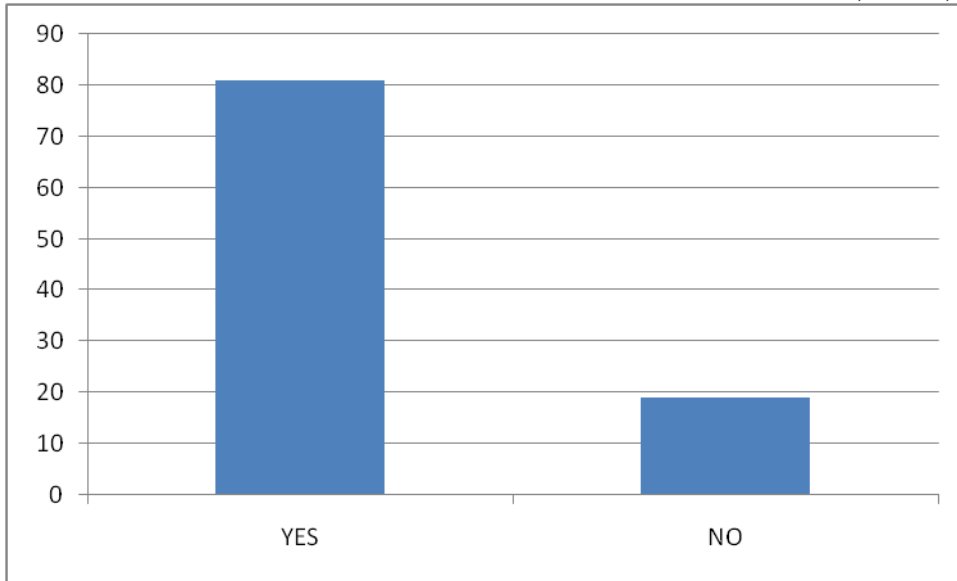
INTERPRETATION:

According to the results, 81% of respondents make use of social media in their search for new staff members, while only 19% do not.

TABLE NO 4.3 How often do you use E- Recruitment?

SL.NO	PREFERENCE	RESPONDENTS	PERCENTAGE
1	Always	10	10%
2	Most of the time	22	22%
3	Rarely	5	5%
4	Depending on the level of the opening	43	43%
5	Never	20	20%
	Total	**100**	**100%**

GRAPH NO 4.c How often do you use E- Recruitment?
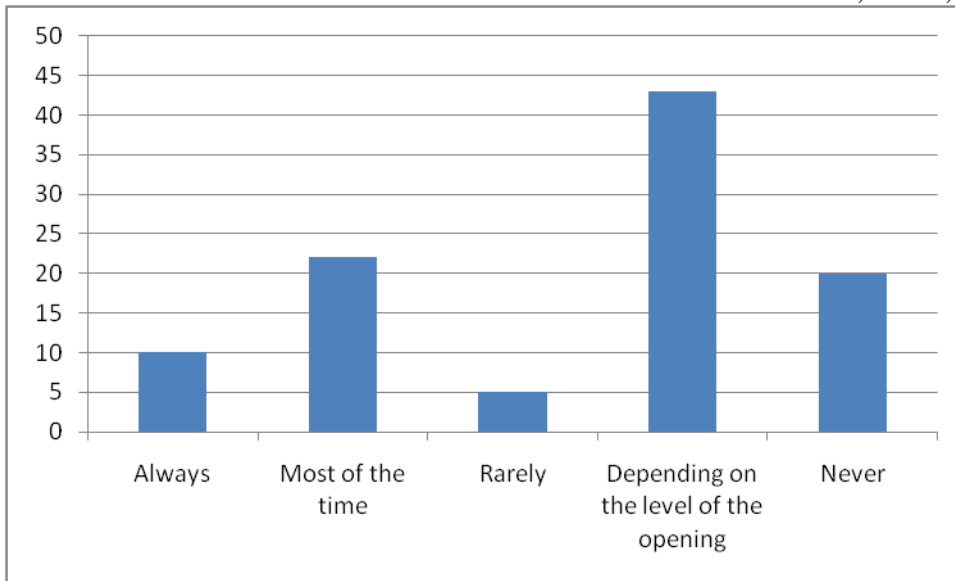
INTERPRETATION:

There is a 67% adoption rate for electronic recruitment. Only about one-third (depending on the position's requirements) of those who apply for jobs online actually take part in the e-recruitment process. The corporation rarely, if ever, makes use of electronic employment.

IX. FINDINGS

➢ 67% of people use online recruitment on average. Only about one-third (depending on the position's requirements) of those who apply for jobs online actually take part in the e-recruitment process. The usage of online recruitment is minimal at best within the organization. The following are the most prevalent issues that arise during online recruitment, according to the data: One-third of respondents agreed that it was challenging to locate inactive job seekers online. Twenty-three percent of responders agreed that it is challenging to retain workers recruited via an online resource. As many as 46% of participants are discouraged by the sheer volume of comments. The dismal success of online job applications is of little concern to the corporation.

➢ Applying online was viewed as the quickest option by 71 percent of respondents. A survey found that 29% of respondents didn't think that e-recruitment was the quickest way to find a job. Neither have anyone vehemently disagreed with or agreed with this statement. Similarly, there are no people who agree or disagree with this statement.

➢ More than half of respondents (61%) believed that online resources like social networks and job boards simplify the application process. Thirty-seven percent of responders believe that job seekers can use social media and application websites to find employment. Only 2% of participants were in disagreement with the statement.

➢ E-recruitment tools were seen as expediting the hiring process by 81% of respondents. Only 19 percent of respondents believe that e-recruitment tools improve the efficiency of the hiring process.

➢ The majority of respondents (81%) agreed that e-recruitment was critical to a company's growth and success. Only 19% of respondents said that e-recruitment was critical to a company's success.

X. SUGGESTIONS

There are various avenues for development open to managers in light of what we've covered so far and the findings of the review procedure.

➢ For instance, they should be able to distinguish between jobs that can be filled through traditional

means of hiring and those that can only be filled through internet hiring.

➢ The HR manager needs to be vigilant lest they waste time or money on the wrong candidate.

➢ The hiring manager can discover even more about the candidate than from the CV alone by conducting a brief written interview with them online.

XI. CONCLUSION

➢ E-recruitment is a crucial method for selecting qualified candidates for HR positions. This strategy is sound, despite its flaws, and can be used immediately. Despite the abundance of existing e-recruitment studies, there are still many opportunities to participate in and accept such studies.

➢ The perspective of the recruiter was important to this investigation on the effects of e-recruitment on the entire selection and hiring procedure.

➢ E-recruitment is not just about technology.

➢ When it comes to e-recruitment, both line managers and HR need to up their game to win over skeptical employees and institute necessary behavioral and cultural shifts.

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