

A STUDY ON E-RECRUITMENT & ITS IMPACT ON JOB SEEKERS

Submitted in partial fulfilment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

CATEGORY - 1 UNIVERSITY BY UGC

JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119

APRIL 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **CHANDRA MOHAN.N 42410012** who carried out the project entitled “**STUDY ON E-RECRUITMENT & ITS IMPACT ON JOB SEEKERS**” under my supervision from January 2021 to April 2021.

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DECLARATION

I **CHANDRA MOHAN.N (42410012)** hereby declare that the Project Report entitled "**STUDY ON E-RECRUITMENT & ITS IMPACT ON JOB SEEKERS**" done by me under the guidance of **Ms.DR.A.MEERA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

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ABSTRACT

The study explains about the important of e recruitment in today's senario. It become very comfort for searching the job. It make them to save the time, expenses, get to have multiple job with there preference and with the requirements. So due to pandemic even the job location did play any difficult role, because most even in current generation, women where not flexible to relocate so due to there preference for job seeker can even do work from home. So here the office expenses also will reduce. So here the job seekers have vast opportunity and there get benefited through internet era. The study compares the perception between job seekers intention to take a job and recruiter sourcing. Now a days in many organization prefer to have e recruitment. Because due to online sites like naukri, linkedin, monster and even in many company they have developed the own site for souring. due to this the recruiters can reach larger number of job seekers with there requirement. So the e recruitment benefit both the sides for job seekers and even for recruiters for this study I have taken 100 job seekers from my college who was going to pass out currently and study how awareness they have towards job sites and even many MBA Hr students who has no awareness. Who gonna became a recruiter. The collected data was analyses by using chi square test and ANOVA test. Here the time saving, location, expenses are the main perception of job seekers.

Key words: saving time, online sites and free online sites, job seekers, pandemic, online recruitment.

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CHAPTER – 1

INTRODUCTION

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INTRODUCTION

1.1 INTRODUCTION

Nowadays, the advancement of technology plays an important role in organizations functioning and overall development of India. As our country is a developing nation and it has set its mission to be digital in every arena, the organization also has started to use technology in their activities.

Before the technological advancement, organization used various sources to recruit employees. Those sources are newspaper advertisement, campus recruiting, different job agencies and so on. Those sources are also recognized as traditional recruitment sources. But now due to covid, along with those sources many other sources have been added to this list because with technological development.

Various job related websites, recruitment via internet, E- mail, recruitment via phone calls, social media etc. are the sources which added with traditional recruitment which is known as e- recruitment or online recruitment.

E-recruitment refers to the use of web-based technology for the different processes of drawing in or attracting, assessing, selecting, recruiting and on boarding candidates. E-recruitment is a mode for selecting one of the companies' human resources through technological mean.

According to technological acceptance model, the uses of online sources for job searching have been impressively increased. It is considered to be effective because it saves time, effort and moreover it can ensure that suitable person is hired for a particular position. So, the main purpose of the study is to identify about how e-recruitment and internet is influencing the recruitment process of an organization.

1.2 PROFILE OF STUDY

Recruitment is the process of attracting potential employees to the organization or company.

It is a systematic means of finding and inducing available candidates to apply to the company or enterprise for employment.

Recruitment is said to be a positive in its approach as it seeks to attract as many candidates as possible.

It is generating the applications or applicants for specific position. It is linking activity bringing together those with jobs and those seeking jobs.

1.3 OBJECTIVE OF THE STUDY:

The study has been undertaken with the following objectives

To identify that the e recruitment is easy platform for job seekers.

To know about how much job seekers aware about e recruitment.

1.4 SCOPE OF THE STUDY:

The study is done to find the e-recruitment and its impact on job seekers.

The study covers the effects of e-recruitment in today's situation.

1.5 NEEDS OF THE STUDY

This research paper will discusses about the concept of e-recruitment and the main purpose of this particular research to know about the general impacts of e-recruitment special in the context of job seekers.

CHAPTER 2

REVIEW OF LITERATURE

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE

Mencken & Winfield (1998) explored the advantages and disadvantages of informal and formal recruiting practices in external labour markets. The authors found that quality was a strong motivator than cost for informal recruiting. The findings from the regression analysis also demonstrated that the quality of applicants was more salient for hiring managers in the private sector

Smith (1999) had worked upon e-recruitment where he had tried to conceptualize that internet helps employer's better target prospective employees. The author mentioned that the career web, which small companies may consider expensive, could still be less costly than multiple newspaper ads. A research by Matthews (2006) on the recruitment of law students by the United States Internal Revenue Service described how by moving up the start date of its campus recruitment efforts it was able to fill jobs more easily and with better quality individuals.

Dr. Bhupendra Singh Hada, Swati Gairola (2005) said that latest trend on e-recruitment and this updated trend has been adopted from MNC to small scale industries in this article he talks about the opportunity and challenges of e-recruitment.

Galanaki, (2002) said that online recruitment process is started by posting vacancies on the on there own company websites and an online recruitment vendor's website or third-party websites, and asked the applicants to send their resume and their details electronically through the e-form or through email.

Buda (2003) has found that the recruitment advertisement is to be effective when it should include positive information at the start when being advertised through non- expert sources (e.g., general media).

Tong and Sivanand, (2005) online recruitment (e-recruitment) emerges as a handy and advantageous method over traditional methods of recruitment e-recruitment enable the firm to perform the tasks in speed and improves the process One of the outcomes of the growth of e-recruitment technologies has been that applying for jobs has become simpler and more streamlined. Executives of Malaysia believe that e- recruitment can lead them to a new competitive position in regional labour markets due to the importance of knowledge workers and resource-based competition.

Helen Verhoeven and Sue Williams (2008), said that the Internet recruitment and selection in the United Kingdom. In this discusses the advantages and disadvantages of Internet recruitment and selection as identified in literature and considers those against the views of employers in the United Kingdom.

Khan, (2010) has stated that lower cost investment, shorter recruitment cycle, reach to a wider range of applicants, better quality of applicants, the opportunity to address specific market niches, and issue attraction of passive job-seekers; are described as the strong sides of the Internet recruitment. Additionally, the advertisement and its attributes are important factors in e-recruitment.

Poorangi et al., (2011; Ahmed, 2009) Executives of Malaysia believe that e-recruitment can lead them to a new competitive position in regional labor markets due to the importance of knowledge workers and resource-based competition.

Pavitra Dhamija (2012), said that E-Recruitment refers to posting vacancies on the corporate website or on an online recruitment vendors' website. It allows applicants to send their resumes electronically through an email or in some other electronic format.

Mooney (2002), said that the review of the above literature provides an indication that online recruitment (e-recruitment) is acknowledged as being an important aspect of job/candidate searching for jobseekers and organizations. Moreover, e-recruiting is becoming more effective recruitment tools, creating an avenue to build relationships between job seekers and organizations (Mooney, 2002).

Matthews (2006) on the recruitment of law students by the United States Internal Revenue Service described how by moving up the start date of its campus recruitment efforts it was able to fill jobs more easily and with better quality individuals.

Verhoeven and Williams (2008) reports on a study into internet recruitment and selection in the United Kingdom. The study discussed the advantages and disadvantages as identified in literature and considered those against the views of HR Managers in UK.

Williams (2009) on E recruitment showed dwindling recruitment spends focused on web-based recruitment at the expense of traditional methods. The author also reported that online methods proved far more popular, as two-thirds (66 per cent) of the HR professionals surveyed said that the jobs section of their own company's website was used as a recruitment tool for most jobs.

CHAPTER 3

RESEARCH METHODOLOGY

CHAPTER 3 RESEARCH METHODOLOGY

3.1 SOURCE OF DATA COLLECTION

primary data and secondary sources of data will be gathered for the research. Primary source of data will be collected through the use of questionnaires and survey interviews.

The secondary sources of information were collected from past research work, books, journals, articles, internet search, etc.

3.2 METHODS FOR COLLECTING PRIMARY DATA

In collecting data for the study, questionnaire and direct interview methods will be employed. The questionnaire was used to ensure that only relevant questions were asked and also to ensure that the questions were properly structured.

3.3 COLLECTION OF DATA

The questionnaire was the only tool used to collect data. Likert type (close ended) questionnaire was employed to generate data. The importance of the use of close ended questions was to avoid delays in responding to the questionnaire, thus enabling the respondents who had busy schedules to respond quickly. Another reason for using close ended questions was that coding of close ended questions did not take much time as compared to open ended questions/ and also for testing hypothesis.

3.4 SAMPLING

A sample of hundred (100) respondents were drawn from job seekers.

Convenience sampling technique has been used to derive data from different levels of employees.

3.5 SAMPLING TECHNIQUE

Convenient Sampling Technique.

3.6 HYPOTHESIS FRAME WORK

ANOVA: A common approach to figure out a reliable treatment method would be to analyse the days it took the patients to be cured. We can use a statistical technique which can compare these three treatment samples and depict how different these samples are from one another. Such a technique, which compares the samples on the basis of their means, is called ANOVA.

Analysis of variance (ANOVA) is a statistical technique that is used to check if the means of two or more groups are significantly different from each other. ANOVA checks the impact of one or more factors by comparing the means of different samples.

FORMULA: The test statistic is the F statistic for ANOVA,

F=MSB/MSE. CHI – SQUARE:

A chi-square (χ^2) statistic is a test that measures how a model compares to actual observed data. The data used in calculating a chi-square statistic must be random, raw, mutually exclusive, drawn from independent variables, and drawn from a large enough sample. For example, the results of tossing a fair coin meet these criteria.

Chi-square tests are often used in hypothesis testing. The chi-square statistic compares the size of any discrepancies between the expected results and the actual results, given the size of the sample and the number of variables in the relationship.

For these tests, degrees of freedom are utilized to determine if a certain null hypothesis can be rejected based on the total number of variables and samples within the experiment. As with any statistic, the larger the sample size, the more reliable the results.

The hypothesis tested in the study are shown below

H0=There is no significant different between Gender and the online recruitment provide opportunity

H1=There is significant different between Gender and the online recruitment provide opportunity

H0=There is no significant different between job seeking level and Worst in the case of job searching through internet

H1=There is significant different between job seeking level and Worst in the case of job searching through internet

CHAPTER 4

ANALYSIS AND INTERPRETATION OF DATA

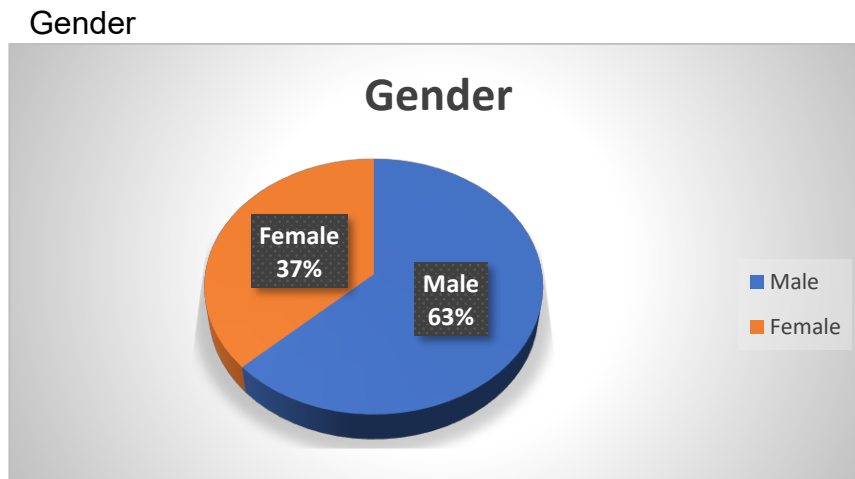
CHAPTER 4

ANALYSIS AND INTERPRETATION OF DATA

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1 GENDER OF THE RESPONDENTS

Gender	No. of responds	percentage
Male	63	63%
Female	37	37%
Total	100	100%



Source: Primary Data

Interpretation

Table 4.1.1 shows that male constitute 63% percentage, female constitute 37% percent so here we can find that mostly male were searching for the job while compare with female.

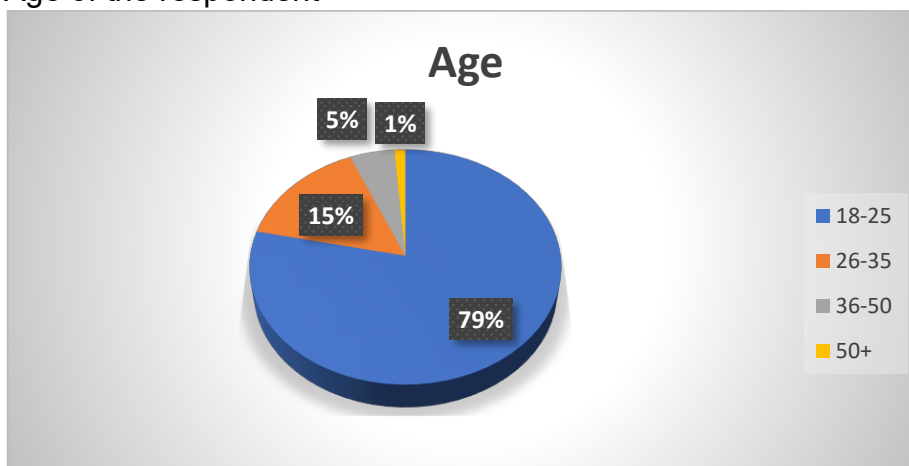
INFERENCE

Majority 63% percentage of retailers are male.

TABLE 4.1.2 AGE OF THE RESPONDENTS

Age	No. Of responds	percentage
18-25 years	77	77%
26-35 years	15	15%
36-50 years	5	5%
50+	3	3%
Total	100	100%

Age of the respondent



Source: Primary Data

Interpretation

Table 4.1.2 shows that 77% of respondent were around 18-25 years old, 15% of respondent were around 26-35 years old, 5% of respondent were around 36-50 years old, 3% of respondent were around 50+ years old. So we get to know that current generation people were job seekers

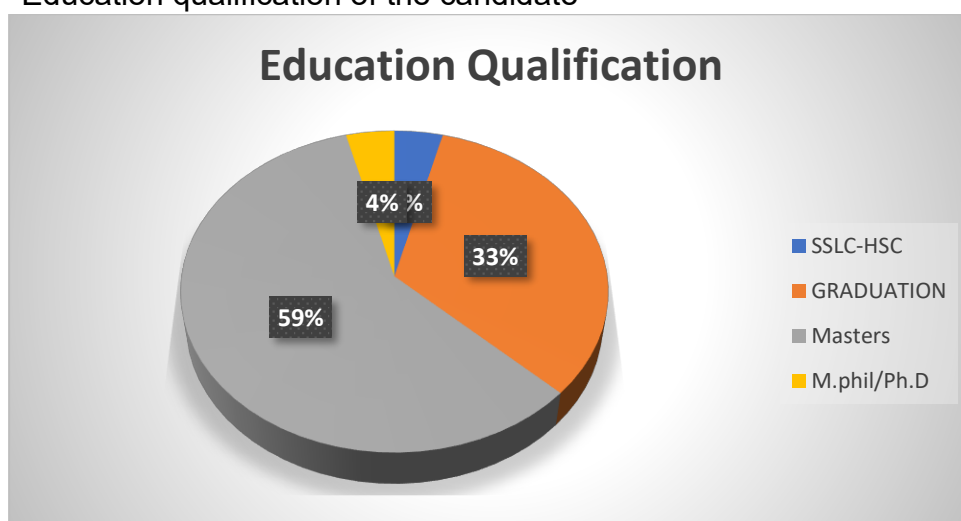
INFERENCE

Majority 84% percentage of retailers are graduate.

TABLE 4.1.3 EDUCATION QUALIFICATION OF THE RESPONDENTS

Education qualification	No. Of responds	Percentage %
SSC-HSC	4	4%
Graduation	33	33%
Masters	59	59%
M. phil/Ph.D	4	4%
Total	100	100

Education qualification of the candidate



Source: Primary Data

Interpretation

Table 4.1.3 shows that 4% of respondent have studied up to SSLC AND HSC, 33% of respondent have studied up to graduation, 59% of respondent have studied up to masters, 4% of respondent have studied up to M.phil/PH.D. so we get to know that most job seekers are fresher with higher qualification

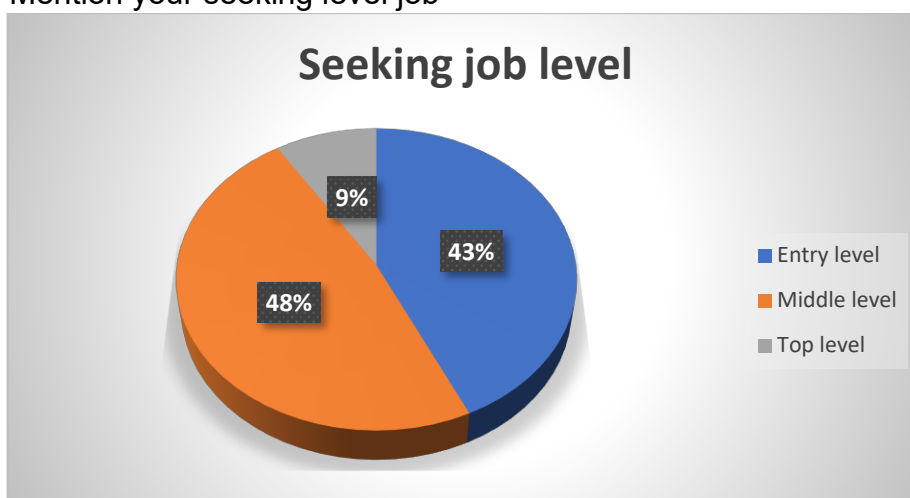
INFERENCE

Majority 59% of respondent have studied up to masters.

TABLE 4.1.4 JOB SEEKING LEVEL OF THE RESPONDENTS

Seeking job level	No. Of responds	percentage
Entry level	43	43%
Middle level	48	48%
Top level	9	9%
Total	100	100%

Mention your seeking level job



Source: Primary Data

Interpretation

Table 4.1.4 shows that 48% of the respondent are seeking for entry level jobs, 43% respondent are seeking for middle level jobs, 9% respondents are seeking for top level jobs.

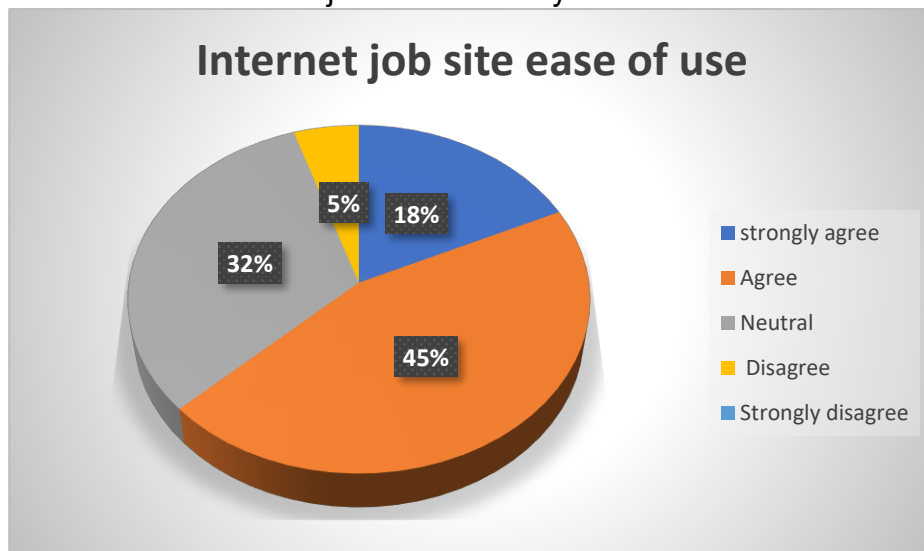
INFERENCE

Majority 48% percentage of respondent are seeking for entry level.

TABLE 4.1.5 FIND WHETHER THE JOB SITE ARE EASY TO USE

Internet job site are easy to use	No. Of responds	percentage
Strongly agree	18	18%
Agree	45	45%
Neutral	32	32%
Disagree	5	5%
Strongly disagree	0	0
Total	100	100%

Whether the internet jobsites are easy to use



Source:Primary Data

Interpretation

Table 4.1.5 shows that 18% of people where strongly agree, 45% of people where agree, 32% of people where neutral, 5% of people where disagree, and no respondent was strongly disagree with the opinion on the internet job site are easy to use.

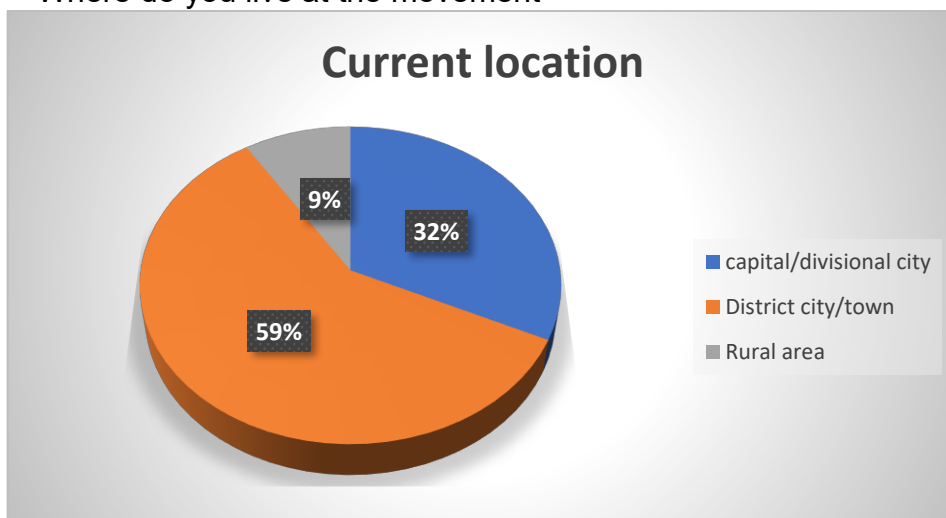
INFERENCE

The majority of the respondent 39% strongly agree that internet job site are easy to use, with same amount of respondent has given an opinion on agree.

TABLE 4.1.6 CURRENT LOCATION OF THE RESPONDENTS

<i>Current location</i>	<i>No of responds</i>	<i>percentage</i>
<i>Capital/divisional city</i>	32	32%
<i>District city/ town</i>	59	59%
<i>Rural area</i>	9	9%
<i>Total</i>	100	100%

Where do you live at the movement



Source: Primary Data

Interpretation

Table 4.1.6 shows that 32% responds are district city/from town.59% are Capital/divisional city, 9% percent of responds are from rural area.

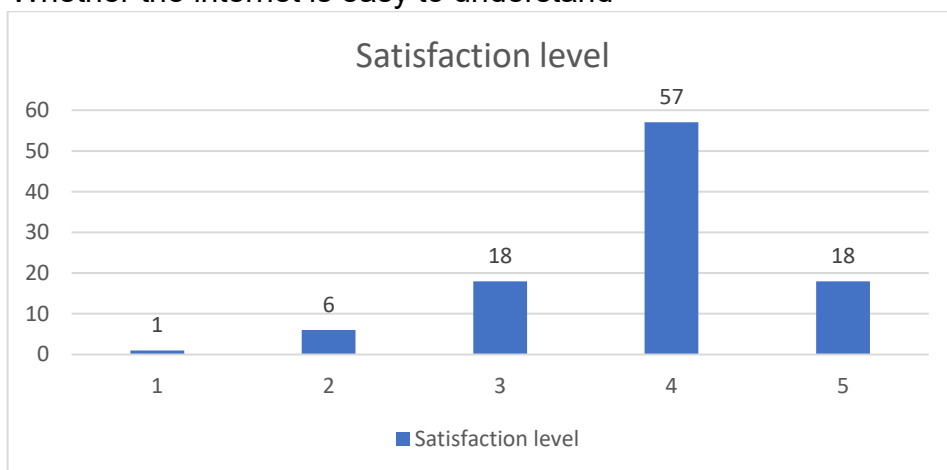
INFERENCE

The majority of the respondent are 59% whose current location where in city/ town.

TABLE 4.1.7 WHETHER THE INTERNET IS EASY TO UNDERSTAND

<i>Satisfaction level</i>	<i>No of responds</i>	<i>percentage</i>
1	1	1%
2	6	6%
3	18	18%
4	57	57%
5	18	18%
<i>Total</i>	<i>100</i>	<i>100%</i>

Whether the internet is easy to understand



Source: Primary Data

Interpretation

Table 4.6 shows satisfaction level of understanding about internet . here 1% get strongly dissatisfied, 2% get dissatisfied, 18% is neutral, 57% get satisfied, 18% where strongly satisfied with there opinion.

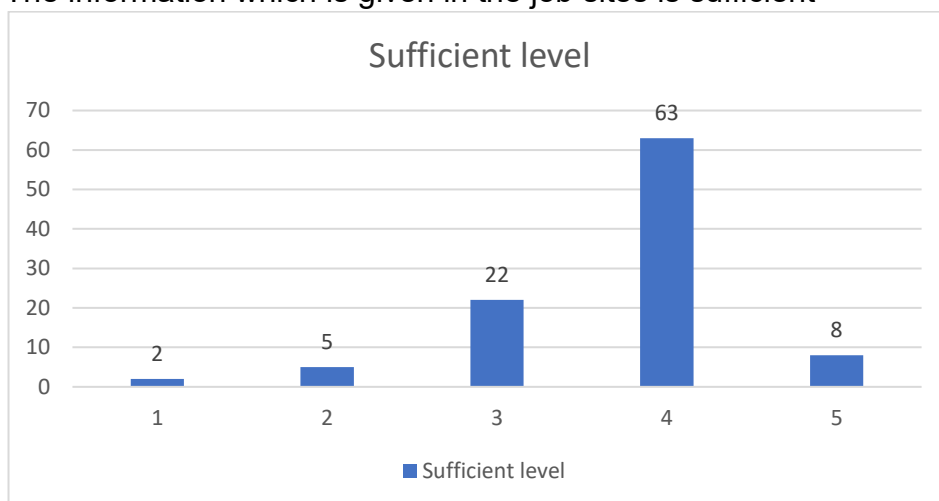
Inference

Majority of the respondent where satisfied by understanding the internet usage for e recruitment.

TABLE 4.1.8 THE INFORMATION WHICH IS GIVEN IN JOB SITES IS SUFFICIENT

Sufficient level	No of responds	Percentage %
1	2	2%
2	5	5%
3	22	22%
4	63	63%
5	8	8%
Total	100	100%

The information which is given in the job sites is sufficient



Source: Primary data

Interpretation

Table 4.1.7 shows that the given information are sufficient in job sites. 2% where highly disagree, 5% are disagree, 22% are neutral, 63% are agree, 8% are highly disagree.

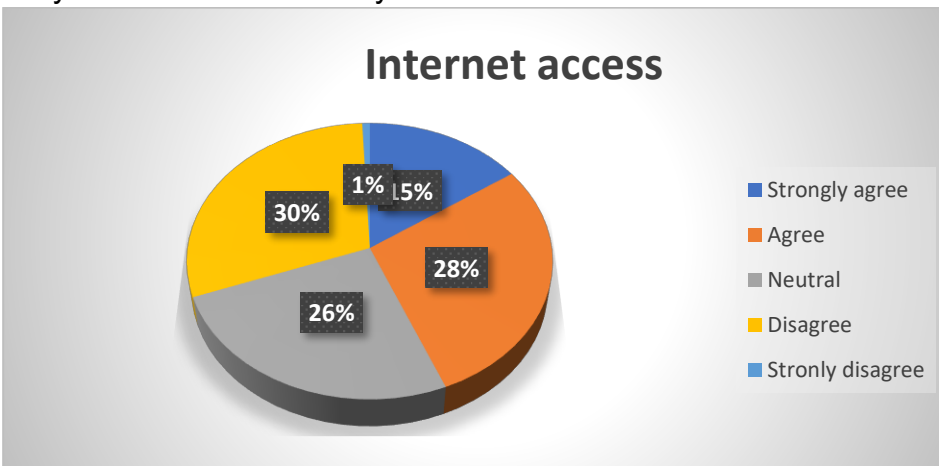
Inference

The majority of the respondents (63%) where agree with the statement.

TABLE 4.1.9 INTERNET ACCESS

Access the internet	No of respond	Percentage %
Strongly agree	21	21%
Agree	39	39%
Neutral	35	35
Disagree	41	4%
Agree	1	1%
Total	100	100%

Do you have the necessary resource to enable or access the internet



Source: Primary Data

Interpretation

Table 4.1.9 shows that where 21% strongly agree, 39% are agree, 35% are neutral, 41% are disagree, 1% are strongly disagree.

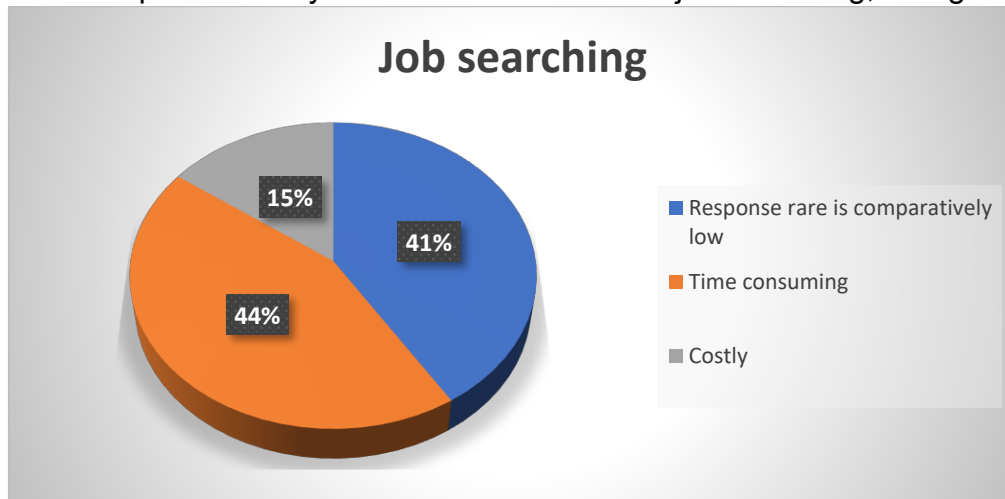
Inference

The majority of the respondents (39%) where agree.

TABLE 4.1.10 WHICH PROBLEM DO YOU THINK THE WORST IN CASE OF JOB SEARCHING,THROUGH INTERNET

Job searching, through internet	No of Respond	Percentage
Response rare is comparatively low	41	41%
Time consuming	44	44%
Costly	15	15%
Total	100	100%

Which problem do you think in worst case of job searching,through internet



Source: Primary Data

Interpretation

Table 4.1.10 shows that 41% of respondent response rate is comparatively low, 44% of respondent were said time consuming, 15% of respondent where said that it is costly.

INFERENCE

Majority of respondent (44%) where said time consuming.

TABLE 4.1.11 BEST SOURCE OF RECRUITMENT

Best source of recruitment	No of respond	Percentage %
On board	32	32%
Career websites	35	35%
Software	14	14%
Internship	19	19%
Total	100	100%

Which source do you prefer the best source in recruitment



Source: Primary Data

Interpretation

Table 4.1.11 shows that 32% of people prefer on boarding, 35% people prefer career website, 14% people prefer software, 19% people prefer job through internship

INFERENCE

Majority 35 % of respondents where prefers career website due to current scenario

TABLE 4.1.12 ONLINE RECRUITMENT PROVIDE OPPORTUNITY

Online recruitment provide opportunity	No of respond	Percentage
Strongly agree	12	12%
Agree	61	61%
No comments	12	12%
Disagree	11	11%
Strongly disagree	4	4%
Total	100	100%

Do you think online recruitment provide opportunity



Source: primary data

Interpretation

Table 4.1.12 has shown how online recruitment provide opportunity, so 12% where strongly agree, 61% where agree, 12% has no comments, 11% where disagree, 4% where strongly disagree.

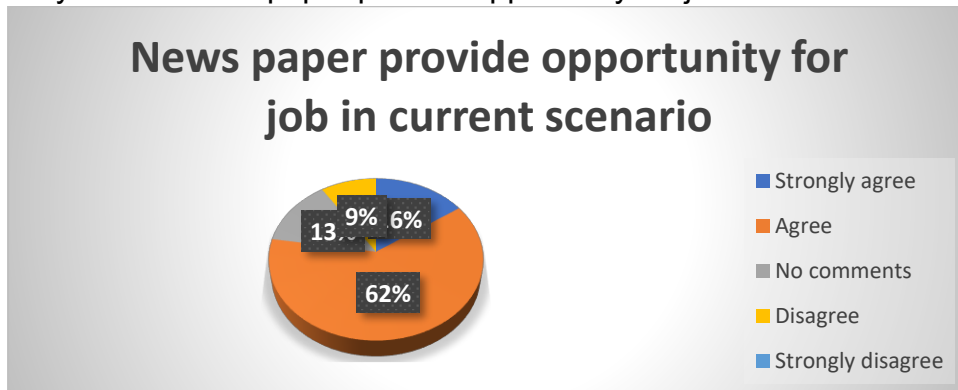
INFERENCE

The majority of the respondents where agree with 61%

TABLE 4.1.13 DO YOU THINK NEWSPAPER PROVIDE OPPORTUNITY FOR JOB IN CURRENT SCENARIO

Newspaper provide opportunity for job in current scenario	No of respond	Percentage %
Strongly agree	15	15%
Agree	61	61%
No comments	13	13%
Disagree	9	9%
Strongly disagree	2	2%
Total	100	100%

Do you think newspaper provide opportunity for job in current scenario



Source: primary data

Interpretation:

Table 4.1.13 shows that how much newspapers provide opportunity for the job seekers in current scenario? Here 15% of respondents where strongly agree with the question, 61% where agree, 13% did have any opinion, so here only 9% of respondent are disagree and 2% where strongly disagree.

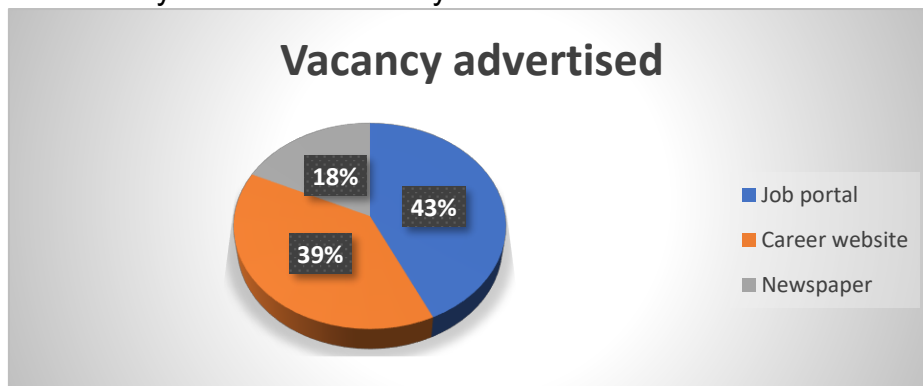
INFERENCE:

The majority of the respondents (61%) where agree with the question.

TABLE4.1.14 WHERE WILL YOU SEE THE VACANCY ADVERTISED

The vacancy advertised	No of respond	Percentage %
Job portal	43	43%
Career website	39	39%
Newspaper	18	18%
Total	100	100%

Where will you see the vacancy advertised



Source: primary data

Interpretation:

Table 4.1.14 shows that through which source the vacancy advertised is helpful. So here 43% gave through job portal, 39% gave career website, 18% gave newspaper.

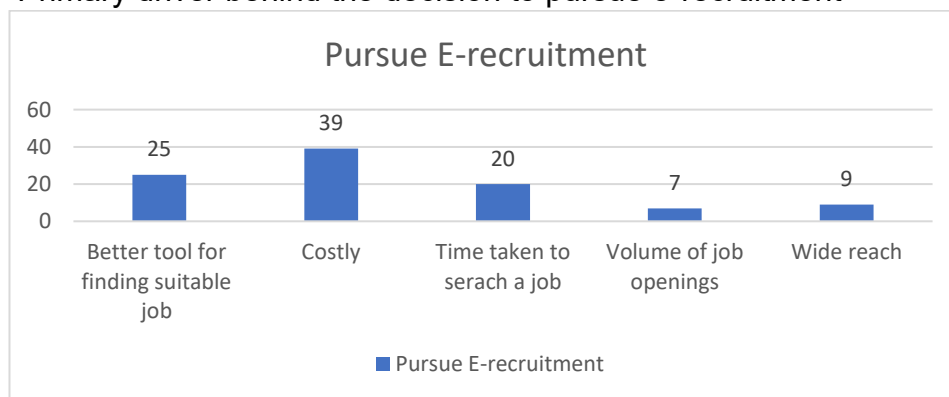
INFERENCE

The majority of the respondents are 43% who prefer job portal.

TABLE 4.1.15 PRIMARY DRIVER BEHIND THE DECISION TO PURSUE E- RECRUITMENT

Pursue E-recruitment	No of respond	Percentage %
Better tool for finding suitable job	24	24%
costly	39	39%
Time taken search a job	20	20%
Volume of job openings	7	7%
Wide reach	9	9%
Better tool for finding suitable job	1	1%
Total	100	100%

Primary driver behind the decision to pursue e-recruitment



Source: primary data

Interpretation

Table 4.1.15 shows that 24% of respondents say that better tool for finding suitable job. 39% said that it is costly, 20% said that time taken to search a Job, 9% said that volume of job opening, 7% said that wide reach, 1% said that better Tool for finding suitable job.

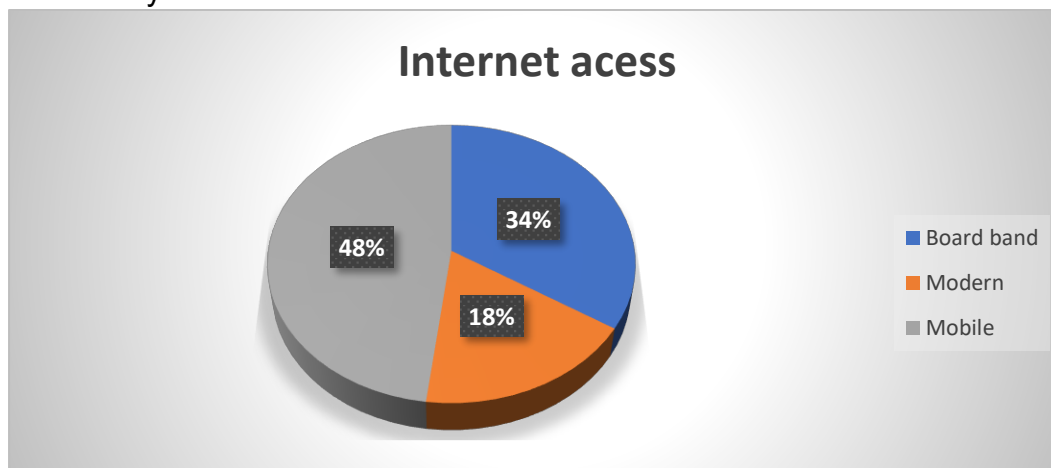
INFERENCE

Majority of the respondents said that 39% where said its costly

TABLE 4.1.16 HOW DO YOU ACCESS THE INTERNET

Access the internet	No of respond	percentage
Board band	34	34%
modem	18	18%
mobile	48	48%
Total	100	100%

How do you access the internet



SOURCE: PRIMARY DATA

Interpretation Table 4.1.16 show that 34 % access there internet with board band, 18% access with modem,48% access with mobile.

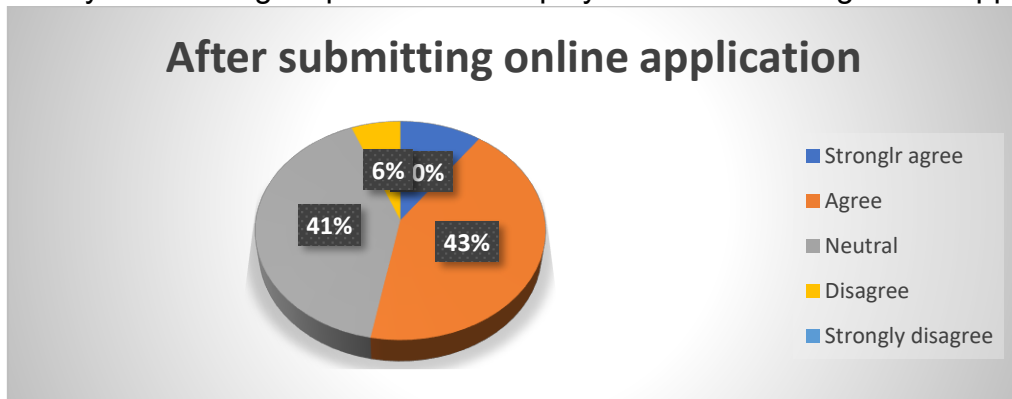
INFERENCE

The majority of the respondents 48% will access there internet with mobile.

TABLE 4.1.17 AFTER SUBMITTING ONLINE APPLICATIONS

After submitting online applications	No of respond	Percentage %
Strongly agree	10	10%
Agree	43	43%
Neutral	41	41%
Disagree	6	6%
Strongly disagree	0	0
Total	100	100%

Have you receiving response from employer after submitting online applications



SOURCE: PRIMARY DATA

Interpretation

Table 4.1.17 shows that employer who get response after submitting online application. 10% where strongly agree, 43% where agree, 41% said neutral, 6% where disagree, and no comment on strongly disagree

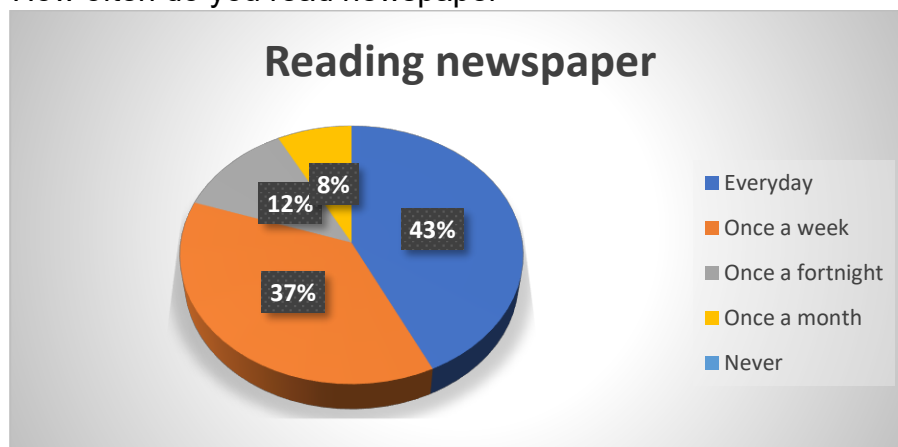
INFERENCE

The majority of the respondents 43% where agree.

TABLE 4.1.18 HOW OFTEN DO YOU READ NEWSPAPER

Reading newspaper	No of respond	Percentage %
everyday	39	39
One a week	34	34
Once a fortnight	11	11
Once a month	7	7
Never	8	8
Total	100	100

How often do you read newspaper



Source: primary data

Interpretation

Table 4.1.18 show that 39% will read newspaper daily, 34% will read weekly, 11% will read once a fortnight, 7% will never read.

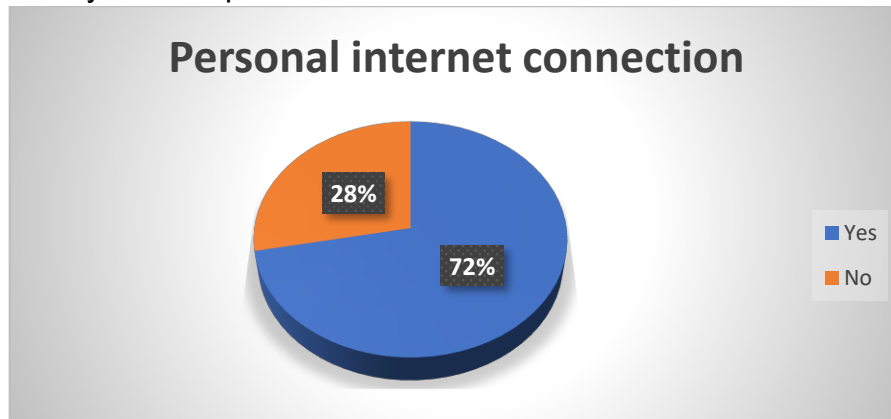
INFERENCE

The majority of the respondents 39% will read newspaper daily.

TABLE 4.1.19 DO YOU HAVE PERSONAL INTERNET CONNECTION

<i>Personal internet connection</i>	<i>No of respond</i>	<i>Percentage %</i>
<i>yes</i>	<i>88</i>	<i>88%</i>
<i>no</i>	<i>14</i>	<i>14%</i>
<i>Total</i>	<i>100</i>	<i>100%</i>

Do you have personal internet connection



Source: primary data

Interpretation

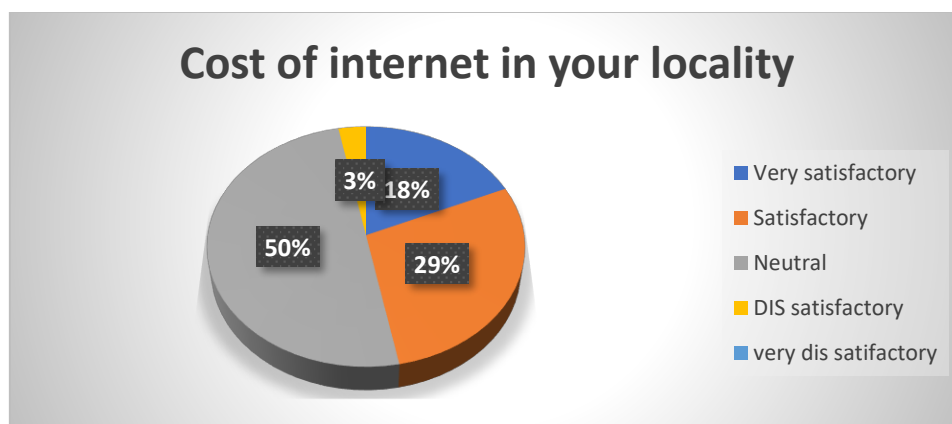
Table shows that 86% will said yes for using personal net connection, 14% said no to it.

INFERENCE

The majority of the respondents 86% will use personal net connection.

TABLE 4.1.20 COST OF INTERNET IN YOUR LOCALITY

Cost of internet in your locality	No of respond	Percentage
Very satisfactory	18	18%
Satisfactory	28	28%
Neutral	49	49%
Dis satisfactory	3	3%
Very dis satisfactory	2	2%
Total	100	100%



Source: primary data

Interpretation

Table 4.1.20 shows that rate the cost of internet connection and browsing in your locality. So, 18% said very satisfied, 28% said satisfied, 49% says neutral, 3% said dissatisfied, 2% said very dissatisfied.

INFERENCE

The majority of the respondents 49% said it was neutral.

ANOVA

TABLE 4.1.4 AND 4.1.10

Total	female	Expected Count	7.6	38.4	7.6	6.9	2.5	63.0
		Count	0	10	12	11	4	37
		Expected Count	4.4	22.6	4.4	4.1	1.5	37.0
		Count	12	61	12	11	4	100
		Expected Count	12.0	61.0	12.0	11.0	4.0	100.0

ANOVA

Descriptive								
Worst in the case of job searching through internet								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
entry level	43	1.05	.213	.032	.98	1.11	1	2
middle level	50	2.16	.370	.052	2.05	2.27	2	3
top level	7	3.00	.000	.000	3.00	3.00	3	3
Total	100	1.74	.705	.071	1.60	1.88	1	3

ANOVA					
Worst in the case of job searching through internet					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	40.613	2	20.307	228.322	.000
Within Groups	8.627	97	.089		
Total	49.240	99			

Worst in the case of job searching through internet				
Duncan _{a,b}				
	N	Subset for alpha = 0.05		
		1	2	3
Job seeking level entry level	43	1.05		
middle level	50		2.16	
top level	7			3.00
Sig.		1.000	1.000	1.000
Means for groups in homogeneous subsets are displayed.				
a. Uses Harmonic Mean Sample Size = 16.119.				
b. The group sizes are unequal. The harmonic mean of the group sizes is used. Type I error levels are not guaranteed.				

Interpretation

Since p value is 0.000 is less than 0.05 so, null hypothesis is rejected, Alternative hypothesis is accepted. Hence there is no significant difference between job searching through internet and job seeking level.

Null hypothesis H0: there is no significant different between job searching through internet and job seeking level

Alternative hypothesis H1: There is a significant different between job searching through internet and job seeking level .

4.2 CHI SQUARE TEST

TABLE 4.1.2 AND 4.1.5

Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
gender of the respondent * online recruitment provide opportunity	100	99.0%	1	1.0%	101	100.0%

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	64.133 ^a	4	.000
Likelihood Ratio	77.362	4	.000
Linear-by-Linear Association	51.315	1	.000
N of Valid Cases	100		

a. 5 cells (50.0%) have expected count less than 5. The minimum expected count is 1.48.

gender of the respondent Online recruitment provide opportunity Cross tabulation							
			Online recruitment provide opportunity				
			strongly agree	agree	no comments	disagre e	strongly disagree
gender of the respondent	male	Count	12	51	0	0	0
							63

Interpretation

Since p value is 0.000 is less than 0.05 so, null hypothesis is rejected, Alternative hypothesis is accepted. Hence there is no significant difference between gender and online recruitment provide opportunity.

Null hypothesis H0: there is no significant different between gender and online recruitment provide opportunity.

Alternative hypothesis H1: There is a significant different between gender and online recruitment provide opportunity.

CHAPTER 5

FINDINGS, SUGGESTIONS AND CONCLUSION

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FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS OF THE STUDY

1. Majority 63% percentage of retailers are male.
2. Majority 84% percentage of retailers are graduate.
3. Majority 59% of respondent have studied up to master
4. Majority 48% percentage of respondent are seeking for entry level.
5. Majority of the respondent 39% strongly agree that internet job site are easy to use,with same amount of respondent has given an opinion on agree.
6. Majority of the respondent are 59% whose current location where in city/ town.
7. Majority of the respondent where satisfied by understanding the internet usage for e recruitment.
8. Majority of the respondents are (63%)where agree with the statement.
9. The majority of the respondents are (39%) where agree.
10. Majority of respondent (44%) where said time consuming.
11. Majority 35 % of respondents where prefers career website due to current scenario.
12. Majority of the respondents where agree with 61%
13. Majority of the respondents (61%) where agree with the question given above.
14. Majority of the respondents are 43% who prefer job portal.
15. Majority of the respondents said that 39% where said it costly.
16. Majority of the respondents 48% will access there internet with mobile.
17. Majority of the respondents 43% where agree.
18. Majority of the respondents 39% will read newspaper daily.
19. Majority of the respondents 86% will use personal net connection.
20. Majority of the respondents 49% said it was neutral.

5.2 SUGGESTION

The following are the suggestion made on the basis of the finding of the study worth the information collected from the respondents.

5.3 LIMITATION OF THE STUDY:

Time and Cost are the major limitations of the study.

The study is limited only to a particular area.

As the findings are drawn only on the basis of information collected provided by the respondents, personal bias of the respondents may affect the study.

5.4 CONCLUSION

The study talks about that on today scenario with current generation people were prefer e recruitment why because the telecommunication interview became very cheap and easy. Only thing is we should update the resumes in job portal and to know how to access the job portal.

While compare with traditional method e recruitment become very usable and convenient. It can be access able at anywhere. Job seekers can find the job through websites, job boards & portals. It is a time saving & cost- effective method for job seekers. Some job portals offer resume building facilities also it includes the skill setting so that job seekers can get advantage of this.

In conclusion we can say that the internet has been accepted as a most convenient & better tool to find the jobs. This system benefit MNC because with any other countries or in any their states we can easily generate the job description so that we get large no of job seekers and get more benefit and the resources and time get saved. So this system became more beneficial to both job seekers and such as MNC, IT companies.

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QUESTIONNAIR

ANNEXTURE - QUESTIONNAIRE:

1. Gender

A)Male

B)Female

2. Age

A)20-25

B)26-35

C) 36-50

D)50+

3. Education qualification

A)SSC-HSC

B)Graduation

C)Masters

D)M.Phil./Ph.D.

4. Mention your seeking job level

A)Entry level

B)Middle level

C)Top level

5. whether the internet job site are easy to use

A)Strongly agree

B)Agree

C)Neutral

D)Disagree

E)Strongly disagree

6. where do you live at the moment

A)Capital/divisional city

B)District city/town

C)Rural area

7. whether the internet is easy to understand

1	2	3	4	5
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8. The information which is given in job sites is sufficient.

1	2	3	4	5
---	---	---	---	---

9. Do you have the necessary resource to enable or to access the internet

A)Strongly agree

B)Agree

C)Neutral

D)Strongly disagree

10. which problem, do you think is the worst in case of job searching, through internet

A) Response rare is comparatively low

B) Time consuming

C)Costly

11. which source do you prefer the Best source of recruitment

A)On board

B)Career websites

C)Software

D)Internships

12. Do you think Online Recruitment provide Opportunity

A)Strongly agree

B)Agree

C)No comments

D)Disagree

E)Strongly disagree

13. Do you think Newspaper provide Opportunity for job in current scenario

A)Strongly agree

B)Agree

C)No comments

D)Disagree

E)Strongly disagree

14. Where will you see the vacancy advertised

A)Job portals

B) Career websites

C)Newspapers

15. Primary driver behind the decision to pursue e- recruitment

- A) Better tool for finding suitable job
- B) Cost
- C) Time taken search a job
- D) Volume of Job Openings
- E) Wide reach

16. How do you access the internet

- A) Broad band
- B) Modern
- C) Mobile

17. Have you receiving response from employer after submitting online applications

- A) Strongly agree
- B) Agree
- C) Neutral
- D) Disagree
- E) Strongly disagree

18. How often do you read the newspaper

- A) Everyday
- B) One a week
- C) Once a fortnight
- D) Once a month
- E) Never

19. Do you have personal internet connection

- A) yes
- B) No

20. Internet connection and browsing cost in your locality

- A) Very satisfactory
- B) Satisfactory
- C) Neutral
- D) Dis satisfactory
- E) Very