

A STUDY ON E RECRUITMENT DURING PANDEMIC AT ALLSEC TECHNOLOGIES

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

By

SIDDHARTHAN.R

Register No. 40410167



SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

Accredited with Grade “A” by NAAC | 12B Status by UGC | Approved by AICTE

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI - 600 119

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Jeppiaar Nagar, Rajiv Gandhi Salai, Chennai – 600119

www.sathyabama.ac.in

SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **SIDDHARTHAN.R 40410167** who carried out the project entitled “**A Study on E- Recruitment during pandemic at Allsec technologies**” under my supervision from September 2021 to October 2021.

Dr. PALANI

Internal guide

External guide

Dr. BHUVANESWARI. G

Dean – School of Management Studies

Submitted for Viva voce Examination held on_____

Internal Examiner

External Examiner

DECLARATION

R. SIDDHARTHAN (40410167) hereby declare that project Report entitled “**A STUDY ON E- RECRUITMENT DURING PANDEMIC AT ALLSEC TECHNOLOGIES**” done by me under the guidance of **Dr. PALANI** at Sathyabama institute of science and technology is submitted in partial fulfilment of the requirement for the award of master of business administration degree.

DATE:

PLACE:

R. SIDDHARTHAN

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ABSTRACT

The success of every organization depends on its human capital, and recruitment by the human resource department is vital in generating organizational human capital. In the past twenty years, the traditional paper-based method of recruitment has been replaced to some extent by electronic recruiting (e-recruitment) in many organizations as many organizations are now utilizing e-recruitment to post jobs and accept resumes on the internet, and correspond with applicants by e-mail due to the outbreak of covid-19. In this paper, recruitment and e-recruitment process of Allsec technologies are theoretically defined, summarized and synthesized and the various benefits accruing to organizations for adopting electronic recruiting are highlighted. I also identified gaps and opportunities for future research and proposed some testable research questions in the domain of e-recruitment, as well as suggested research methods that can be utilized in future research to answer the proposed questions. Important contributions of this paper are highlighted.

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CHAPTER 1: - INTRODUCTION

1.1 INTRODUCTION

The word recruitment means the right person for the right job, according to their skills and qualification. In the age of technological development all the work has to be done with the help of internet. Everything, including our way of thinking, living, communicating, culture, economies, demographics and even society has been affected by these technological changes. In this way e-recruitment came into the existence. Online recruitment is also known as e-recruitment. Online recruitment is the use of technology to assist the recruitment process. In the traditional way, the process of the recruitment is different and in the modern way e-recruitment process is transformed in the organization. The effects of technological change on the global economic structure are creating immense transformations in the way industrial organisations and nations organize production, trade goods, invest capital, and develop new products and processes. Sophisticated information technologies permit instantaneous communication among the far-flung operations of global enterprises. New materials are revolutionizing sectors as diverse as construction and communications. Advanced manufacturing technologies have altered long-standing patterns of productivity and employment. Improved air and sea transportation has greatly accelerated the worldwide flow of people and goods and they all point to enhanced changes, competition and turbulence in the global economy. Depending on the size and the culture of the organization E recruitment may be undertaken by HR managers, Recruitment specialists. Alternatively, parts of all the process might be undertaken by either public sector employment agencies or commercial e recruitment agencies or special consultancies.

1. What are the overall trends in e-recruitment use and practice?
2. Which parts of systems are web enabled, what are the related benefits and challenges?
3. What is happening in practice? What are the e-recruitment methods that are being used, and what are the real experiences from organisations attempting implementation?
4. Does it work? How do organisations evaluate the success of their e-recruitment initiative?

1.2 INDUSTRY PROFILE:

Allsec technologies comes under IT and BPO sector. Growth of IT and BPO Sector in India during the first half of 2007 was showing a moderate trend of growth which is registered at 14%. Five years ago, the growth in this sector was quite low due to less contracts but the situation is worse now. However, the growth of the BPO sector is expected to improve. The BPO and KPO sectors in India have been showing some positive signs with demands from western countries increasing manifold due to the availability of cost-effective labor in India, which is highly skilled and also fluent in English. The BPOs in India are focused on increasing the growth through change in pricing techniques. Pricing in a BPO is supposed to be based on the value added to the business. So, a remarkable change is in store as the BPOs in India work towards their full potential. Of course, the big boom in the BPO industry in 2003 had generated a lot of employment opportunities and continues even today. Nevertheless, Indian BPO sector is facing competition from countries like Philippines, Mexico, Malaysia, China, and Canada.

India has an edge over other countries as we consider the following:

- Tech savvy professionals
- Cost effectiveness
- Superior competency
- Business risk mitigation
- 24-hour service
- Economy of scale

The growth in the IT and BPO sector of India in 2004 was mainly due to the demands from the two segments – BFSI and telecommunications. There were low telecom costs for the leased lines and 400 companies were part of the BPO sector of India. The companies that were involved included third parties, Indian companies, and multinational corporations. Growth of BPO sector in India has been truly impressive in recent years, but things can get even better, according to market analysts. India stands out already as a market leader as far as BPOs are concerned and so India also attracts huge foreign investments which are extremely essential since the Indian economy is expected to have an unprecedented growth in the years to come. The other aspect

that has to be mentioned here is the fact that typically the BPO sector works during the night in countries like India and Philippines because of the time zone differential between these countries and the US. This has led to health issues and problems arising out of disorderly sleeping and eating habits. Through the BPO and IT sector plays an vital role in India since it provides a lot of employment opportunities to the youngsters in the country

1.2.1 MARKET CONDITION

- Indian IT firms have delivery centres all across the world.
- IT & BPM industry is well diversified across verticals such as BFSI, telecom and retail.
- Increasing strategic alliance between domestic and international players to deliver solutions across the globe.

1.2.2 MARKET DEVELOPMENT

- In FY22, the top three Indian IT companies, TCS, Wipro and Infosys, are expected to offer 1.05 lakh job opportunities due to the increasing demand for talent.
- India's IT and business services market is projected to reach US\$ 19.93 billion by 2025.
- According to Gartner estimates, IT spending in India was forecasted to be US\$ 81.89 billion in 2021 and further increase to US\$ 101.8 billion in 2022, a 24.31% YoY increase.

1.2.3 TYPES OF LABOUR FORCES

Information technology (IT) and auto manufacturing are the two most prominent sectors in India's organized economy – they receive the bulk of foreign investment and are the biggest employers. The IT sector in India accounts for 67 percent of the global outsourcing market. While the overall manufacturing sector constitutes about 17 percent of India's economy, automotive manufacturing is the largest contributor at 22 percent of the manufacturing GDP and seven percent of India's overall GDP.

1.2.4 TYPES OF SERVICES

- ❖ Software
- ❖ Network Infrastructure
- ❖ Mobile device management
- ❖ Cloud computing
- ❖ Cyber security

1.2.5 Examples of IT and BPO industry

- ✓ TCS
- ✓ Wipro
- ✓ CTS
- ✓ Accenture
- ✓ Hexaware
- ✓ Infosys
- ✓ Infoview
- ✓ First source
- ✓ Sutherland

1.3 COMPANY PROFILE:

1.3.1 HISTORY OF THE COMPANY

Allsec technologies was founded in the year 1998 by **MR. ADI SARAVANAN**. Allsec is a global leader in outsourcing solutions offering future-ready, resilient business transformation services to industry heavy-weights, Fortune 100 companies, and growth-focused organizations. With 4,000+ FTEs spread across 5 contact centres in the US, Philippines, and India, we manage over 1 million customer contacts per day, via multiple touchpoints. We provide each client the power to harness next-generation technology today and exceed set targets in record time. Our service model boasts of excellence in service delivery, superior quality, and compelling business transformation stories. Current **CEO** of the company is **MR. ASHISH JOHRI**

SPECIALISATION OF ALLSEC TECHNOLOGIES

- Automated enhanced DBS solutions
- End-to-End Robust HR & Compliance Solutions

- Global Footprint with proximity to Servicing Markets
- Multi-industry, Multi-lingual & Multi-demographic coverage
- Sole-BPO leader providing Payroll processing in HRO services
- Reducing costs by improving agent efficiency and optimize policies
- Technology Augmentation through constant opportunity identification
- Multi-lingual hub offering 12 International Languages using native speakers

E RECRUITMENT

E-recruitment definition

E-recruitment, also known as online recruitment, refers to the use of web-based technology for the various processes of attracting, assessing, selecting, recruiting and on boarding job candidates.

Through e-recruitment employers reach larger number of potential employees. Companies may build their e-recruitment platforms in-house, use e-recruitment HR software or employ recruitment agencies that utilise e-recruitment as part of their package.

E-recruitment elements

1. Applicant tracking: candidate status with respect to the jobs applied by him/her
2. Employer's website: provides details of job opportunities and collects data for the same
3. Job boards: carry job advertisements from employers and agencies
4. Online testing: some kind of evaluation of candidates over Internet
5. social media: quick reach out to potential candidates

TYPES OF E RECRUITING METHODS

- Sourcing potential candidates on potential social media platforms
- Applicant tracking system
- Interviewing candidates through skype
- Online interview tests via surveys and questionnaires
- Job boards to advertise jobs
- WhatsApp hiring
- Instagram hiring

- SMS blast
- Lateral hiring
- Telephonic interview

1.3.2 VISION AND MISSION OF ALLSEC TECHNOLOGIES

Our core values shape the culture and define the character of our company. We live the core values through individual behaviours. They serve as a foundation in how we act and make decisions.

- ❖ Client value creation
- ❖ One global network
- ❖ Integrity
- ❖ Respect for the individual
- ❖ Stewardship

1.4 PROBLEM STATEMENT

- The lack of effective and accurate e-recruitment system will impact negatively on the human resources department efficiency.
- A manual traditional recruitment system is no longer effective and accurate process to hire applicants or to fulfil vacancies within the company. This system is impacting negatively on the performance of human resources department. The traditional process of hiring and selecting is having several gaps and errors which is waste of resources, efforts, and time consuming. The solution for these problems is to replace the manual recruitment system with an e-recruitment system.

1.5 OBJECTIVES OF THE STUDY

1.5.1 PRIMARY OBJECTIVES:

- The objective of the study was to investigate the perception and attitude of employees regarding e-recruitment at Allsec technologies.

1.5.2 SECONDARY OBJECTIVES:

- The study also explains how useful E- Recruitment was on pandemic.
- The study also analyzed the impact of e-recruitment on Allsec technologies and also explored the benefits of e-recruitment.
- To get an idea about what are the current methods and process which are used in e recruitment process.
- To check whether e- recruitment is being as effective as recruitment

1.6 NEED FOR STUDY

- The objective of the study was to investigate the perception and attitude of employees regarding e-recruitment at Allsec technologies.
- The study also explains how useful E- Recruitment was on pandemic.
- The study also analyzed the impact of e-recruitment on allsec technologies and also explored the benefits of e-recruitment.
- To get an idea about what are the current methods and process which are used in e recruitment process.
- To check whether e- recruitment is being as effective as recruitment,

1.7 SCOPE AND SIGNIFICANCE OF THE STUDY:

- The scope of the study is to appear at the E-recruitment techniques adopted by the corporate.
- Except for getting a concept of the techniques and methods within the recruitment procedures an thorough look are visiting be taken at the insight of present condition of E-Recruitment prevailing within the organization

CHAPTER 2 REVIEW OF LITERATURE

1. Bulter (1991) [5] suggested this entailed utilizing the inductive methodology for the generation of items of the perceived benefits of e-recruitment. Semi-structured conversations with a number of 30 human resources managers and 10 recruitment supervisors from numerous industrial and services –oriented sectors were conducted. Participants were questioned to grade the benefits of e-recruitment that they supposed based on their experiences and interaction. The outcomes were progressive and used for the generation of the objects. Common interview responses were brief as: low costs, less time, ability to influence applicants from various countries, improved quality of applicants, and sound image for the organization. Whitford, M. (2000) [6], This U.S. based study states the benefits of internet for recruitment, the distress being maintenance of employee. The internet plays a vital role in closer recruitment.
2. Cober et al., (2000) Online recruiting can also produce cost savings and higher applicant earnings. Companies have reported savings of 95% when changing from modern to online recruiting causes and discrete companies have generated as many as 10,000 applicants through their recruitment web sites to fill less than 1000 jobs.
3. Eleanna Galanaki, (2002) Online recruitment is a new tool, at the removal of the HR departments, which has known a impressive success in very short time.
4. Boswell, Roehling, LePine, & Moynihan, (2003) attentive on opportunities to meet people and site visit measures. A theoretical paper on Managerial challenges of e-recruitment
5. Smith and Rupp (2004), studied the application of technology to recruiting and retaining knowledge workers in an e-commerce, information intensive environment.
6. Carlson, & Mecham (2003) Differences in applicant pool quality statements the research need by examining the attraction outcome of firms opposing head to-head for recruits for similar positions.
7. Cober, R., Brown, D., Keepin, L., and Levy, P. (2004) For e-recruitment, organizations is building their own web sites ever better because of the higher costs of marketing and the ease and speed of finding more qualified applicant.

- 8.** Fred and Kinange (2016) explored the e-recruitment activities adopted by the organization, e-recruitment process has an impact on organization, performance and efficiency of recruitment process in the organization. The HR department manages the workforce diversity in culture, time zones, expertise, benefits and compensations. Secondary data was collected for this study. This study found that businesses appear to be concerned quality oriented, competent candidate for vacancies that mainly focus on the cost. Third parties play an active role in the online recruitment process such as recruitment agencies and head hunters. e-recruitment add to efficiency, effectiveness of the recruitment process, specific internet recruitment methods attribute to the organizational developments and increases performance for organizational recruiting.
- 9.** Nasreem et al. (2016) the study found that most of the organizations in Pakistan were using both e-recruitment and traditional recruitment sources. It also revealed that the IT based organizations are not completely relying on e-recruitment. The study also indicated that majority of respondent organizations use e-recruitment for filling the top positions
- 10.** Ahlawat and Sangeeta (2016) explored the different sources of e-recruitment in the organization like ease of use for the organization, increasing the speed to hire, keeping ahead of competitors, cost savings, to ease of use for candidate, to provide large candidate pool. This study was a set of comprehensive overviews of e-recruitment, also to see the challenges and benefits of using online technologies. The organization used online recruitment system to track and manage candidate's application, that gives significant benefits in the term of cost and capability, efficiency to monitor on recruitment activities
- 11.** Malhotra & Sharma (2016) compared with traditional recruitment process with e-recruitment advantages and disadvantages, changed in recruitment practices and strategies causes of e-recruitment tools and analyzed the challenges and opportunities for both organizations and employees using e-recruitment. The study found that traditional method not be replaced by e-recruitment. It should complement. It is a fast process. In the modern time job portals are the most popular source of e-recruitment because commercial websites provide a platform for employers to meet the prospective employees.

- 12.** Anand & Chitra (2016) discussed the previous results of perceived ease of use of e-recruitment benefits from theoretical background and HR manager point of view. Investigated the impact of superficial usefulness on adoption of e-recruitment and challenges faced by HR professional. The study found that e-recruitment helped in HR activities of the organization to reduce the administrative burden. E-recruitment provided different kinds of benefits in terms of efficiency and cost for the employee and organization.
- 13.** Rani (2016) identified accessible job sites need to deliver extra useful function on the sites to help users for job search. It also provided an awareness for job seekers to found employment by using the internet for job searchers. Convenient sampling technique was used for collecting the data with 100 sample size. The study found that jobseekers getting benefited with the help of internet. In this way, job seekers found advertisement easily on websites, job boards & portals. Because it is a time and cost effective. In the end of conclusion internet has been accepted as a most convenient & better source of finding jobs.
- 14.** Sherkar (2015) identified the various e-resources available to assist the e-recruitment process in hotels and its advantages to check the efficacy of e-resources in e-recruitment. Simple random sampling was used. The study covered the hospitality industry for the 5 star, 4 star, 3 star and budget hotels. The study found that HR manager identified suitable e-resources for recruitment in the top management, and e-resources should be used mainly for attracting talent and for simplifying the e-recruitment process. The use of e-resources in e-recruitment can be increased to achieve desired results.
- 15.** Kaur (2015) focused on the criteria for effective e-recruitment, methods, trends, benefits & drawbacks of the e-recruitment. The research methodology was exploratory and qualitative. Secondary sources of data were taken from various journals, articles, and research papers. The author suggested traditional method should not be replaced by the online recruitment fully, it should supplement and cover the traditional method and recruitment process will be faster and time saving. In the recruitment process adopted by companies the credit goes to the value, efficacy and ease of using career site.
- 16.** Shahila and Vijaylakshmi (2013) compared the traditional recruitment process with online recruitment (e-recruitment) and also discussed the disadvantages

and advantages of e recruitment. They also focused on the trends and practices of online recruitment process in the company and potential of e-recruitment. The outcome of the study reflected that adoption of e recruitment was not a right technology, it was about the employment system being capable to attract the right candidate for the right job on the basis of the selection criteria. It was about rising the capability of HR to simplify end-to-end process, similar to the supply chain.

- 17.** Khan et al. (2013) explored the significance of e-recruitment practices and investigated the relationship between the job seekers perception, recruitment sources and intention to pursue the job. 257 respondents were chosen for the study. The present study established that internet is the most popular recruitment source to search the jobs and to study the job seekers perceptions
- 18.** Hadass (2004) in his research on the effect of internet recruiting on the matching of workers and HR Managers developed a model of recruitment in which job searchers have private information about their condition for different jobs and firms possess deficient screening technologies. He decided that firms may adopt e-recruitment policies because of the direct reduction in recruiting costs and because of competition among HR Managers for skilled hires.
- 19.** Reeve, Highhouse and Brooks (2006) investigated how affective reactions of job searchers affect overall evaluation of organizational appeal and organizational image.
- 20.** Matthews (2006) on the recruitment of law students by the United States Internal Revenue Service designated that how by moving up the start date of its campus recruitment energies it was able to fill jobs more easily and with better quality entities.
- 21.** Barber (2006) at the Institute for Employment Studies also examined the assistances and challenges of Internet recruiting. Barber noted that access to a wider pool of applicants and promotion of a company's reputation and brand are frequently mentioned by HR experts who analyzed the strengths of the e-recruiting.
- 22.** Maurer and Liu (2007) that web-based recruitment protects cost up to 87% per new employee employed by an organization.
- 23.** Parry and Tyson (2008) conducted a study on the recruitment activities of establishments for a period of six years with the use of survey and interview

methods, questions were asked as to why the respondents exploited or did not employ online recruitment, whether they predicted their use of the Internet for recruitment to change, and what impact they expected Internet recruitment to have on the use of other recruitment methods.

- 24.** Holm, Anna B. (2012) further states it as the organisation of recruitment process and activities, which, by means of technology and human causes, enable time- and space dependent collaboration and interaction in order to recognize, attract, and influence capable candidates.
- 25.** Avinash S. Kapse (2012) published an article about E recruitment which stated that online recruitment has many advantages to companies like low cost, less time, quick, wider area, better match and along with this they have highlighted some points of disadvantages of online recruitment like scrutinizing applications is a problem, lack of internet awareness in India in some places and they said that employers want to have face to face interaction with candidates.

CHAPTER 3 RESEARCH METHODOLOGY

3.1 RESEARCH DESIGN

- The design of a research topic explains the type of research (experimental, survey research, correlational, semi-experimental, review) and also its sub-type (experimental design, research problem, descriptive case-study).
- There are three main types of designs for research: Data collection, measurement, and analysis.
- **Descriptive research design:** In a descriptive design, a researcher is solely interested in describing the situation or case under their research study. It is a theory-based design method which is created by gathering, analyzing, and presenting collected data. This allows a researcher to provide insights into the why and how of research. Descriptive design helps others better understand the need for the research. If the problem statement is not clear, you can conduct exploratory research.

3.2 SOURCE OF DATA

- There are two sources from which the data can be collected: Primary sources- the primary data was collected with the help of questionnaire.
- Secondary sources- The secondary data is collected from the information that is available from the study of the past researchers

3.3 STRUCTURE OF QUESTIONNAIRE

In questionnaire method there are certain sets of questions which the respondents have to answer. The effectiveness of the questionnaire totally depends on the sincerity and dependability of the respondents. There are several ways in which the questionnaire can be presented like open ended and closed ended. A good questionnaire should have at least 12-15 questions in which 8-10 should be closed ended or multiple-choice questions and 2-3 should be open ended questions. The questionnaire is mainly used for a sample size population in order to get accurate,

efficient and effective results. The questionnaire is made according to the structured format. The response to the questionnaire can be collected from the many ways like mail questionnaire, telephonic questionnaire. Secondary sources - The secondary data is collected from the information that is available from the study of the past researchers.

3.4 SAMPLE SIZE

Sample size can be defined as the total number of respondents that is to be taken from the population. In this research, 200 respondents were taken from the employees who were selected through E Recruitment at Allsec technologies.

3.5 PERIOD OF STUDY

Study duration was followed up as an 31 days internship under HR department at Allsec technologies

3.6 HYPOTHESIS

Hypothesis tools used in this research:

- ❖ Anova (two factor without replication),
- ❖ F-Test two-sample for variance,
- ❖ T-test two sample assuming unequal variances

CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

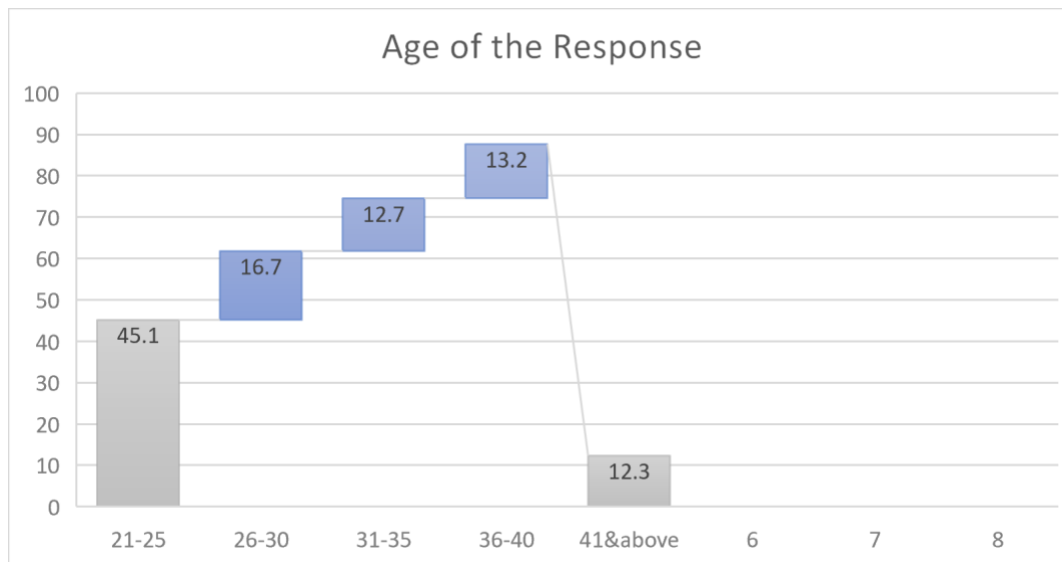
TABLE-1

AGE OF THE RESPONSE

PARTICULARS	PERCENTAGE OF RESPONSE
21-25	45.1
26-30	16.7
31-35	12.7
36-40	13.2
41 and above	12.3

CHART-1

AGE OF THE RESPONSE



Interpretation:

From the above table it is interpreted that 45.1% of the respondents are from the age group of 21 – 25, 16.7% of the respondents are from the age group of 26 – 30, 12.7% of the respondents are from the age group of 31 – 35, 13.2% of the respondents are from the age group of 36 – 40, 12.3% of the respondents are from the age group of 41 and above.

Inference:

Majority 45.1% of the respondents are from the age group of 21-25.

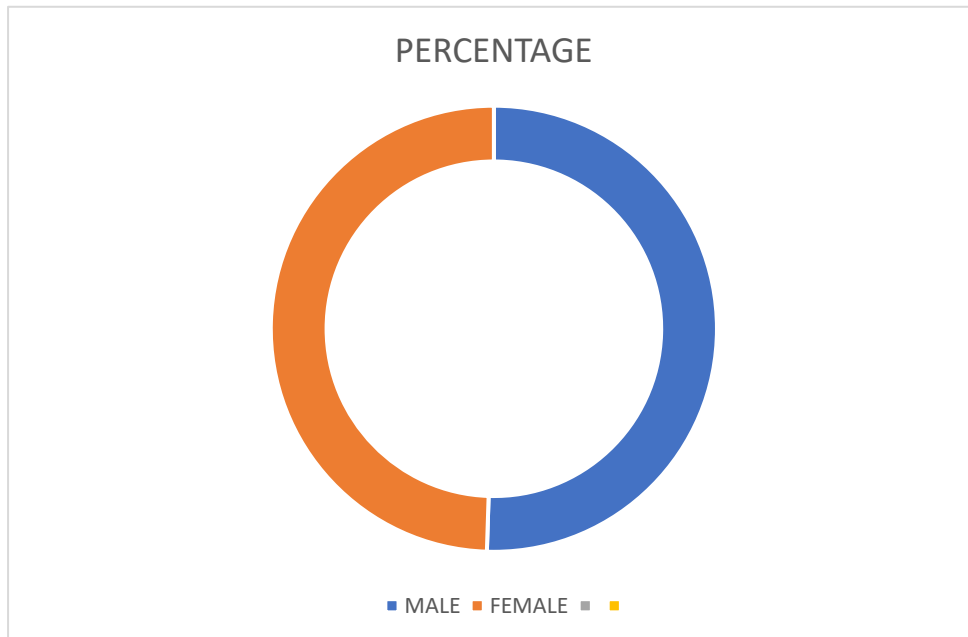
TABLE-2

GENDER OF THE RESPONSE

PARTICULARS	PERCENTAGE OF RESPONSE
Male	50.5
Female	49.5

CHART-2

GENDER OF THE RESPONSE



Interpretation: -

From the above table it is interpreted that 50.5% of the respondents are male, 49.5% of the respondents are female.

Inference: -

Majority 50.5% of the respondents are Male.

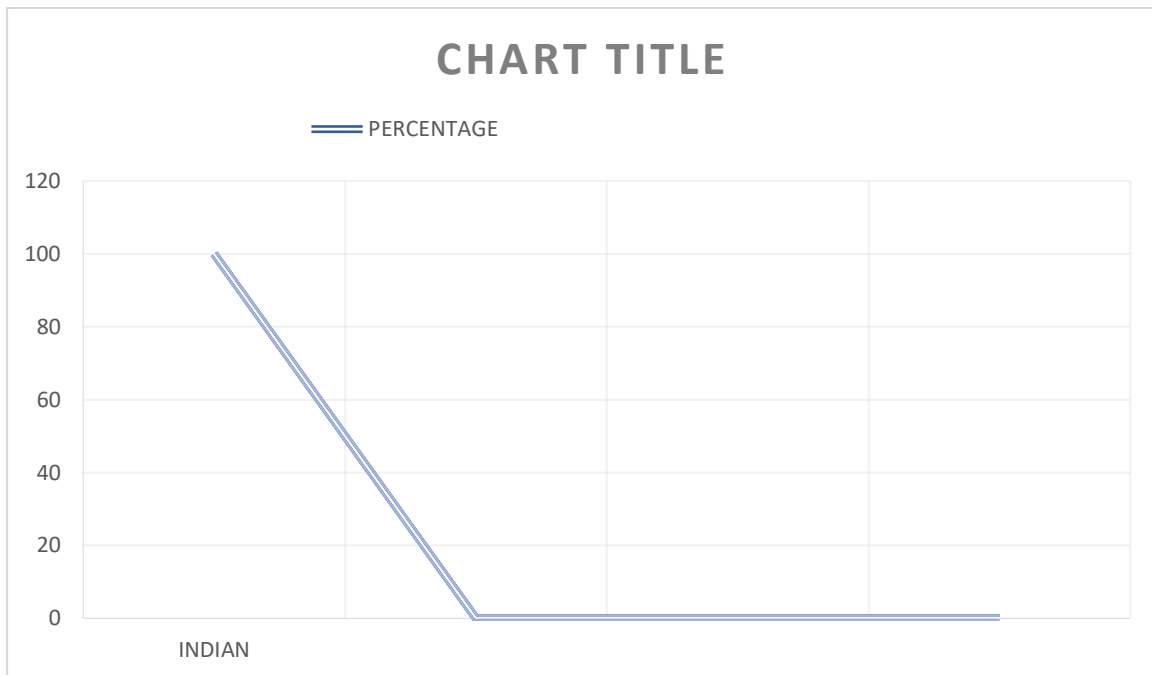
TABLE-3

NATIONALITY OF THE RESPONSE

PARTICULARS	PERCENTAGE OF RESPONSE
Indian	100

CHART-3

NATIONALITY OF THE RESPONSE



Interpretation: -

From the above table it is interpreted that 100% of the respondents belongs to the nationality of India.

Inference: -

Majority 100% of the respondents are Indian.

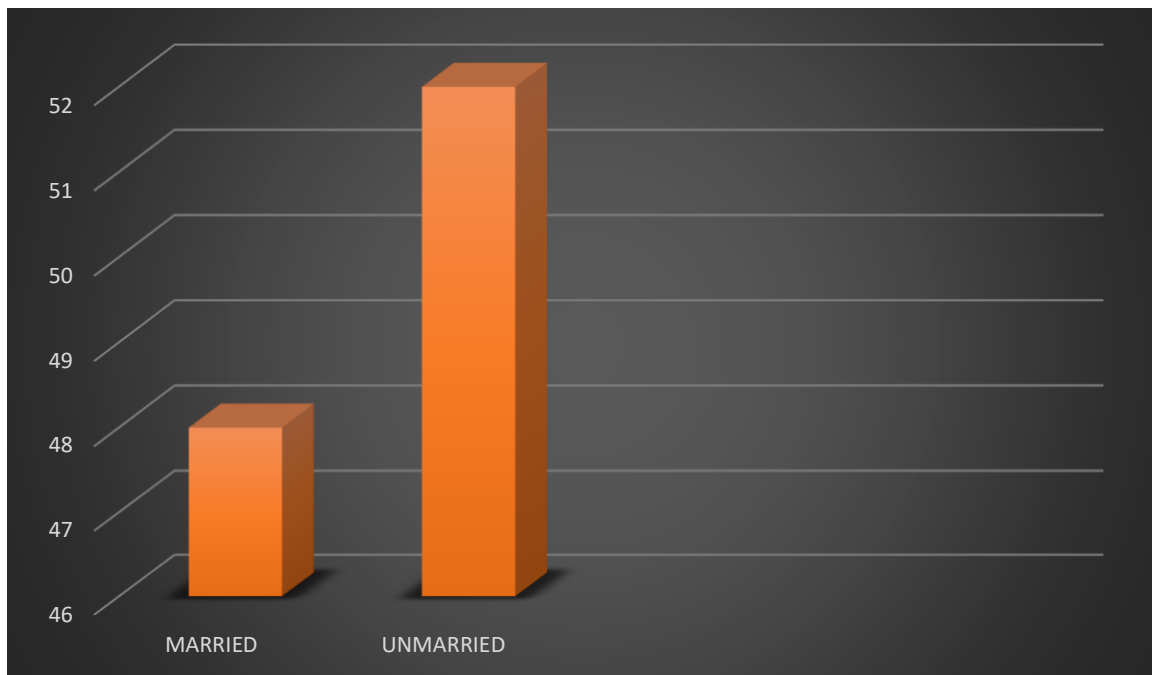
TABLE-4

MARITAL STATUS

PARTICULARS	PERCENTAGE OF THE RESPONSE
Married	48%
Unmarried	52%

CHART-4

MARITAL STATUS



Interpretation: -

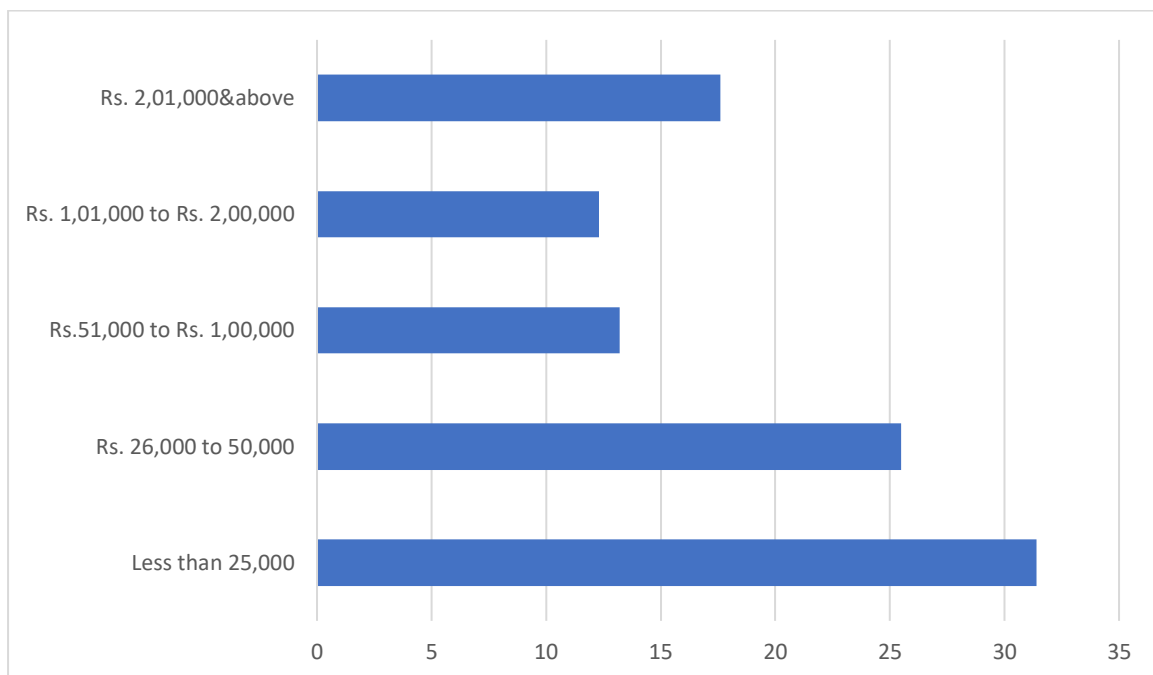
From the above table it is interpreted that 48% of the respondents are married and 52% of the respondents are unmarried.

Inference: -

Majority 52% of the respondents are unmarried.

TABLE-5**MONTHLY INCOME OF THE RESPONSE**

PARTICULARS	PERCENTAGE OF THE RESPONSE
Less than Rs. 25,000	31.4
Rs. 26,000 to Rs. 50,000	25.5
Rs.51,000 to Rs. 1,00,000	13.2
Rs. 1,01,000 to Rs. 2,00,000	12.3
Rs. 2,01,000 and above	17.6

CHART-5**MONTHLY INCOME OF THE RESPONSE****Interpretation: -**

From the above table it is interpreted that 31.4% of the respondents are from the income group of less than Rs.25,000, 25.5% of the respondents are from the income group of Rs.26,000 to Rs.50,000, 13.2% of the respondents are from the income group of Rs.51,000 to Rs.1,00,000, 12.3% of the respondents are from the income group of Rs.1,01,000 to Rs.2,00,000, 17.6% of the respondents are from the income group of Rs.2,01,000 and above.

Inference: -

Majority 31.4% of the respondents are from the income group of Less than Rs. 25,000.

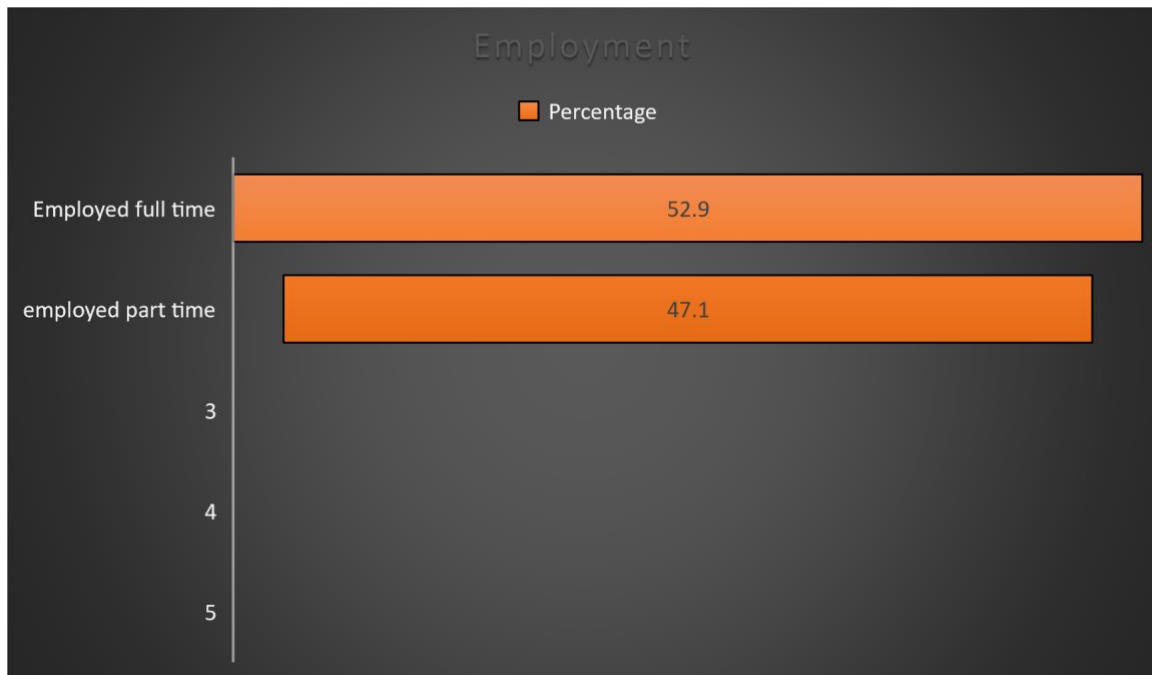
TABLE-6

EMPLOYMENT OF THE RESPONSE

PARTICULARS	PERCENTAGE OF THE RESPONSE
Employed full time	52.9
Employed part time	47.1

CHART-6

EMPLOYMENT OF THE RESPONSE



Interpretation: -

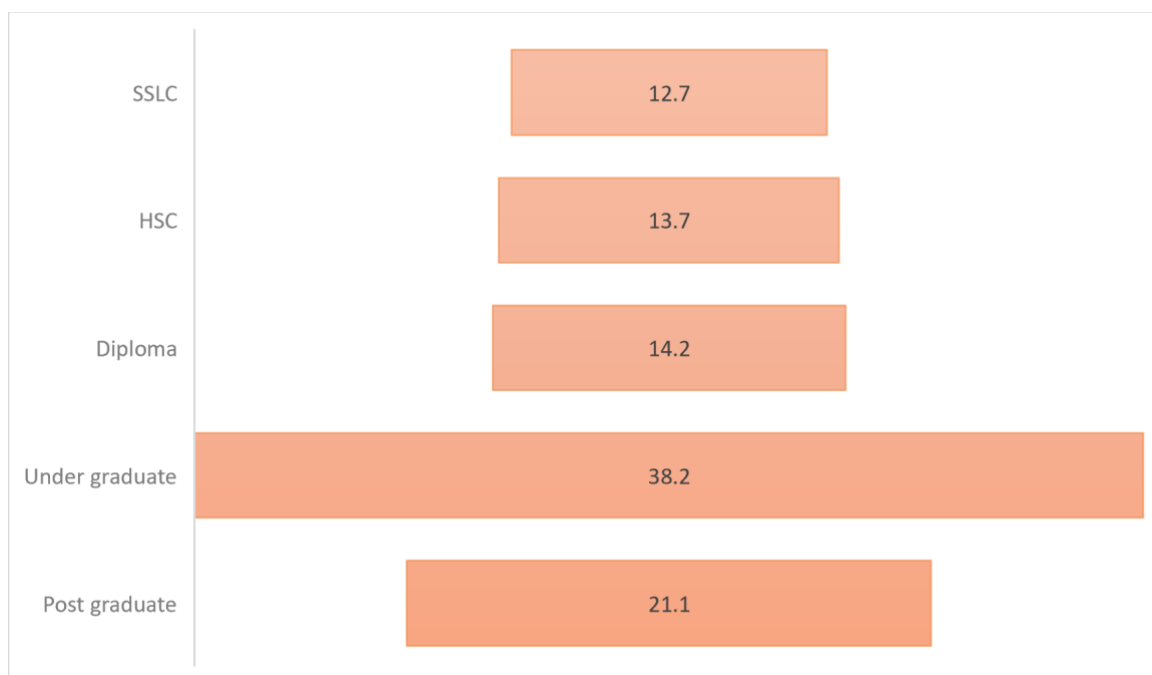
From the above table it is interpreted that 52.9% of the respondents are employed full time, 47.1% of the respondents are employed part time.

Inference: -

Majority 52.9% percentage of the employees are employed full time.

TABLE-7**EDUCATIONAL QUALIFICATION OF THE RESPONSE**

PARTICULARS	PERCENTAGE OF THE RESPONSE
SSLC	12.7
HSC	13.7
Diploma	14.2
Under Graduate	38.2
Post Graduate	21.1

CHART-7**EDUCATIONAL QUALIFICATION OF THE RESPONSE****Interpretation: -**

From the above table it is interpreted that 12.7% of the respondents educational qualification is SSLC, 13.7% of the respondents educational qualification is HSC, 14.2% of the respondents educational qualification is diploma, 38.2% of the respondents educational qualification is undergraduate, 21.1% of the respondents educational qualification is postgraduate.

Inference: -

Majority 38.2% of the respondents educational qualification is undergraduate.

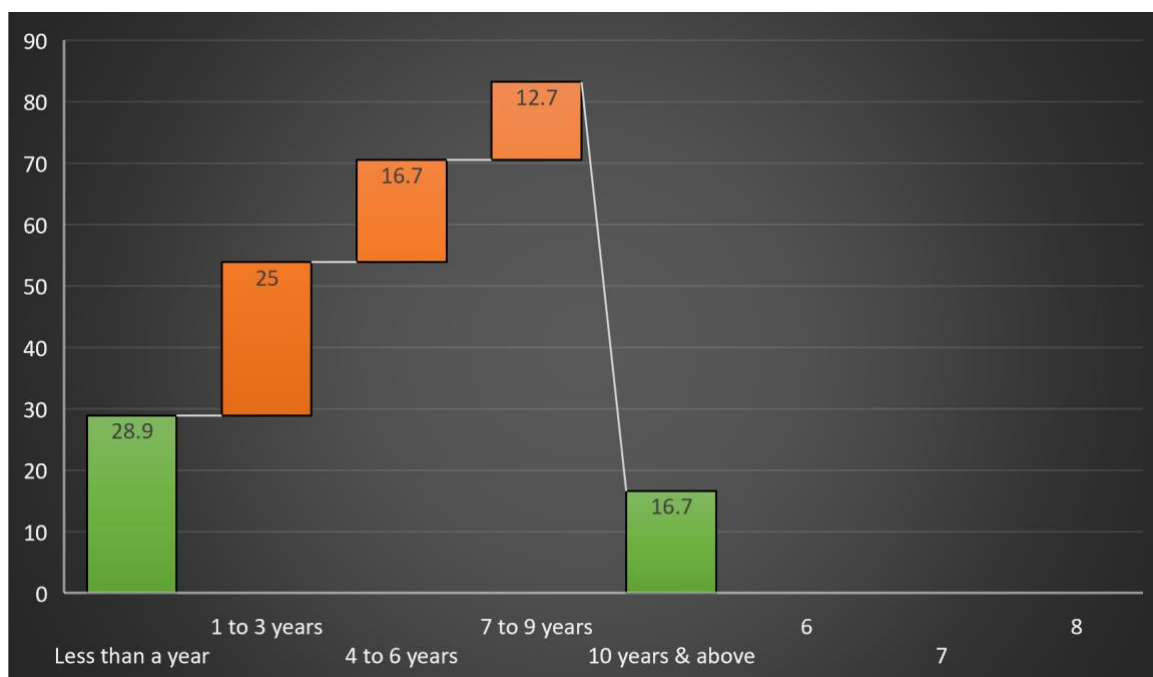
TABLE-8

How long have you been working in Allsec technologies

PARTICULARS	PERCENTAGE
Less than a year	28.9
1 to 3 years	25
4 to 6 years	16.7
7 to 9 years	12.7
10 years and above	16.7

CHART-8

How long have you been working in Allsec technologies



Interpretation:-

From the above table it is interpreted that 28.9% of the respondents were working less than a year, 25% of the respondents were working from the range of 1 to 3 years, 16.7% of the respondents were working from the range of 4 to 6 years, 12.7% of the respondents were working for a period of 7 – 9 years, 16.7% of the respondents were working in the company for more than 10 years.

Inference: -

Majority 28.9% of the respondents were working for a period of less than a year.

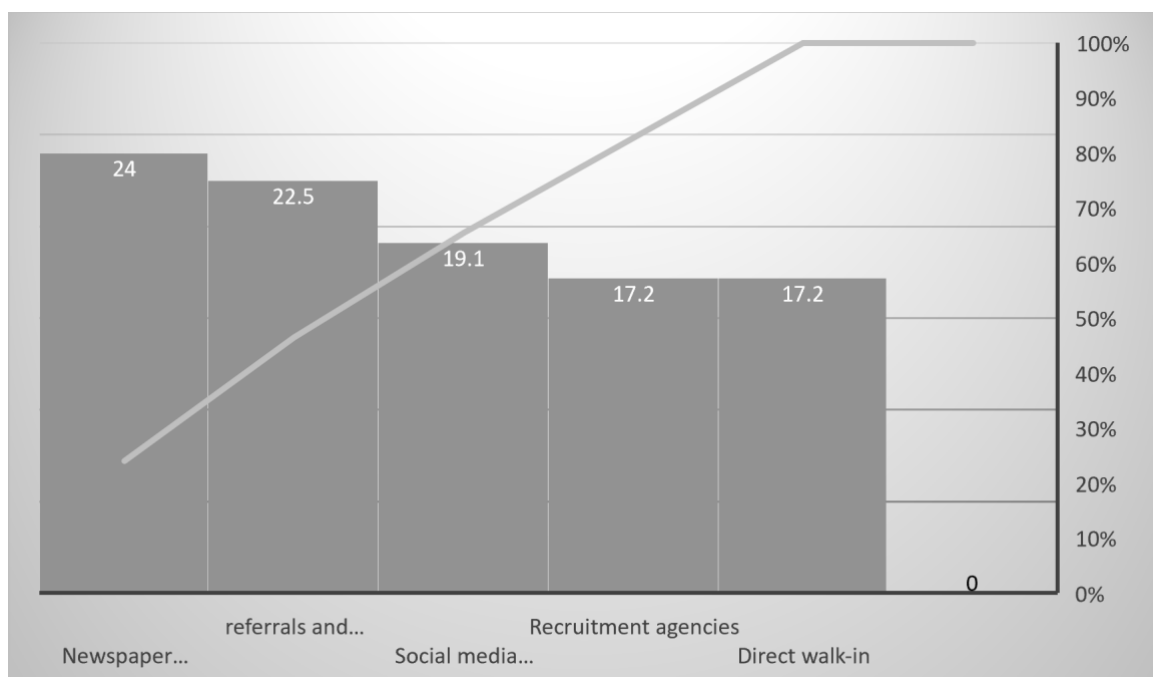
TABLE-9

What are the sources from where employees are being recruited

PARTICULARS	PERCENTAGE
Recruitment agencies	17.2
Newspaper advertisements	24
Social media advertisement	19.1
Referrals and recommendations	22.5
Direct walk-in	17.2

CHART-9

What are the sources from where employees are being recruited



Interpretation: -

From the above table it is interpreted that 17.2% of the respondents were selected through Recruitment agencies, 24% of the respondents were hired through Newspaper advertisements, 19.1% of the respondents were hired through social media advertisements, 22.5% of the respondents were hired through Referrals and recommendations, 17.2% of the respondents were hired through Direct walkin.

Inference: -

Majority 24% of the respondents were hired through Newspaper Advertisements.

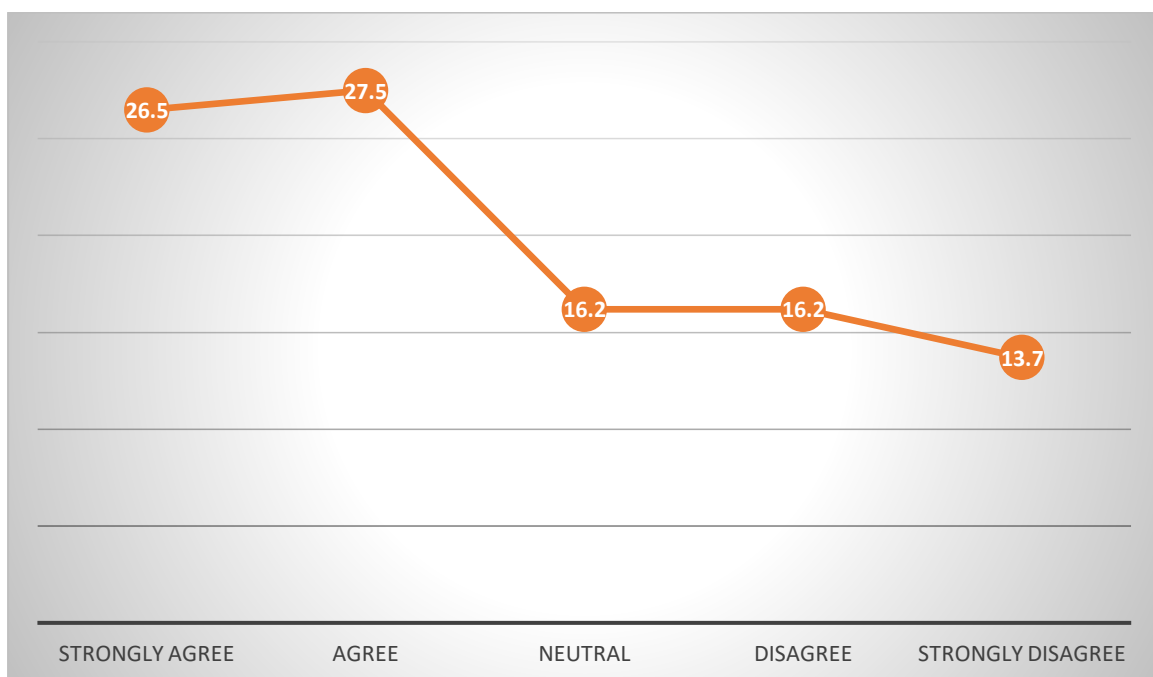
TABLE-10

Social Media hiring is one of the trending E recruitment method

PARTICULAR	PERCENTAGE
STRONGLY AGREE	26.5
AGREE	27.5
NEUTRAL	16.2
DISAGREE	16.2
STRONGLY DISAGREE	13.7

CHART-10

Social Media hiring is one of the trending E recruitment method



Interpretation: -

From the above table it is interpreted that 26.5% of the respondents strongly agrees with the given fact, 27.5% of the respondents agrees to the fact, 16.2% of the respondents are neutral, 16.2% of the respondents disagrees with the given fact, 13.7% of the respondents disagrees with the fact.

Inference: -

Majority 27.5% of the respondents strongly agrees to the fact.

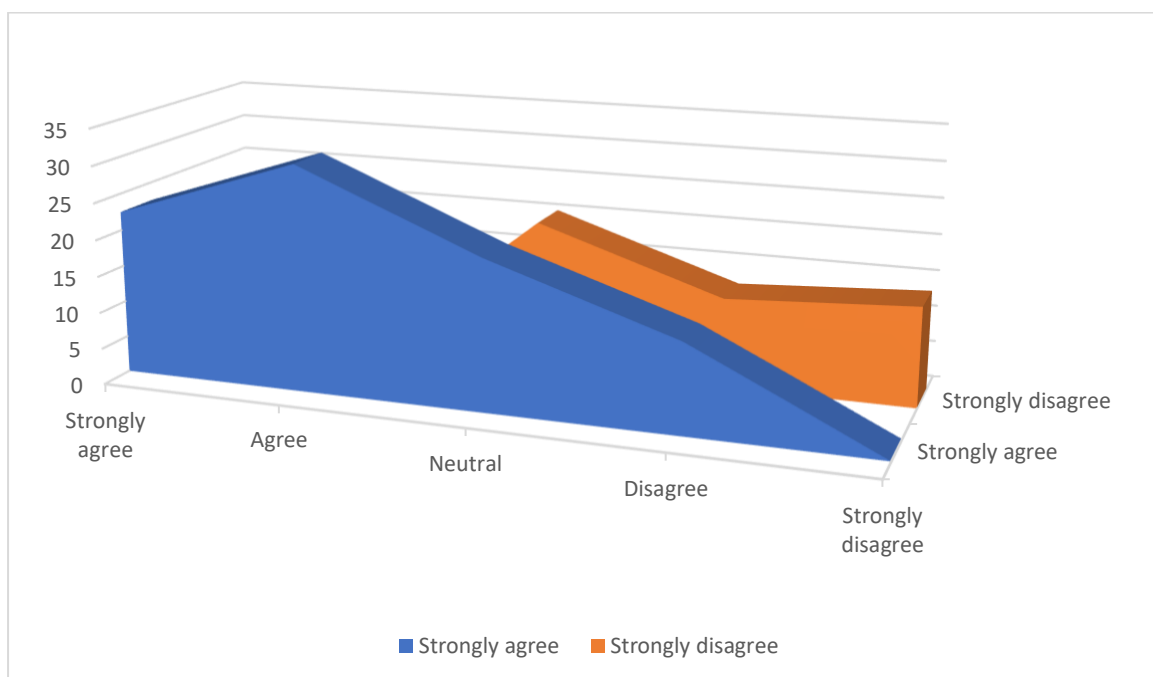
TABLE-11

Do you agree that qualified employees are selected through E – Recruitment

PARTICULARS	PERCENTAGE
Strongly agree	22.5
Agree	30.9
Neutral	20.6
Strongly disagree	12.3
Disagree	13.7

CHART-11

Do you agree that qualified employees are selected through E – Recruitment



Interpretation: -

From the above table it is interpreted that 22.5% of the respondents strongly agrees with the given fact, 30.9% of the respondents agrees to the fact, 20.6% of the respondents are neutral, 12.3% of the respondents disagrees with the given fact, 13.7% of the respondents disagrees with the fact.

Inference: -

Majority 30.9% of the respondents strongly agrees to the fact.

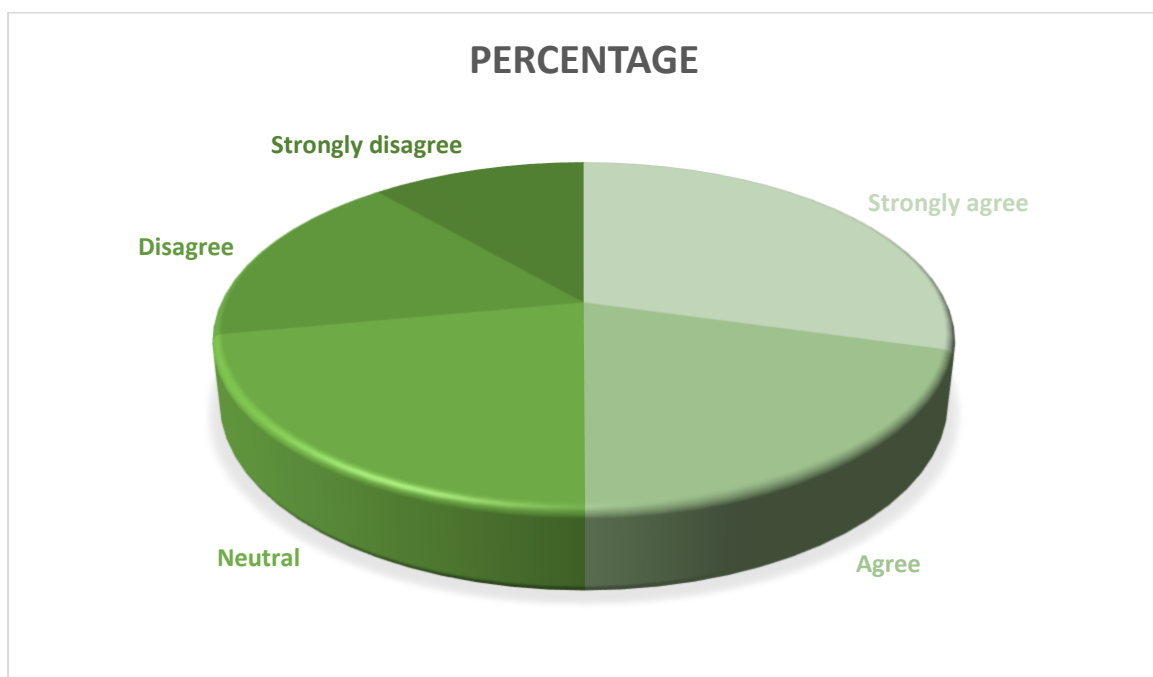
TABLE-12

E - Recruitment sites refuses the recruitment cost and time

PARTICULARS	PERCENTAGE
Strongly agree	29.4
Agree	20.6
Neutral	22.1
Disagree	16.7
Strongly disagree	11.3

CHART-12

E - Recruitment sites refuses the recruitment cost and time



Interpretation: -

From the above table it is interpreted that 29.4% of the respondents strongly agrees with the given fact, 20.6% of the respondents agrees to the fact, 22.1% of the respondents are neutral, 16.7% of the respondents disagrees with the given fact, 11.3% of the respondents strongly disagrees with the fact.

Inference: -

Majority 29.4% of the respondents strongly agrees to the fact.

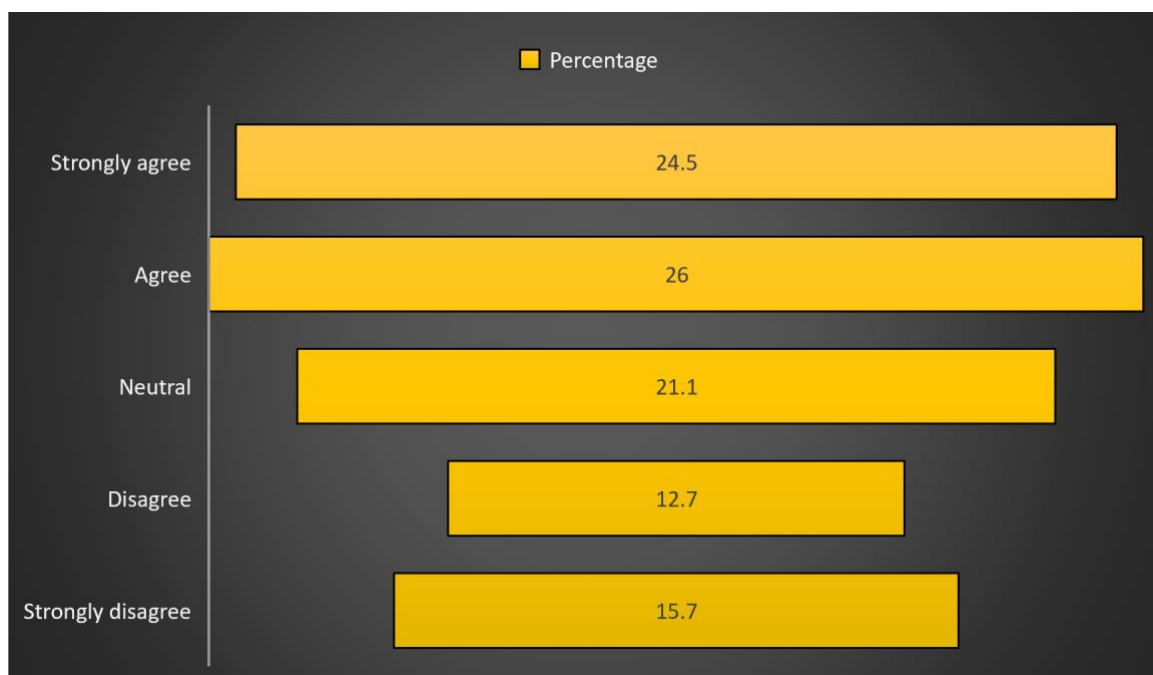
TABLE-13

Hiring process is fast and effective in E – Recruitment

PARTICULARS	PERCENTAGE
Strongly agree	24.5
Agree	26
Neutral	21.1
Disagree	12.7
Strongly disagree	15.7

CHART-13

Hiring process is fast and effective in E – Recruitment

**Interpretation: -**

From the above table it is interpreted that 24.5% of the respondents strongly agrees with the given fact, 26% of the respondents agrees to the fact, 21.1% of the respondents are neutral, 12.7% of the respondents disagrees with the given fact, 15.7% of the respondents strongly disagrees with the fact.

Inference: -

Majority 24.5% of the respondents strongly agrees to the fact.

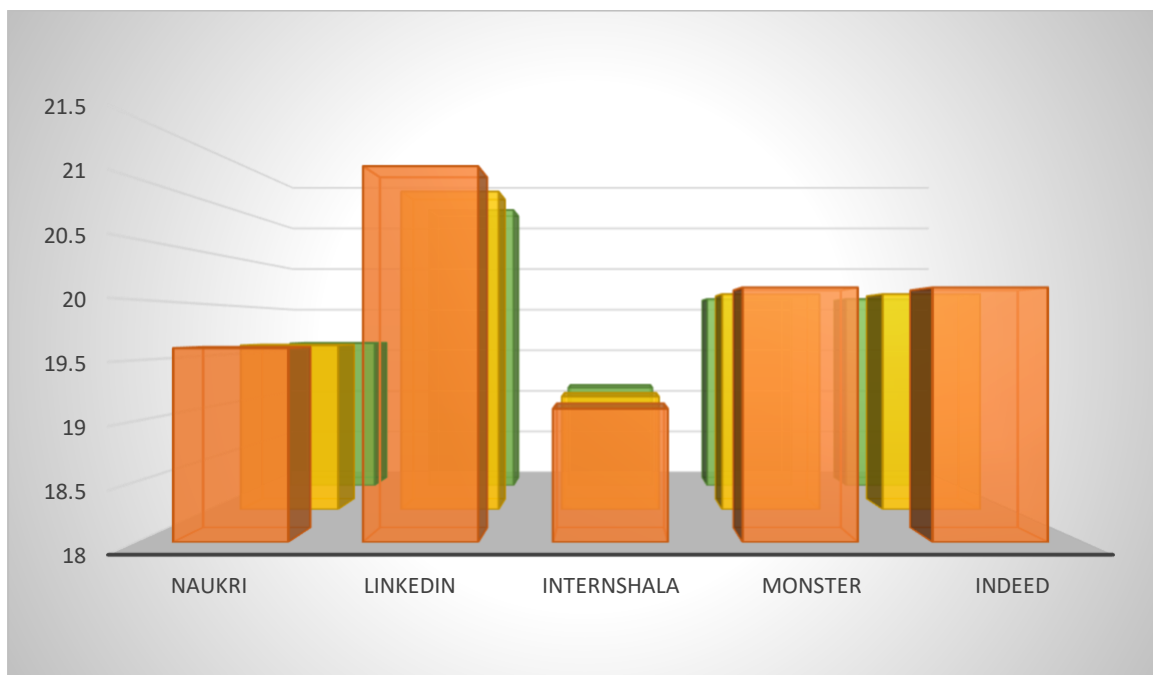
TABLE-14

Which according to you is the best job portals

PARTICULARS	PERCENTAGE
Naukri	19.6
Linkedin	21.1
Internshala	19.1
Monster	20.1
Indeed	20.1

CHART-14

Which according to you is the best job portals



Interpretation: -

From the above table it is interpreted that 19.6% of the response to Naukri with the given fact, 21.1% of the respondents Linked-in to the fact, 19.1% of the respondents are internshala, 20.1% of the respondents monster with the given fact, 20.1% of the respondents indeed with the fact.

Inference: -

Majority 21.1% of the respondents Linked-in to the fact.

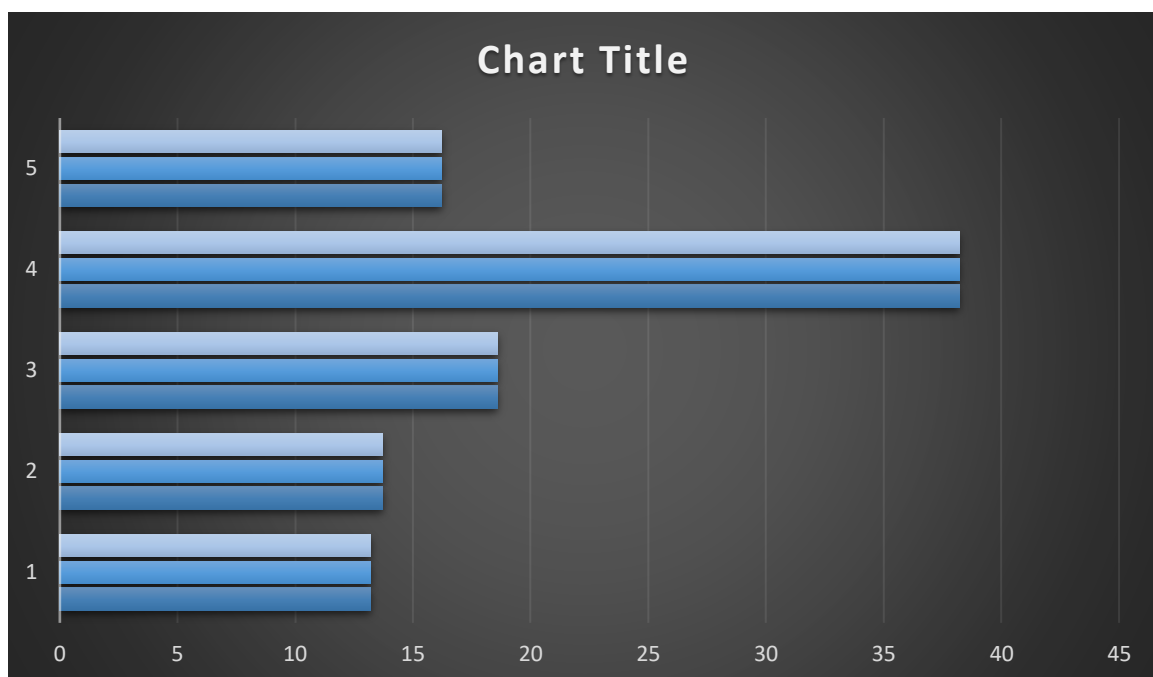
TABLE-15

What is the scale of difficulty in hiring through electronic recruitment

PARTICULARS	PERCENTAGE
1	13.2
2	13.7
3	18.6
4	38.2
5	16.2

CHART-15

What is the scale of difficulty in hiring through electronic recruitment



Interpretation: -

From the above table it is interpreted that 13.2% of the respondents rated 1, 13.7% of the respondents rated 2, 18.6% of the respondents rated 3, 38.2% of the respondents rated 4, 16.2% of the respondents rated 5.

Inference: -

Majority 38.2% of the respondents rated 4.

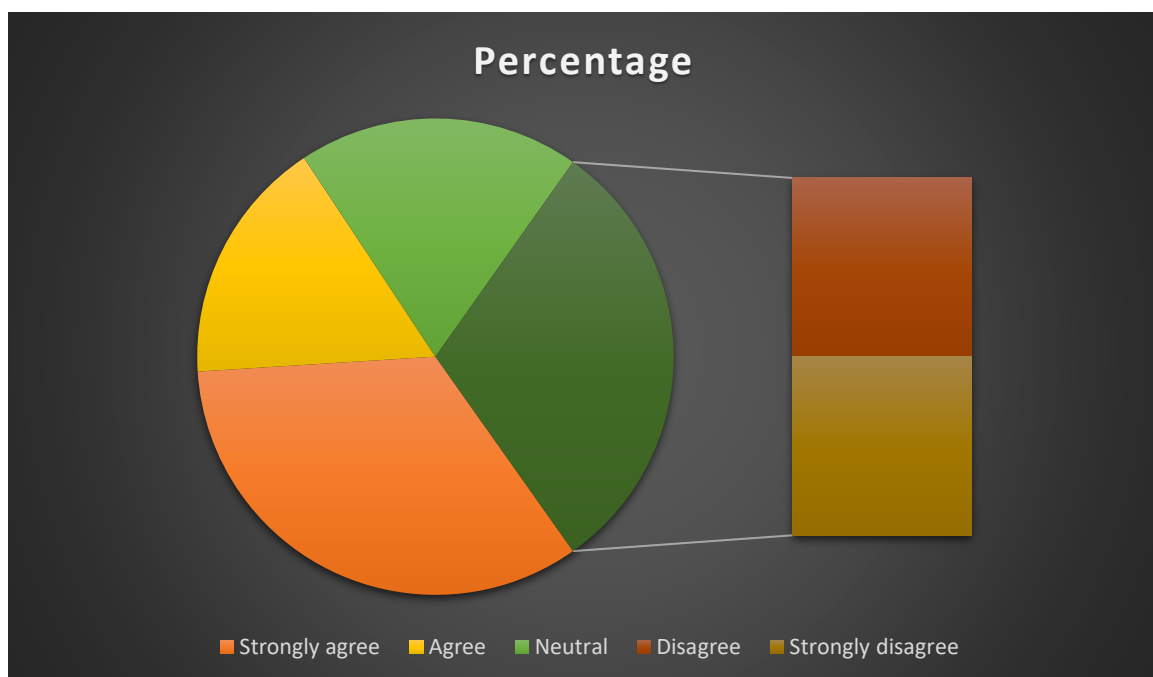
TABLE-16

Electronic hiring is successful in all around the globe during this pandemic and it will become a permanent and regular way of hiring candidates

PARTICULARS	PERCENTAGE
Strongly agree	33.8
Agree	16.7
Neutral	19.1
Disagree	15.2
Strongly disagree	15.2

CHART-16

Electronic hiring is successful in all around the globe during this pandemic and it will become a permanent and regular way of hiring candidates



Interpretation: -

From the above table it is interpreted that 33.8% of the respondents strongly agrees with the given fact, 16.7% of the respondents agrees to the fact, 19.1% of the respondents are neutral, 15.2% of the respondents disagrees with the given fact, 15.2% of the respondents strongly disagrees with the fact.

Inference: -

Majority 33.8% of the respondents strongly agrees to the fact.

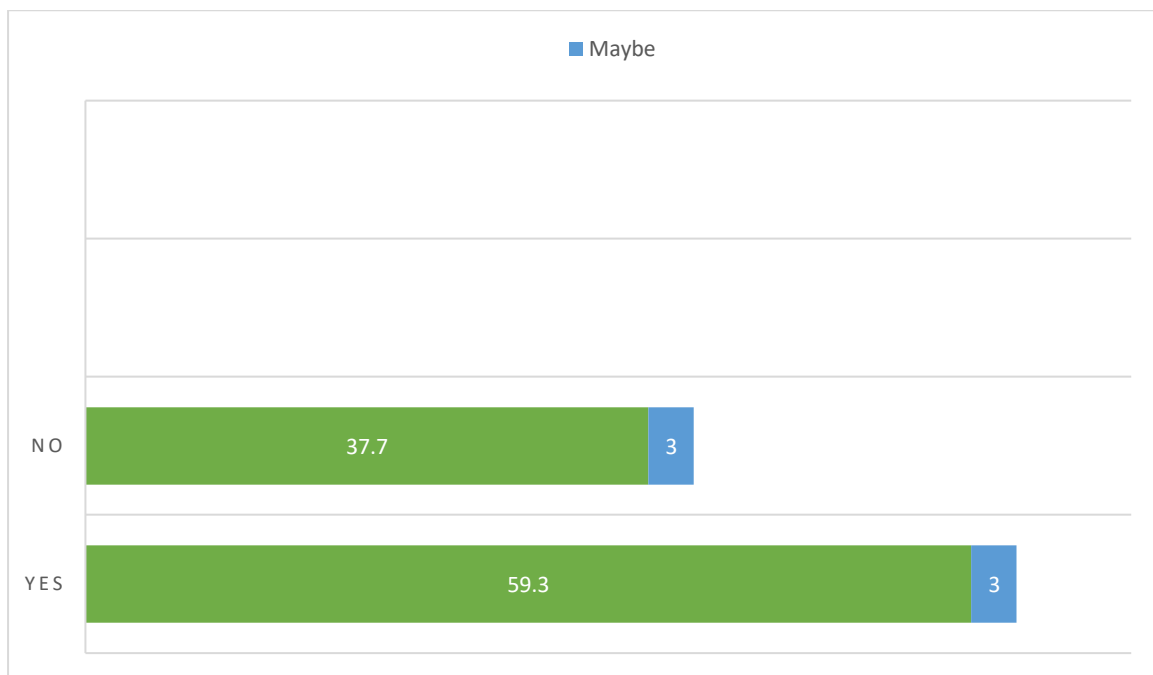
TABLE-17

Are you satisfied with the working environment at Allsec technologies

PARTICULARS	PERCENTAGE
YES	59.3
NO	37.7
MAYBE	3

CHART-17

Are you satisfied with the working environment at Allsec technologies



Interpretation: -

From the above table it is interpreted that 59.3% of the respondents say yes, 37.7% of the respondents say no, 3% of the respondents say maybe.

Inference: -

Majority 59.3% of the respondents say yes.

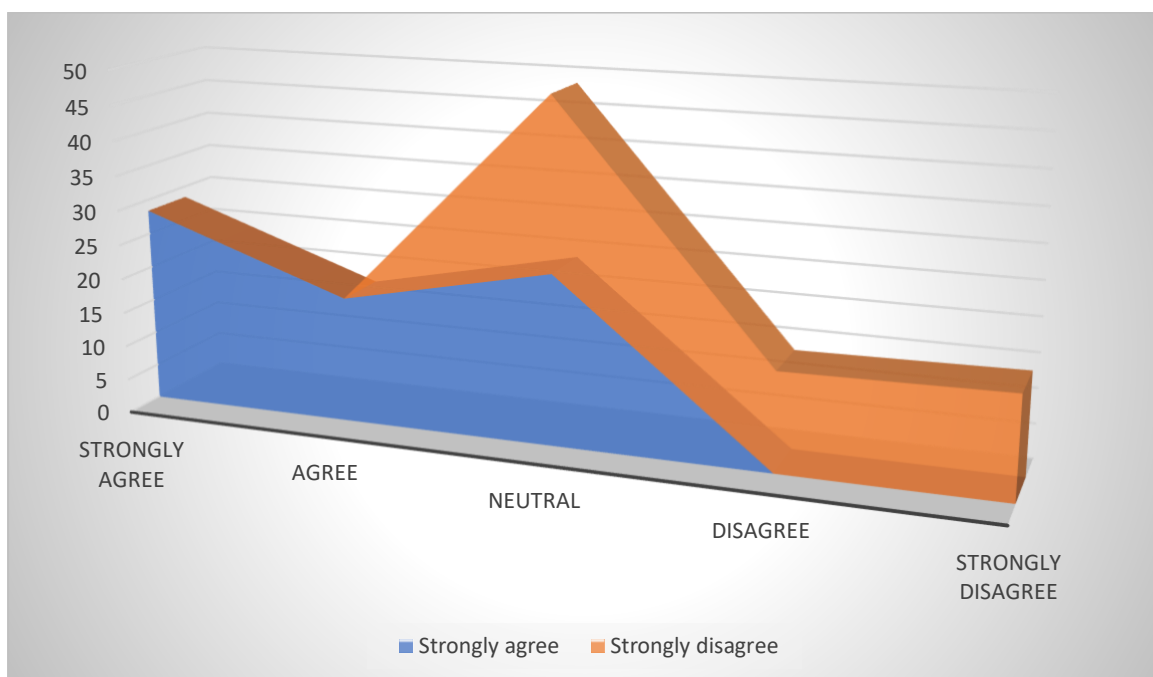
TABLE-18

The company followed covid protocols properly during the pandemic

PARTICULARS	PERCENTAGE
Strongly agree	28.4
Agree	18.1
Neutral	24.5
Disagree	14.2
Strongly disagree	14.7

CHART-18

The company followed covid protocols properly during the pandemic



Interpretation: -

From the above table it is interpreted that 28.4% of the respondents strongly agrees with the given fact, 18.1% of the respondents agrees to the fact, 24.5% of the respondents are neutral, 14.2% of the respondents disagrees with the given fact, 14.7% of the respondents strongly disagrees with the fact.

Inference: -

Majority 28.4% of the respondents strongly agrees to the fact.

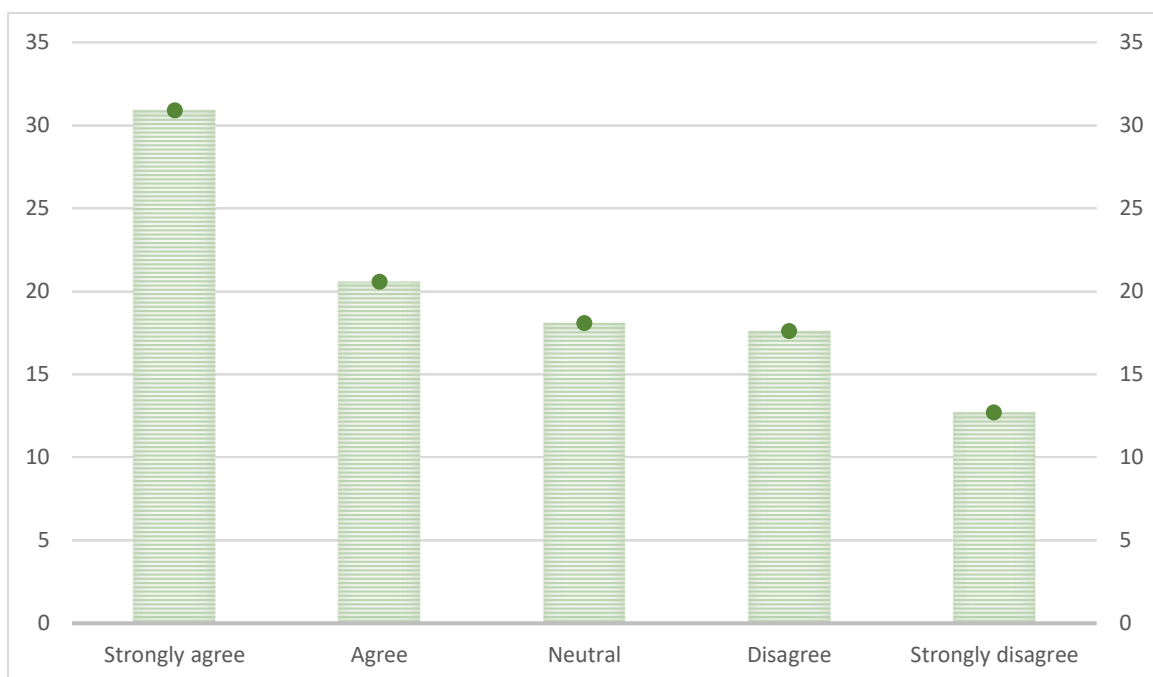
TABLE-19

The company took some serious precautions for the safety of the employees during the pandemic

PARTICULARS	PERCENTAGE
Strongly agree	30.9
Agree	20.6
Neutral	18.1
Disagree	17.6
Strongly disagree	12.7

CHART-19

The company took some serious precautions for the safety of the employees during the pandemic



Interpretation: -

From the above table it is interpreted that 30.9% of the respondents strongly agrees with the given fact, 20.6% of the respondents agrees to the fact, 18.1% of the respondents are neutral, 17.6% of the respondents disagrees with the given fact, 12.7% of the respondents strongly disagrees with the fact.

Inference: -

Majority 30.9% of the respondents strongly agrees to the fact.

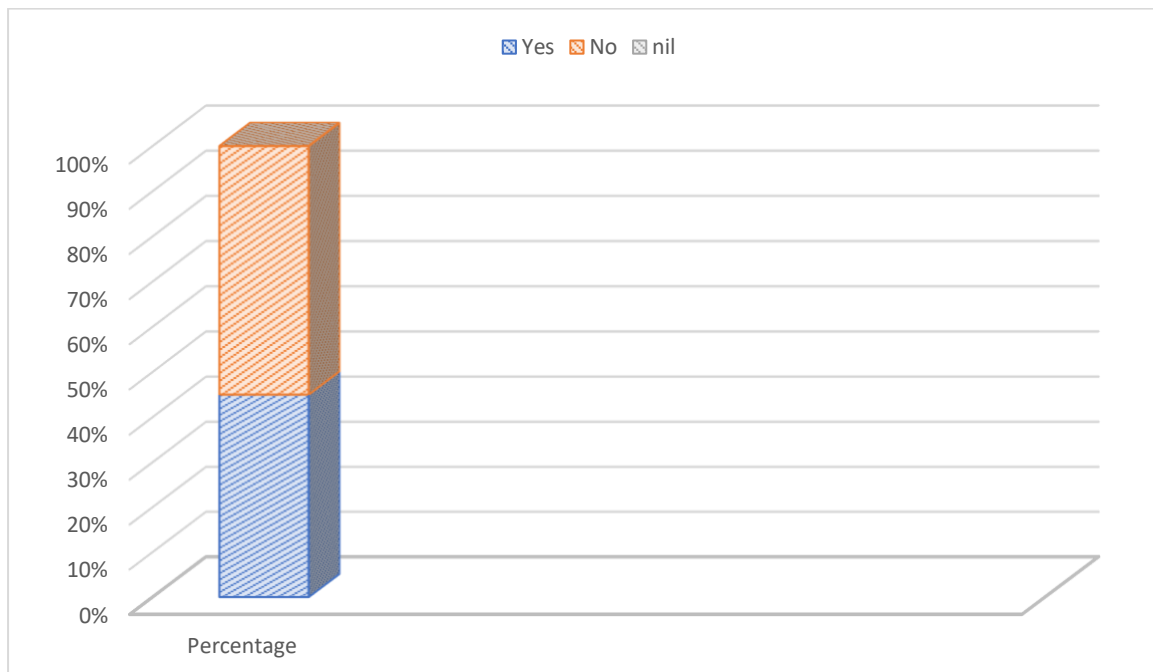
TABLE-20

Do you have any suggestions to improve recruitment process in Allsec technologies

PARTICULARS	PERCENTAGE
Yes	45
No	55

CHART-20

Do you have any suggestions to improve recruitment process in Allsec technologies

**Interpretation: -**

From the above table it is interpreted that 45% of the respondents say yes, 55% of the respondents say no.

Inference: -

Majority 55% of the respondents say no.

HYPOTHESIS OF DATA ANALYSIS

1. Two factor Anova { Gender }

Gender	No. of respondents Percentage of response					
Male	103	50.5				
Female	101	49.5				
Anova: Two-Factor Without Replication						
SUMMARY	Count	Sum	Average	Variance		
Male	2	153.5	76.75	1378.125		
Female	2	150.5	75.25	1326.125		
No. of respondents	2	204	102	2		
Percentage of response	2	100	50	0.5		
ANOVA						
Source of Variation			MS		p_value	F crit
Rows	2.25	1	2.25	9	0.2048327646	1 61.4476388
Columns	2704	1	2704	10816	0.006121155325	1 61.4476388
Error	0.25		0.25			
Total	2706.5	3				

2. What are the sources from where employees being recruited

{T test: Two-Sample}

What are the sources from where employees are being recruited	No of respondents	Percentage of response
Recruitment agencies	35	17.2
Newspaper advertisements	49	24
Social media Advertisement	39	19.1
Referrals and recommendations	46	22.5
Direct walk-in	35	17.2
t-Test: Two-Sample Assuming Unequal Variances		
Mean	42.25	20.7
Variance	40.91666667	9.646666667
Observations	4	4
Hypothesized Mean Difference	0.5	
df	4	
t Stat	5.920579915	
one-tail	0.002038321029	
t Critical one-tail	2.131846782	
P(T<=t) two-tail	0.004076642058	
t Critical two-tail	2.776445098	

3. Which according to you is the best job portal {F-Test}

Which according to you is the best job portals	No. of respondents	Percentage
Naukri	40	19.6
Linked-in	43	21.1
Internshala	39	19.1
Monster	41	20.1
Indeed	41	20.1
F-Test Two-Sample for Variances		
No. of respondents		
Mean	40.8	20
Variance	2.2	0.55
Observations	5	5
df	4	4
	4	
one-tail	0.104	
F Critical one-tail	6.388232909	

CHAPTER 5

5.1 FINDINGS OF THE STUDY

- Majority 45.1% of the respondents are from the age group of 21-25.
- Majority 50.5% of the respondents are Male.
- Majority 100% of the respondents are Indian.
- Majority 52% of the respondents are unmarried.
- Majority 31.4% of the respondents are from the income group of Less than Rs. 25,000.
- Majority 52.9% percentage of the employees are employed full time.
- Majority 38.2% of the respondent educational qualification is undergraduate.
- Majority 28.9% of the respondents were working for a period of less than a year.
- Majority 24% of the respondents were hired through Newspaper Advertisements.
- Majority 27.5% of the respondents strongly agrees to the fact.
- Majority 30.9% of the respondents strongly agrees to the fact.
- Majority 29.4% of the respondents strongly agrees to the fact.
- Majority 24.5% of the respondents strongly agrees to the fact.
- Majority 21.1% of the respondents Linked-in to the fact.
- Majority 38.2% of the respondents rated 4.
- Majority 33.8% of the respondents strongly agrees to the fact.
- Majority 59.3% of the respondents say yes.
- Majority 28.4% of the respondents strongly agrees to the fact.
- Majority 30.9% of the respondents strongly agrees to the fact.
- Majority 55% of the respondents say no.

5.2 CONCLUSION

There are good job portals in our country which help the organizations and employees in the recruitment and selection process: for e.g., monster.com, nakuri.com, shine.com and many networking sites similar to these. It is a very easy process for the employee as well as the organization. The benefits of e-recruitment include: faster process, ease of usage, increase in the speed, reducing the administrative burden and cost, and competence of the employer and employee working in the organization. It

can be said that using online recruitment and e-recruitment process improves organization's performance because they have good candidates with right knowledge which leads to organization development.

5.3 SUGGESTIONS

1. Allsec can expand salary package for the HR and for the employees.
2. The company can provide more benefits and bonus for its employees.
3. Allsec can provide more leaves and should reduce loss of pay for its employees.

5.4 LIMITATIONS OF STUDY

- Employees are averse to talk on these issues.
- Candidates who are programmed for interview don't turn up.
- Employees ask a lot of counter questions on the task.
- Populace didn't reveal much about their job.

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ANNEXURE – 1 QUESTIONNAIRE

1. Age

- 21-25
- 26-30
- 31-35
- 36-40
- 41 and above

2. Gender

- Male
- Female
- Transgender

3. Nationality _____

4. Martial Status

- Married
- Unmarried

5. Monthly income

- Less than Rs.25,000
- Rs.26,000 to Rs.50,000
- Rs.51,000 to Rs.1,00,000
- Rs.1,01,000 to Rs.2,00,000
- Rs.2,01,000 and above

6. Employment

- Employed full time
- Employed part time

7. Educational Qualification

- SSLC
- HSC
- Diploma
- Under graduate
- Post graduate

8. How long have you been working in Allsec technologies?

- Less than a year
- 1 to 3 years
- 4 to 6 years
- 7 to 9 years
- 10 years and above

9. What are the sources from where employees are being recruited?

- Recruitment agencies
- News paper advertisements
- Social media advertisement
- Referrals and Recommendations
- Direct walk in

10. Social media hiring is one of the trending E- recruitment method?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. Do you agree that qualified employees are selected through E- recruitment?

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

12. E- recruitment sites reduces the recruitment cost and time

- Strongly agree
- Agree
- Netural
- Disagree
- Strongly disagree

13. Hiring process is fast and effective in E- recruitment

- Strongly agree
- Agree
- Neutral
- Disagree

- Strongly disagree

14. Which according to you is the best job portals?

- Naukri
- LinkedIn
- Internshala
- Monster
- Indeed

15. What is the scale of difficulty in hiring through electronic recruitment

- 1
- 2
- 3
- 4
- 5

16. Electronic hiring is successful in all around the globe during this pandemic and it will become a permanent and regular way of hiring candidates

- Strongly agree
- Agree
- Netural
- Disagree
- Strongly disagree

17. Are you satisfied with the working environment at Allsec technologies

- Yes
- No

18. The company followed covid protocols properly during the pandemic

- Strongly agree
- Agree
- Netural
- Disagree
- Strongly disagree

19. The company took some serious precautions for the safety of the employees during the pandemic

- Strongly agree
- Agree
- Netural
- Disagree
- Strongly disagree

20. Do you have any suggestions to improve recruitment process in Allsec technologies _____

