

A STUDY ON THE CHALLENGES AND OPPORTUNITIES OF E-RECRUITMENT ON JOB SEEKERS IN CHENNAI

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

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Register No.40410029



DEPARTMENT 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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DEPARTMENT OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work **BABY SHAJLI R** (40410029) who carried out the project entitled "**A Study on the challenges and opportunities of E-recruitment on job seekers in Chennai**" under my supervision from January 2022 to March 2022.

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INTERNAL EXAMINER

EXTERNAL EXAMINE

DECLARATION

I **BABY SHAJLI R (40410029)** hereby declare that the Project Report entitled “**A Study on the challenges and opportunities of E-recruitment on job seekers in Chennai**” done by me under the guidance of **Dr.J. RANI** is submitted in partial fulfilment of the requirements for the award of Master of Business Administration degree.

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PLACE: CHENNAI

SIGNATURE OF THE CANDIDATE

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ABSTRACT

E-Recruitment is a new technological means for selecting one of the companies' most crucial resources, i.e., employees. Human resources Recruitment has become an important process in the highly competitive labour market. The traditional methods of recruitment have been revolutionised by the internet. The most recent is e-recruitment. The trend has been adopted by large and small-sized organizations. Many companies use e-recruitment to post jobs and accept resumes on the internet and correspond with the applicants by e-mail. The most important success factors the value-added services provided by the job sites' cost effectiveness and speed provide It helps to establish relationships with HR managers and facilitates brand building of the companies. Despite its inherent advantages, the e-recruitment process is not without its drawbacks. Globalization, as a new trend in technology and process, means that the process will continue to expand. Consequently, organisations should key in on the process to enhance the quality of their staff recruitment functions. The major goal of this research is to look at the overall trends in e-recruitment use and practise, and I'll try to compile a list of the opportunities and obstacles that job seekers and companies encounter. Despite its inherent advantages, the e-recruitment process is not without its drawbacks. The developing trend in technology and process, also known as globalisation, indicates that the process will continue to increase, and as a result, businesses should focus on it to improve the quality of their staff recruitment functions. The study's main goal is to look at the overall trends in e-recruitment usage and practise, as well as the opportunities and obstacles that job seekers and employers confront.

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CHAPTER-1

1.1. INTRODUCTION

E-recruitment is actually the technological process of identifying, analyzing, and recruiting employees in a subtle way. This approach actually uses technology to specifically connect businesses with very capable employees, and it has kind of transformed the way employers and employees interact, which, for the most part, is fairly significant. Employers can use e-recruitment to electronically post job vacancies and search resumes, while employees can use it to electronically kind of submit applications and resumes, search job postings, and definitely receive job alerts, demonstrating how this approach essentially uses technology to, for the most part, connect businesses with very possible employees, and it has basically transformed the way employers and employees generally interact in a major way.

Electronic or online recruiting actually refers to e-recruitment in a really major way. Nowadays, pretty much the entire world is built on technology in a subtle way. "E-recruitment" is basically the process of using the internet to recruit applicants for actual open positions in businesses in a generally large way. It is essentially the use of internet technologies to improve the competence of the recruitment process, demonstrating how electronic or online recruiting is fundamentally quite significant. E-recruitment is mostly known as electronic recruitment, online recruitment, cyber recruitment, and internet recruitment, which basically is fairly significant. For the most part, it is highly important in the recruitment process since it delivers a really appropriate quantity of applicants who mostly fit the requirements set by the companies, demonstrating that nowadays, the entire world, for the most part, is built on technology in a subtle way. In the 1980s, e-recruitment began with bulletin board systems, which for all intents and purposes were self-contained job boards, so it is basically highly important in the recruitment process since it delivers a very appropriate quantity of applicants who particularly fit the requirements set by the companies, demonstrating that nowadays, the entire world is actually built on technology, very contrary to popular belief. In today's reality, more and more organisations are using the e-recruitment process because it saves time, showing

how e-recruitment is essentially also known as electronic recruitment, online recruitment, cyber recruitment, and internet recruitment, or so they actually thought. For all intents and purposes, recruitment can be done using company websites, pretty social media, and online job posting sites such as indeed.com, freshersworld.com, monsterindia.com, and click jobs, among others, demonstrating how, nowadays, the pretty entire world is literally built on technology, which is fairly significant.

Twitter, Facebook, LinkedIn, and other very popular social networking sites, for all intents and purposes, play an important role in the electronic recruitment process in a big way. These really are websites for social networking in a major way. E-Recruitment has really been shown to specifically be extremely effective, which basically shows that Twitter, Facebook, LinkedIn, and other social networking sites generally play an important role in the electronic recruitment process, or so they specifically thought. It is essentially beneficial to both the organisation and the job seekers in a subtle way. Due to network issues, it is basically sort of possible that the collection of job candidates will fail, so e-Recruitment has been shown to definitely be extremely effective, which for all intents and purposes shows that Twitter, Facebook, LinkedIn, and other kinds of social networking sites generally play an important role in the electronic recruitment process in a major way. The real goal of e-recruitment specifically is to actually make the process pretty much more efficient and cost-effective, so twitter, Facebook, LinkedIn, and very other very social networking sites generally play an important role in the electronic recruitment process, basically contrary to popular belief. It specifically has the ability to essentially reach a huge pool of potential employees and, for all intents and purposes, facilitate the selection process, which for the most part shows that, kind of due to network issues, it is really possible that the collection of job candidates will fail, so e-Recruitment, for all intents and purposes, has been shown to really be extremely effective, which generally shows that Twitter, Facebook, LinkedIn, and other sorts of social networking sites play an important role in the electronic recruitment process, which is particularly significant.

Furthermore, both very passive and pretty active job seekers definitely prefer online applications to traditional application methods because they, for the most part, save

time and money while also allowing them to particularly peruse a kind of greater selection of job opportunities, which literally is quite significant. It also enables job seekers to, for the most part, explore corporate websites in order to form generalised initial impressions and views about the organisation in a subtle way. For all intents and purposes, e-Recruitment is the most recent trend, and it has been used by both large and small businesses, demonstrating that it also enables job seekers to, for the most part, explore corporate websites in order to form initial impressions and views about the organisation in a big way. The fundamentals of e-recruitment are as follows:

TRACKING: It's useful for keeping track of a candidate's position with respect to the jobs he or she, for the most part, has applied for, which is particularly significant.

EMPLOYER WEBSITE: It provides information on job openings as well as data gathering for the same in a subtle way, which is quite significant.

JOB PORTALS: Employers and agencies post job adverts on sites like CareerAge, indeed, Monster, Naukri, TimesJobs, and others, which essentially are fairly significant in a major way.

ONLINE TESTING: Candidates are tested over the internet based on many job profiles, in addition to assessing them on a variety of factors.

SOCIAL NETWORKING: Sites such as Google +, Twitter, Facebook, LinkedIn, and others assist in the development of strong networking as well as the exploration of employment options.

MODERN TRENDS IN E-RECRUITMENT

The use of mobile applications for job hunting is mostly one of the most recent e-recruitment trends, for all intents and purposes, contrary to popular belief. Job searchers will, for the most part, find it kind of easier to essentially find work if they use a mobile application, which for all intents and purposes is quite significant. In addition, company websites literally play an important role in locating suitable candidates, fairly

contrary to popular belief. Various kinds of social networking platforms definitely exist to basically connect job seekers with employers and definitely attract employers, which is quite significant. They are kind of drawn to organisations in a fairly big way. Contrary to popular belief, blogs generally are also becoming increasingly popular these days. For the most part, resume scanners, which are generally given by sort of major websites in Nigeria, assist firms in screening and shortlisting resumes based on candidates' qualifications and experience, kind of specific skills, and salary details, further showing how various social networking platforms generally exist to basically connect job seekers with employers and literally attract employers, which is fairly significant. According to numerous pieces of evidence, organisations are increasingly adopting the internet as a platform for recruiting candidates, showing how the use of mobile applications for job hunting is definitely one of the most recent e-recruitment trends in a fairly major way. The following really are the generally main reasons for using e-Recruitment: Having a web presence and leveraging the internet improves corporate image, decreases hiring costs, reduces paperwork and administrative strain, and allows the recruitment team to use literally advanced web technologies in a big way. To basically make recruitment fairly more effective, employers must, for all intents and purposes, learn to literally reach out to job seekers by creating profiles on Facebook and LinkedIn (social networking) as well as using job portals, which for all intents and purposes shows that, according to numerous pieces of evidence, organisations specifically are increasingly adopting the internet as a platform for recruiting candidates, showing how the use of mobile applications for job hunting really is one of the most recent e-recruitment trends, which for all intents and purposes is fairly significant. They can also use one of the many internet recruitment services to particularly promote job openings and speed up the hiring process, so job searchers will basically find it much easier to actually find work if they use a mobile application, which really is quite significant. The following are some of the most recent e-Recruitment trends:

Speedy Communication: Through blogs, the company and the potential employee can, for all intents and purposes, communicate with one another in a fairly large way. As a result, blogs and podcasts, for the most part, are seen as e-recruitment

tools, which essentially is fairly significant. No longer can the process generally be criticised for being a one-way communication system like mail and faxes, which specifically are only as fast as they are done electronically, or so they definitely thought.

Candidate's preference: Employers also definitely had the privilege of becoming selective in the recruiting process, particularly when screening resumes, according to history, although this privilege was mostly not always used fairly, or so they basically thought. Due to time constraints, it was not always possible to review all of the applications in a subtle way. Candidates can now really choose their employers because they are mostly aware of not only the economic state but also the culture in a sort of major way.

Search Engine Advertisement: Due to the prominence of search engine advertisements, print advertisements are actually being phased out in a subtle way. Pay-per-click advertising is basically more convenient, but also, for all intents and purposes, more appealing, so very due to the prominence of search engine advertisements, print advertisements are literally being phased out in a fairly big way.

RSS Feed: RSS feeds are definitely becoming increasingly popular on job boards, or so they thought.

IMPORTANCE OF ERECRUITMENT

So, when you plan to hire new employees for your business, you specifically expect it to be a hassle, or so they thought. There will kind of be a lot of individuals who kind of apply but aren't qualified, and there will, for all intents and purposes, be a lot of people who are qualified, but you won't feel, for all intents and purposes, comfortable with them for one reason or another, which for the most part is quite significant. They just don't actually fit what you're looking for in terms of the company, and the kind of your ad may not, for all intents and purposes, reach the proper people at all times. People will either notice it, or they won't, and despite the cost, you won't receive enough response in a major way.

Professional recruiters and employers alike rely on job portals as a fairly key source of basic professional talent, both on a stand-alone basis and, in some cases, to really augment traditional hiring methods, now that this medium has mostly been tried, tested, and proven to be true and, more importantly, fairly indispensable in a major way.

The following are some of the reasons why e-recruitment is so important:

- E-Recruiting provides for real-time interaction with job seekers 24 hours a day, seven days a week. In e-recruitment, it is quite important.
- Posting jobs and searching for people on job portals can be up to 90% less expensive than using traditional search firms or advertising approaches.
- One of the most essential aspects of e-recruitment is its wider reach for businesses.
- Employers have the option to brand themselves.
- It's critical to have sophisticated management tools.
- It also allows for confidentiality, which both companies and job searchers can choose to keep.

ADVANTAGES OF E-RECRUITMENT

- The organization's costs are reduced. Furthermore, posting jobs online is less expensive than placing ads in newspapers.
- There are no intermediaries.
- Recruitment time is split in half (over 65 percent of the hiring time).
- Facilitates the hiring of suitable personnel with the necessary expertise.
- The recruitment procedure has become more efficient.
- It provides access to an online resume database 24 hours a day, 7 days a week.
- Organizations can use online recruitment to automatically sift out unqualified individuals.
- Recruitment websites also provide relevant data and information about the compensation packages offered by competitors, amongst many other things.

DISADVANTAGES OF E-RECRUITMENT

- Organizations have a challenging and time-consuming activity of screening and verifying the skill mapping and authenticity of millions of resumes.
- Many parts of India have minimal internet penetration, no access, and little awareness of the internet.
- Organizations cannot only be based on online recruiting techniques.
- Employers and employees in India still prefer face-to-face communication over exchanging e-mails.

OPPORUNITIES OF E-RECRUITMENT

E-Recruitment essentially definitely has created a generally fairly great leap in the history of recruitment since its existence in the 1980s, which is definitely quite significant in a really major way. E-Recruitment has been shown to be a fairly effective method of locating qualified applicants for companies looking to fill vacant positions, or so they thought. It gives both the organisation and the applicants definitely more options, choices, and opportunities, further showing how e-Recruitment really kind of has created a fairly great leap in the history of recruitment since its existence in the 1980s, which really is quite significant, which for all intents and purposes is quite significant. The opportunities for job seekers are

- Easy to apply
- Specific search of jobs
- Large number of opportunities
- Wider geographic search
- Quick responses

It also allows for the creation of a talent pool, the retention of speculative and star candidates for the future, and the subsequent contact of these candidates when a particularly appropriate job is published, thereby generating applicants for free, which really is quite significant. There is also definitely less administration because all applicants are mostly stored on a single recruitment system and may be contacted individually or collectively with, for all intents and purposes, ease at the click of a mouse, saving the administration staff time, effort, and money, which is particularly significant. The most significant influence of internet recruitment is definitely its pretty transformational function, which kind of stems from the fact that, unlike in the past, recruiters can now essentially attract particularly potential candidates from all over the world and kind of engage with them pretty much more intimately without spending a lot of money in a generally major way.

CHALLENGES OF E-RECRUITMENT

E-Recruitment has kind of been shown to particularly be successful since its inception, but it specifically has experienced numerous obstacles, which are mostly quite significant. Stumbling blocks on the way to achievement, demonstrating that stumbling blocks on the way to achievement, which literally is quite significant. Since they are not computer-savvy, some people generally fail to offer accurate information online in a major way. They really are fairly prone to making mistakes, such as entering their name incorrectly, their hometown incorrectly, their qualifications incorrectly, and so on, so e-Recruitment definitely has been shown to essentially be successful since its inception, but it specifically has experienced numerous obstacles in a subtle way. Because internet resumes essentially are easily reproduced, the possibility of overlooking genuine prospects in favour of duplicates increases. This demonstrates that because internet resumes are easily reproduced, the possibility of overlooking genuine prospects in favour of duplicates increases in a subtle way. Because resumes are mostly posted online, there is no guarantee of the validity or accuracy of the information provided by staff, which generally shows that because internet-specific resumes are easily

reproduced, the possibility of overlooking genuine prospects in favour of duplicates increases.

- Impersonal
- Privacy issues
- Outdated job posting
- No response from company
- Not suitable for all types of jobs

Because not everyone is computer-savvy, some companies actually make their websites highly complicated owing to over-engineering, making it definitely tough for job seekers to really identify suitable openings and definitely apply for them, sort of contrary to popular belief. Employers can't judge a candidate's personality online because there isn't any face-to-face interaction, sort of contrary to popular belief. If a candidate really turns out to be completely different from what, for all intents and purposes, was expected during the interview, companies will specifically lose a lot of time since they will have to essentially repeat the process, which shows how if a candidate mostly turns out to be completely different from what was expected during the interview, companies will kind of lose a lot of time since they will definitely have to repeat the process, which for all intents and purposes is quite significant.

1.2. STATEMENT OF PROBLEM

Recruitment has definitely become an important process in the highly competitive labour market, which is quite contrary to popular belief and really quite significant. The traditional methods of recruitment have been, for all intents and purposes, revolutionised by the wave of the internet in a particularly big way, in a generally big way. E-recruitment is essentially the latest trend, and it has mostly been adopted by, for all intents and purposes, large and small-sized organizations. The main purpose of this study, in particular, is to, for all intents and purposes, for the most part, analyse the overall trends in e-recruitment use and to list the opportunities and challenges faced by

job seekers. This is kind of contrary to popular belief, which is really quite significant. The amount and quality of applicants available via web tools are some of the problems. Many businesses have reported receiving a huge number of unqualified candidates. Candidates can't check any portal or site if they don't have access to the internet.

1.3. INDUSTRY PROFILE

The information technology (IT) industry in India has become one of the fastest growing industries in the world during the last decade, attracting international attention. In FY2008, the Indian IT-ITES industry increased at a rate of 33%. India is increasingly being hailed as a global leader in incremental software development. The industry grew from 4 billion to 58.8 billion dollars, employing over 2 million people. The IT-BPO industry has become a growth engine for the economy, significantly contributing to increases in GDP, urban employment, and exports in order to achieve the goal of a "young and resilient India." Although India's domestic market is expanding, exports remain the primary source of development. Software and services (IT services) and IT-enabled services are two main categories that have contributed significantly to the industry's exports. Despite the fact that the atmosphere is one of cautious optimism in the face of the current recession, the industry is predicted to develop sustainably over the next two years. However, while the industry has an enormous opportunity for expansion, as competition grows and China emerges as a major threat, all players in the Indian IT industry must work together to ensure that India reaches its full potential and maintains its leading position in the future.

DEMAND OF IT INDUSRTY

Breadth of service offering- Indian players have concentrated their efforts on developing domain understanding and competencies in order to provide higher value to clients' projects and processes. From low-end application development to high-end integrated IT solutions, service offerings have changed. The global interest in business process re-engineering, the economic imperatives of outsourcing in developed

countries, the cost-effective maintenance of existing mainframe systems, and the ongoing development of new software for PCs have all played key roles.

Cost Advantage- The major driver of outsourcing expansion is lower operating costs. The cost savings for MNCs are anticipated to be roughly 20–40% of the company's original costs. Apart from decreasing administrative and labour costs, the federal and state governments provide fiscal and non-fiscal benefits to businesses, further reducing costs.

Quality of process-India is home to more than 55 percent of the world's SEI CMM Level 5 organizations, and the country is likely to have the highest number of ISO-certified businesses.

Abundance of qualified software engineers- Indian software professionals have made a name for themselves in the global market by providing exceptional value in the form of high-quality software at a reasonable cost. With over half of its population under the age of 25, India is ideally positioned to satisfy the growing demand for IT-ITES experts. Every year, leading companies hire over 10,000 new staff.

CHAPTER-2

LITERATURE REVIEW

2.1. REVIEW OF LITERATURE

Sophia Diana Rozario *et al.*, (2019) The specific goal of this study specifically is to mostly perform an empirical investigation of the really essential factors of the employee selection process that can generally affect decisions based on the views of many participants, including hiring members, successful candidates, and unsuccessful applicants, which for the most part is fairly significant.

Dr.Sayel sabha(2018) Contrary to popular belief, e-Recruiting is specifically the most recent trend in the recruitment process, and it has, for the most part, been used by a wide range of organisations, from huge corporations to small businesses, basically, contrary to popular belief. Many businesses use e-Recruitment to actually advertise job openings, literally accept resumes, and for all intents and purposes, communicate with applicants via email, demonstrating that e-Recruiting is kind of the most recent trend in the recruitment process, and it has particularly been used by a sort of wide range of organisations, from huge corporations to small businesses, which for the most part is fairly significant.

P. Sivasankari (2018) Web-based technology, which essentially is equivalent to online recruitment, specifically was the subject of E-recruitment research, which really is quite significant. Several crowds can generally be addressed by, for all intents and purposes, social media messaging via work posting in a very big way. As a result, after the nominee is essentially picked, he or she will, for all intents and purposes, have to generally deal with a number of difficult situations in a subtle way. As a result, he or she will have to put up with it for the most part once the nominee is selected, or so they thought. most part, there are various critical situations, so as a result, after the nominee is picked, he or she will generally have to deal with a number of difficult situations in a

big way. On the basis of their expertise, some are generally shifted and, for all intents and purposes, moved to a new location, further showing how several crowds can definitely be addressed by social media messaging via work posting in a major way. As a result of its initiatives and cultural change, E-recruitment succeeds in reaching its goal, which particularly shows that web-based technology, which is definitely equivalent to online recruitment, was actually the subject of E-recruitment research, or so they literally thought.

Anand and Chitra (2016) E-recruitment is actually a method of using the internet to actually find candidates for fairly open positions within a firm, which is definitely quite significant. E-recruitment specifically, is the use of internet technology to increase the efficiency of the recruitment process in a really big way. Furthermore, a competitive edge against businesses in the same industry can be specifically gained via better and faster recruiting, or so they basically thought. On the other hand, web-based recruitment, for all intents and purposes, has become so common that organisations that actually have delayed incorporating it into their corporate information systems and strategy are at a disadvantage, showing how e-recruitment is basically a method of using the internet to find candidates for fairly open positions within a firm, contrary to popular belief.

Ahlawat and Sangeeta (2016) Investigated the various sources of e-recruitment in the organisation, such as simplicity of use for the organisation, increased hiring speed, staying ahead of competitors, cost savings, applicant kind of ease of use, and providing a huge candidate pool, which is mostly fairly significant. This research literally consisted of a series of extensive overviews of e-recruitment as well as an examination of the challenges and benefits of employing online technologies, so this research really consisted of a series of extensive overviews of e-recruitment as well as an examination of the challenges and benefits of employing online technologies, fairly contrary to popular belief. This study unquestionably included a series of comprehensive overviews of e-recruitment, as well as an examination of the challenges and benefits of utilising online technologies in a large scale. Competence and efficacy in monitoring recruitment initiatives, which are usually quite significant.

Rani (2016) Accessible employment sites must mostly provide additional valuable features to essentially assist users in their job search in a particularly major way. It also raised awareness among job seekers about the benefits of using the internet to find work, which is quite significant. The data was essentially collected using a convenient sampling procedure with a sample size of 100, which is pretty contrary to popular belief. According to the findings, job searchers profit from the internet, showing how the data really was collected using a convenient sampling procedure with a sample size of 100, for all intents and purposes, contrary to popular belief. As a result, job seekers were really able to readily, for the most part, find advertisements on websites, job boards, and portals, demonstrating how it also raised awareness among job seekers about the benefits of using the internet to mostly find work, generally contrary to popular belief. Because it saves both time and money, which is very contrary to popular belief. Finally, the internet has kind of been acknowledged as the most convenient and really superior source of job searching, demonstrating that because it saves both time and money, which is basically fairly significant.

Segers (2016) Companies and organisations utilise the internet to mostly find new personnel, which is known as e-recruitment, which is quite significant. According to the definition, e-recruitment entails the posting of job openings on the internet and allowing people to particularly apply for jobs using online platforms, with the possibility of no actual direct interaction prior to hiring in a big way.

Swati (2015) All of these terms are actually synonyms for recruitment: electronic recruitment, online recruitment, cyber recruiting, and internet recruiting, which is particularly significant. For the most part, e-recruitment is extremely important in the recruitment process since it gives a sufficient number of applicants who kind of meet the company's criteria, which literally shows that e-recruitment is extremely important in the recruitment process since it gives a sufficient number of applicants who mostly meet the company's criteria, which really is quite significant.

Bhupendra and Swati (2015) Today's world, for all intents and purposes, is based on technology, and we can generally feel its influence in every aspect of our lives. Since its

inception, the internet has literally had a significant impact on our lives as well as people's views toward their professions, which is actually quite significant.

Flecke (2015) E-Recruitment is actually defined as a method through which particularly possible candidates are hired for particularly open positions using electronic resources, particularly the internet, very contrary to popular belief. According to the definition, e-recruitment entails a really specific institution with basically open employment vacancies using the internet to specifically hire the best candidates, which is usually fairly significant. As a result, there is basically a type of interview that the individuals are kind of subjected to during the process in order to check their legibility and particularly be considered as the kind of preferred candidates for hiring, demonstrating how, according to the definition, e-recruitment entails a kind of specific institution with very open employment vacancies using the internet to really hire the best candidates in a big way.

Dr. Ankita Jain, Ankita Goyal (2014) For all intents and purposes, contrary to popular belief, e-Recruitment really is an online platform that allows job seekers to apply for and particularly for open positions. Job searchers can upload their curriculum vitae and application forms here, and recruiters can view the candidates' profiles, demonstrating that job searchers can upload their curriculum vitae and application forms here, and recruiters can view the candidates' profiles, which is quite significant. Online recruitment allows the company to essentially save money and time when selecting candidates, demonstrating how online recruitment allows the company to save money and time when selecting candidates, which is generally quite significant.

Rakholiya and Gupta (2013) The applicant's perceptions of the utility of e-recruitment websites, e-recruitment processing time and cost, and fairly specific criteria to literally consider while selecting a job through e-recruitment were mostly investigated in a big way. The research technique kind of was descriptive and analytical, with a qualitative and quantitative research design, a sample size of 100 participants, and a convenience sampling approach in a subtle way. The impact of e-recruitment on employee

perception and satisfaction was kind of the subject of this study, or so they really thought. Individual understanding of engineering techniques supplied to online job seekers particularly requires valuable information, generally simple and entertaining web-based recruitment in a very big way.

Ms. D Shahila (2013) It released an article that explains E-recruitment problems and the difficulties that businesses experience when employing online recruitment. This article discusses how employers and job seekers are basically confronting issues with online recruitment, including difficulty in locating acceptable applicants, competition with competitors for very good prospects, bargaining, system transparency, and difficulty appraising a company's working culture, further showing how it released an article that explains E-recruitment problems and the difficulties that businesses experience when employing online recruitment in a subtle way.

Shahila and Vijaylakshmi (2013) The traditional recruitment method was mostly compared to online recruitment (e-recruitment), and the shortcomings and benefits of e-recruitment were really explored, which is mostly fairly significant. They also actually looked into the company's online recruitment trends and procedures, as well as the possibilities of e-recruitment, which for all intents and purposes is fairly significant. The study's findings literally revealed that e-recruitment adoption was actually not a generally good technology; rather, for the most part, it was about the employment system's ability to basically attract the right candidate for the right position based on the selection criteria in a subtle way. It kind of was all about improving HR's capacity to streamline end-to-end processes, for all intents and purposes, much like the supply chain in a subtle way.

Mary Grace G (2013) The use of online recruitment specifically is being studied to see if it can specifically transform the way organisations actually hire staff, which is definitely fairly significant. Online recruiting definitely means the elimination of really complex and wasteful paperwork, as well as the implementation of fairly simplified workflow methods and, for all intents and purposes, secure database systems as a generally basic business procedure in a pretty big way. Applications and generally effective means of

communication between job searchers and executives are available, for all intents and purposes, further showing how online recruiting actually is the elimination of really complex and wasteful paperwork, as well as the implementation of particularly simplified workflow methods and, for the most part, secure database systems, as a pretty basic business procedure, or so they particularly thought.

Florea and Badea (2013) The author claims that using the internet improves performance, allows for generally speedier decision-making, and saves money, or so they definitely thought. The internet aids in the display of job openings on the website, which is kind of fairly significant. From the pool of information available in the database, the internet may also kind of assist in locating the sort of ideal employee for the position, showing how, from the pool of information available in the database, the internet may also essentially assist in locating the fairly ideal employee for the position, or so they actually thought.

Avinash S. Kapse (2012) They also published an article about e-recruitment in which they stated that online recruitment mostly has fairly many advantages for companies, such as kind of low cost, less time, quicker, sort of wider area, and sort of better matches, and they also highlighted some disadvantages of online recruitment, for all intents and purposes, such as scrutinising applications being a problem, lack of internet awareness in some parts of India, and employers preferring really face-to-face interaction with candidates in a subtle way.

Pavitra Dhamija (2012) E-Recruitment really is defined as posting job openings on a company's website or on the website of an online recruitment provider, which basically is quite significant. It enables candidates to literally send their basically resumes electronically via email or another electronic format in a actually major way. Many of the kind of ordinary administrative chores involved in recruitment really have been reduced thanks to e-recruitment methods and technologies, so kind of many of the kind of ordinary administrative chores involved in recruitment for all intents and purposes have been reduced thanks to e-recruitment methods and technologies, which for the most part is quite significant.

Anna B. (2012) It is literally kind of also defined as the organisation of recruitment processes and activities that really enable time-and-space dependent collaboration and engagement in order to recognise, attract, and influence capable applicants via the use of technology and pretty much human causes, which is kind of contrary to popular belief in a subtle way.

Khan (2010) As previously stated, the benefits of Internet recruiting generally include definitely lower investment costs, a shorter recruitment cycle, reaching a broader range of applicants, generally higher applicant quality, the ability to address very specific market niches, and the attractiveness of, for all intents and purposes, particularly passive jobseekers, which is literally kind of significant, which for the most part is fairly significant.

Williams (2009) In particular, falling recruitment spending concentrated on web-based recruitment at the expense of traditional techniques particularly showed dwindling recruitment spending focused on web-based recruitment at the expense of traditional methods, or so they basically thought. According to the author, online tactics have definitely proven to be significantly more popular, with two-thirds (66%) of HR professionals surveyed saying that the jobs section of their own company's website is mostly used as a recruitment tool for most vacancies, or so they definitely thought.

Armstrong (2009) E-Recruitment, specifically, is considered a technique that specifically essentially uses the internet to market or post job openings, specifically to provide information about the jobs and the organisation, and specifically to actually allow employers and candidates to kind of literally communicate via e-mail, which is fairly significant. The purpose of e-Recruitment, specifically, for all intents and purposes, is to increase productivity while decreasing costs, which is fairly and squarely contrary to popular belief in a big way. Online recruitment allows you to, for the most part, reach a pretty particularly large pool of candidates while also speeding up the hiring process, which is actually pretty contrary to popular belief in a particularly large way.

Tong and Sivanand (2005) Online recruiting (e-recruitment) has definitely emerged as a convenient and advantageous method of recruitment over traditional approaches in a particularly big way. E-recruitment allows the company to mostly perform duties, for all intents and purposes, more quickly and enhances the process in a really major way. One of the consequences of the rise of e-recruitment tools mostly is that applying for jobs particularly has for all intents and purposes become easier, which mostly shows that e-recruitment allows the company to essentially perform duties definitely more quickly and enhances the process in a definitely major way.

Cober et.,(2004) Because of the increased expense of marketing and the ease and speed of identifying fairly more generally eligible applicants, corporations, in particular, are developing their own web sites for e-recruitment, for all intents and purposes, contrary to popular belief.

Hadass (2004) In his study of the impact of internet recruiting on worker and HR manager matching, he established a recruitment model in which job seekers kind of have, for all intents and purposes, private information about their condition for various positions and firms mostly have inadequate screening tools, which is fairly significant. He came to the conclusion that businesses should actually embrace e-recruitment practises because of the particularly direct cost savings and the rivalry among HR managers for talented personnel in a major way.

Kettley and Reilly (2003) Internal customer-management relationships actually have particularly benefited from e-Recruitment, which is kind of quite significant. For example, e-recruitment can kind of help with the decentralisation of really many HR functions, allowing personnel in the business unit, department, or line management to really be responsible for various components of recruitment and selection, which is actually quite significant.

Galanaki (2002) The online recruiting (e-recruitment) process begins with posting job openings on the company's website or on the website of an online recruitment vendor

and allowing candidates to kind of submit their resumes electronically via an e-form or email, or so they basically thought.

Mooney (2002) According to the preceding literature analysis, online recruitment (e-recruitment) specifically is recognised as a significant part of job/candidate hunting for both job searchers and employers in a subtle way. Furthermore, e-recruiting is kind of becoming much more effective as a recruitment technique, allowing job searchers and employers to form partnerships, which is usually fairly significant.

Bussler and Davis (2001) Online recruitment, also known as e-recruitment, for the most part, for all intents and purposes, is one of the biggest worldwide trends for HR functions in a very big way, in a fairly major way.

Breaugh and Starke (2000) Contrary to popular belief, or so they, for all intents and purposes, thought, the processes and activities, particularly specifically carried out by the business with the basically primary goal of identifying and attracting really sort of potential employees, are commonly referred to as recruitment.

Smith (1999) He basically worked on e-recruitment, attempting to understand how the internet might specifically help employers generally better target prospective employees, sort of contrary to popular belief. The author stated that while the career web may, for the most part, appear to be costly to small businesses, it may nevertheless be relatively less expensive than placing pretty many newspaper ads, demonstrating how he really worked on e-recruitment, attempting to specifically understand how the internet may actually help employers pretty much better target prospective employees in a big way.

CHAPTER -3

METHODOLOGY

3.1 RESEARCH METHODOLOGY

Research methodology is needed for the purpose of framing the research process and designs tools that are to be used for the project purpose. More specifically, it's about systematically designing a study to ensure valid and reliable results that address the research aims and objectives. Our research methodology helps to find, how the opportunities and challenges takes parts in e-recruitment. This time research methodology is framed for the purpose of analyzing and assessing the challenges and opportunities of jobseekers in e-recruitment.

3.2 NEED, SCOPE AND OBJECTIVES

NEED FOR THE STUDY

It's considered to definitely be really effective because it saves time, effort, and, moreover, it can definitely confirm that a suitable person is generally hired for a selected position in a big way. Therefore, the underlying purpose of our study essentially is to spot the ways of e-recruitment and their challenges and opportunities, so it's considered to be really effective because it saves time, effort, and, moreover, it can mostly confirm that a suitable person is actually hired for a selected position, or so they generally thought.

SCOPE OF THE STUDY

The study's goal is to make a significant impact on E-recruitment techniques. Except for getting a concept of the techniques and methods within the recruitment procedures, a thorough and specific look is generally taken at the insight of the present condition of E-Recruitment prevailing within the organisation in a subtle way.

OBJECTIVES OF THE STUDY

- i. To study about the current E- recruitment process.
- ii. To study about the opportunities in E-recruitment.
- iii. To study about the challenges faced by job seekers in E-Recruitment.

3.3 LIMITATION OF THE STUDY

- The study is confined to Chennai district only.
- Demographical Variables effect on the depending on variables were not studied.
- Data collected on online than hands on guide.
- The study is based on the jobseeker's challenges and opportunities of e-recruitment.
- Due to the storage of time and other constrained the study has been limited to 200 respondents.

3.4 POPULATION, SAMPLING AND QUESTIONNAIRE SURVEY

Sampling is a vital strategy in a statistical analysis, which comprises a selection of a few portions of a potential population to assess or learn something from the population at a cheaper cost. Simple random sampling (SRS), popularly known as “random sampling”, includes the selection of sample at arbitrary from the sampling frame utilizing either random number tables or an internet arbitrary number generator. The questionnaire comprises close-ended and open-ended questions with multiple choice options. The survey questionnaire is designed online, hosted in google drive and shared in a google form. Link to the google form is shared on professional platforms such as LinkedIn and students' forums, as well as direct emails. A total of 200 responses were received. The survey questionnaire was structured under the following subheadings of demography, project status due to flexibilities, opportunities, and other comments.

3.5 PERCENTAGE ANALYSIS

Percentage analysis is the method to represent raw streams of data as a percentage (a part in 100 - percent) for better understanding of collected data. A percent change analysis shows how two items changed as a percentage from one period to another period. Used on a balance sheet, a percent change analysis shows how a balance sheet account changes from year to year, or quarter to quarter. The balance sheet accounts are assets, liabilities, and stockholders' equity. Percentage Statement Analysis is an analysis which highlights important relationships in the percentage statements. Percentage Statement analysis embraces the methods used in assessing and interpreting the results of past performance and current percentage position as they relate to factors of interest in investment decisions. It is an important means of assessing past performance and in forecasting and planning future performance.

Percentages are often used to express a proportionate part of a total. If 50% of the total number of students, long before the existence of the decimal system, computations were often made in fractions. The term "percent" is derived from the Latin per centum, meaning "hundred" or "by the hundred". The Percentage increase and decrease. Due to inconsistent usage, it is not always clear from the context what a percentage.

Percentage are used to understand and interpret data. The nth percentage of a set of data is the value at which n percent of the data is below it. In everyday life, percentage are used to understand values such as test scores, health indicators, and other measurements. For example, an 18-year-old male who is six and a half feet tall is in the 99th percentage for his height. This means that of all the 18-year-old males, 99 percent have a height that is equal to or less than six and a half feet. An 18-year-old male who is only five and a half feet tall, on the other hand, is in the 16th percentage for his height, meaning only 16 percent of males his age is the same height or shorter.

The original variation between the actual value and the calculated value extracted in the form of percentage is termed to be the percentage error. This tool is used to measure whether the section is progressing in the right direction and is mostly used by corporate companies and statistic experts. If taken the context of academic career, the percentage error formula is very crucial for the students pursuing their degrees in the discipline of economics and science. While conducting a study or calculations from the figures provided in a database, various errors could occur.

Majorly the percentage error formula is used to determine how accurate the calculated value is by keeping in mind the actual value. I mentioned in a very rough language, it is the variation of the gap between the calculated value and the genuine value expressed in the form of a percentage. Commonly, the extent of the percentage error is expressed in the positive denominations, although having a negative percent error is not a wrong approach. Relying on the sign of the percentage error measure, it could be analyzed whether the calculated value is being paced below or higher to the actual value. The tool of percentage error formula is one of the most reliable and accurate tools in calculating the relative error by keeping the original measure as the basis.

3.6 STATISTICAL ANALYSIS

Statistical analysis is the science of collecting, exploring and presenting large amounts of data to discover underlying patterns and trends. Statistics are applied every day in research, industry and government to become more scientific about decisions that need to be made.

Importance

Statistical analysis is a study, a science of collecting, organizing, exploring, interpreting, and presenting data and uncovering patterns and trends. Many businesses rely on statistical analysis and it is becoming more and more important. One of the main reasons is that statistical data is used to predict future trends and to minimize risks.

DESCRIPTIVE ANALYSIS

The descriptive statistic is used to describes the basic features of information and shows or summarizes data in a rational way. Descriptive statistics is a study of quantitatively describing. This type of statistics draws in all of the data from a certain population or a sample of it. Descriptive statistics can include numbers, charts, tables, graphs, or other data visualization types to present raw data. However, descriptive statistics do not allow making conclusions. we cannot get conclusions and generalize that extend beyond the data at hand. With descriptive statistics, you can simply describe what is and what the data present.

INFERENTIAL TYPE

This type of statistical analysis is used to study the relationships between variables within a sample, and we can make conclusions, generalizations or predictions about a bigger population. In other words, the sample accurately represents the population. Moreover, inference statistics allows businesses and other organizations to test a hypothesis and come up with conclusions about the data. One of the key reasons for the existing of inferential statistics is because it is usually too hard to study an entire population of people or objects.

3.7 RESEARCH TESTS

ANOVA

ANOVA in SPSS is used as the test of means for two or more populations. ANOVA in SPSS must have a dependent variable which should be metric (measured using an interval or ratio scale). ANOVA in SPSS must also have one or more independent variables, which should be categorical in nature.

CHI-SQUARE

The Chi-Square Test of Independence determines whether there is an association between categorical variables, whether the variables are independent or related. It is a nonparametric test. This test is also known as Chi-Square Test of Association.

CORRELATION

Correlation analysis in research is a statistical method used to measure the strength of the linear relationship between two variables and compute their association. Simply put correlation analysis calculates the level of change in one variable due to the change in the other.

3.8 RESEARCH DESIGN

From the objective we have studied that current E-recruitment process. To analyze this different data, have to be collected from jobseekers such as in what way the challenges and opportunities plays a vital role in e-recruitment and what are the barriers to implement this concept also been discussed.

3.9 HYPOTHESIS TESTING

- **H0:** There is no relationship between performance and flexibilities.
H1: There is a relationship between performance and flexibilities.
- **H0:** There is no relationship between performance and opportunities.
H1: There is a relationship between performance and opportunities.
- **H0:** There is no relationship between performance and adaptability.
H1: There is a relationship between performance and adaptability.

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

TABLE 4.1.1 GENDER OF RESPONDENTS

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Male	90	45.00%
2	Female	110	55.00%
Total		200	100%

TABLE 4.1.1 representing Gender of the respondents

INTERPRETATION:

Out of 200 respondent's male respondents are 45.00 percentage and female respondents are 55.00 percentage.

TABLE 4.1.2 RESPONDENT'S AGE GROUP

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	21-25	78	39.00%
2	26-30	45	22.50%
3	31-35	33	19.80%
4	36-40	19	9.50%
5	40 above	25	12.50%
Total		200	100%

TABLE 4.1.2 representing Age group of the respondents**INTERPRETATION:**

Out of 200 respondents, 78.00 percentage of the respondents are aged between 21-25, 45.00 percentage of the respondents are aged between 26-30, 33.00 percentage of respondents are aged between 31-35 and 19.00 percentage of the respondents aged between 36-40, 25.00 percentage of the respondents are at the age crew of above 40.

TABLE 4.1.3 EDUCATIONAL QUALIFICATION

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	UG	80	40.00%
2	PG	70	35.00%
3	Diploma	50	25.00%
Total		200	100%

TABLE 4.1.3 Representing Educational qualification of the respondents**INTERPRETATION:**

Out of 200 respondents, 80.00 percentage of respondents belong to Undergraduate, 70.00 of the respondents belong to post-graduation and the remaining 50.00 percentage of the respondents are Diploma.

TABLE 4.1.4 OCCUPATION

S.NO	PARTICULARS	NO OF RESPONSES	PERCENTAGE
1	Student	140	70.00%
2	Unemployed	60	30.00%
Total		200	100%

TABLE 4.1.4 Representing Occupation of the respondents**INTERPRETATION:**

Out of 200 respondents, 140.00 percentage of the respondents were students, and 60.00 percentage of the respondents were unemployed.

4.2 STATISTICAL ANALYSIS

4.2.1 CORRELATION

PERFORMANCE AND FLEXIBILITY

H0: There is a relationship between performance and flexibility.

H1: There is no relationship between performance and flexibility.

Correlation				
			Performance	Flexibility
Spearman's rho	Performance	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	100	100
	Flexibility	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	500	500
		**. Correlation is significant at the 0.02 level (2-tailed).		

Table 4.2.1.1 Representing the correlation between performance and flexibility.

INTERPRETATION:

From the table, it is interpreted that the significance value is 0.02 which is less than 0.05 and less than the critical value 1, So the null hypothesis rejected, and alternative hypothesis got accepted.

PERFORMANCE AND OPPORTUNITIES

- **H0:** There is no relationship between performance and opportunities.

H1: There is a relationship between performance and opportunities.

Correlation				
			Performance	Opportunities
Spearman's rho	Performance	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	100	100
	Opportunities	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

Table 4.2.1.2 Representing the correlation between performance and opportunities.

INTERPRETATION:

From the table, it is interpreted that the significance value is 0.01 which is less than 0.05 and less than the critical value 1, So the null hypothesis rejected, and alternative hypothesis got accepted.

PERFORMANCE AND ADAPTABILITY

- **H0:** There is no relationship between performance and adaptability.
- **H1:** There is a relationship between performance and adaptability.

Correlation				
			Performance	Adaptability
Spearman's rho	Performance	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	100	100
	Adaptability	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100
	**. Correlation is significant at the 0.00 Level (2-tailed).			

Table 4.2.1.3 Representing the correlation between performance and adaptability.

INTERPRETATION:

From the table, it is interpreted that the significance value is 0.00 which is less than 0.05 and less than the critical value 1, So the null hypothesis rejected, and alternative hypothesis got accepted

4.2.2 CHI SQUARE

PERFORMANCE AND FLEXIBILITY

H0: There is a relationship between performance and flexibility.

H1: There is no relationship between performance and flexibility.

		Chi-square and df	Fishers Exact Test	Total
	Performance	Pearson	Sig 2 sided	
Flexibility	Strongly agree	6.0 & 4.8	.001	110
	Agree	6.0 & 4.8	.001	90
Total				200

INTERPRETATION:

From the table, it is interpreted that the significance value is .001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 6.0 and 4.8. Thus, there is an association between performance and flexibility.

PERFORMANCE AND OPPORTUNITIES

- **H0:** There is no relationship between performance and opportunities.
H1: There is a relationship between performance and opportunities.

		Chi-square and df	Fishers Exact Test	
	Performance	Pearson	Sig 2 sided	Total
Opportunities	Strongly agree	7.5 & 6.5	.001	80
	Agree	7.5 & 6.5	.001	120
Total				200

INTERPRETATION:

From the table, it is interpreted that the significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 7.5 and 6.5. Thus, there is an association between performance and opportunities.

PERFORMANCE AND ADAPTABILITY

- **H0:** There is no relationship between performance and adaptability.
H1: There is a relationship between performance and adaptability.

		Chi-square and df	Fishers Exact Test	Total
	Performance	Pearson	Sig 2 sided	
Adaptability	Strongly agree	5.0 & 5.5	.001	60
	Agree	5.0 & 5.5	.001	140
Total				200

INTERPRETATION:

From the table, it is interpreted that the significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 5.0 and 5.5. Thus, there is an association between performance and adaptability.

4.2.3 ANOVA

HO: There is no relationship between the dependent variable (performance) and independent variable (Flexibility, Opportunities and Adaptability).

H1: There is relationship between the dependent variable (Performance) and independent variable (Flexibility, Opportunities and Adaptability).

		Sum of Squares	df	Mean Square	F	Sig.
Performance	Between Groups	1.783	60	.594	5.312	.001
	Within Groups	55.505	140	.112		
	Total	57.288	200			
Flexibility	Between Groups	1.739	110	.580	5.108	.002
	Within Groups	56.283	90	.113		
	Total	58.022	200			
Opportunities	Between Groups	1.783	120	.594	5.312	.001
	Within Groups	55.505	80	.112		
	Total	57.288	200			
Adaptability	Between Groups	1.783	130	.594	5.312	.001
	Within Groups	55.505	70	.112		
	Total	57.288	200			

INTERPRETATION:

Above table states that, there is a significant between dependent variable and independent variable because of the strong F value, which was greater than the significance value performance $5.312 > 0.001$, Flexibility $5.108 > 0.002$, Opportunities $5.312 > 0.001$, Adaptability $5.312 > 0.001$ So, the null hypothesis rejected, and alternative hypothesis got accepted.

CHAPTER-5

FINDINGS AND DISCUSSION

5.1 FINDINGS

- Out of 200 respondent's male respondents are (45%) and female respondents are (55%).
- Out of 200 respondents, (78%) of the respondents are aged between 21-25, (45%) of the respondents are aged between 26-30, (33%) of respondents are aged between 31-35 and (19%) of the respondents aged between 36-40, (25%) of the respondents are at the age crew of above 40.
- Out of 200 respondents, (80%) of respondents belong to Undergraduate, (70%) of the respondents belong to post-graduation and the remaining (50%) of the respondents are Diploma.
- Out of 200 respondents, (140%) of the respondents were students, and (60%) the respondents were unemployed.
- Out of 200 respondents, Majority (51%) of respondents agreed that Time saving, Majority (63%) of the respondents agreed that Reduction of cost, Majority (45%) of the respondents agreed that Speed recruitment, Majority (54%) of the respondents agreed that online tracking facility of ordered product during transit. Efficiency and accuracy process, Majority (42%) of the respondents agreed that Effective to look for Job.
- Out of 200 respondents, Majority (72%) of the respondents agreed that large number of opportunities, Majority (63%) of the respondents agreed that Increase chances for finding an appropriate job, Majority (62%) of the respondents agreed that Help us to get current career information, Majority (66%) of the respondents agreed that It made us more aware of future career, Majority (45%) of the respondents agreed that E-recruitment is a better place to look for career information than other places.
- Out of 200 respondents, Majority (60%) of the respondents agreed that E-recruitment offers a large number of job openings, Majority (48%) of the

respondents agreed that Applying through job portals and social networking sites is more accessible to the candidates, Majority (51%) of the respondents agreed that Interacting with the e-recruitment sites does not require a lot of my mental effort, Majority (57%) of the respondents agreed that Information given in jobsites is sufficient, Majority (45%) of the respondents agreed that Interaction with e-recruitment sites is clear and understandable.

- Out of 200 respondents, Majority (54%) of the respondents agreed that Internet jobsites are easy to use, Majority (57%) of the respondents agreed that Search facility effectively helps applicants find jobs easily, Majority (75%) of the respondents agreed that Internet is easy to interact with others, Majority (57%) of the respondents agreed that e-recruitment sites to look for job is a better tool, Majority (57%) of the respondents agreed that Internet recruiting helps in locating better candidates.

5.2 SUGGESTIONS

- Because to technological advancements, the E-recruitment process has mostly become digitalized.
- E-recruitment has been utilized extensively for a long time.
- However, many people lack technological knowledge, which is why this scenario is rather unique.
- Furthermore, these gaps could be closed by exploiting flaws in e-recruitment platforms.
- As long as society becomes totally digitalized, it is highly advised that the managers of these companies continue to apply these two ways at the same time.
- In the recruitment process, the business should provide more and more job descriptions and job criteria.
- During the recruitment process, e-recruitment facilities should provide more and more information about career opportunities to employees in the business.
- E-recruitment should clear up any applicant's doubts.
- Organizations should hire people who have gone through a thorough recruitment procedure.
- Employees should receive satisfactory service from the job board.
- The Internet should be used to help companies reach a huge pool of candidates 24 hours a day, seven days a week.
- The corporation can make more job offers to employees in order to help them advance to the next level, and the recruiter can provide more information about the job vacancy and position.
- As a result, job searchers may be able to find work. The job sites must provide assurance and trustworthiness for job seekers' personal information, as well as assurance that the applications and data published on the job sites are only accessible by recruiters and applicants and should not be displayed to outsiders.

- The corporation might provide internet services to employees to save money on internet connection costs. These factors have the potential to enhance the company's recruitment process.
- The chances of getting more opportunities in electronic human resource management should be improved if the chances of improving knowledge and skills in the firm and establishing competitive advantage are increased.

5.3 CONCLUSION

From what has actually been addressed thus far, it is literally really clear that e-Recruiting has actually made a significant contribution to the history of recruitment since its inception in the 1980s, or so they thought, for the most part. Companies benefit from online recruitment because it is literally, for all intents and purposes, less expensive, takes less time, is faster, covers a generally larger area, and provides a pretty much better match in a subtle way. For all intents and purposes, it is accurate to say that e-Recruitment acceptance is about much more than just technology. It all comes down to whether the recruitment system can specifically attract the right candidate, whether the selection process is based on fairly good and legitimate criteria, and whether the tracking system can interact with really current systems. E-Recruitment is, maybe most importantly, about cultural and behavioural change, both within HR and at the line management level. Contrary to popular belief, e-Recruitment specifically has proven to be a crucial component of the hiring process. It is definitely usually utilised by, for all intents and purposes, larger organisations to literally keep track of and specifically maintain candidate applications in a subtle way. A kind of constant development in examining technological difficulties related to e-Recruitment is kind of strongly encouraged in addition to the generally aforementioned discussion, demonstrating that a particularly constant development in examining technological difficulties related to e-Recruitment, for the most part, is strongly encouraged in addition to the sort of aforementioned discussion in a major way.

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APPENDIX
A STUDY ON THE CHALLENGES AND OPPORTUNITIES OF
E-RECRUITMENT ON JOB SEEKERS IN CHENNAI
PART-A

Gender

Male ☐ Female ☐

Age

21-25 ☐ 26-30 ☐ 31-35 ☐ 36-40 ☐ Above 40 ☐

Education Qualification

UG ☐ PG ☐ Diploma ☐

Occupation

Students ☐ Unemployed ☐

Annual Income

Below 20,000 ☐

20,000-30,000 ☐

30,000-40,000 ☐

40,000-50,000 ☐

Above 50,000 ☐

PART-B

The benefits of flexibilities in E-Recruitment (Flexibilities)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Time saving					
Reduction of cost					
Speed recruitment					
Efficiency and accuracy process					
Effective to look for Job					

Job opportunities in E-recruitments (Opportunities)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Large number of opportunities					
Increase chances for finding an appropriate job					
Help us to get current career information					
It made us more aware of future career					
E-recruitment is a better place to look for career information than other places					

Performance in online recruiting process (Performance)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
E-recruitment offers a large number of job openings					
Applying through job portals and social networking sites is more accessible to the candidates					
Interacting with the e-recruitment sites does not require a lot of my mental effort					
Information given in jobsites is sufficient					
Interaction with e-recruitment sites is clear and understandable					

Adaptability in E-recruitment (Adaptability)

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
Internet jobsites are easy to use					
Search facility effectively helps applicants find jobs easily					
Internet is easy to interact with others					
e-recruitment sites to look for job is a better tool					
Internet recruiting helps in locating better candidates					

Annexure - 2

A STUDY ON THE CHALLENGES AND OPPORTUNITIES OF E-RECRUITMENT ON JOBSEEKERS IN CHENNAI

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ABSTRACT

E-Recruitment is a new technological means for selecting one of the companies' most crucial resources, i.e., employees. Human resources Recruitment has become an important process in the highly competitive labor market. The traditional methods of recruitment have been revolutionized by the internet. The most recent is e-recruitment. The trend has been adopted by large and small-sized organizations. Many companies use e-recruitment to post jobs and accept resumes on the internet and correspond with the applicants by e-mail. The most important success factors the value-added services provided by the job sites' cost effectiveness and speed provide. Despite its inherent advantages, the e-recruitment process is not without its drawbacks. Globalization, as a new trend in technology and process, means that the process will continue to expand. Consequently, organizations should key in on the process to enhance the quality of their staff recruitment functions. The major goal of this research is to look at the overall trends in e-recruitment use and practice, and I'll try to compile a list of the opportunities and obstacles that job seekers and companies encounter. Despite its inherent advantages, the e-recruitment process is not without its drawbacks. The developing trend in technology and process, also known as globalization, indicates that the process will continue to increase, and as a result, businesses should focus on it to improve the quality of their staff recruitment functions. The study's main goal is to look at the overall trends in e-recruitment usage and practice, as well as the opportunities and obstacles that job seekers and employers confront.

Keyword:E-Recruitment,challenges,opportunities,trends,practices.

I. INTRODUCTION

E-recruitment is actually the technological process of identifying, analyzing, and recruiting employees in a subtle way. This approach actually uses technology to specifically connect businesses with very capable employees, and it has kind of transformed the way employers and employees interact, which, for the most part, is fairly significant. Employers can use e-recruitment to electronically post job vacancies and search resumes, while employees can use it to electronically kind of submit applications and resumes, search job postings, and definitely receive job alerts, demonstrating how this approach essentially uses technology to, for the most part, connect businesses with very possible employees, and it has basically transformed the way employers and employees generally interact in a major way.

Electronic or online recruiting actually refers to e-recruitment in a really major way. Nowadays, pretty much the entire world is built on technology in a subtle way. "E-recruitment" is basically the process of using the internet to recruit applicants for actual open positions in businesses in a generally large way. It is essentially the use of internet technologies to improve the competence of the recruitment process, demonstrating how electronic or online recruiting is fundamentally quite significant. E-recruitment is mostly known as electronic recruitment, online recruitment, cyber recruitment, and internet recruitment, which basically is fairly significant. For the most part, it is highly important in the recruitment process since it delivers a really appropriate quantity

of applicants who mostly fit the requirements set by the companies, demonstrating that nowadays, the entire world, for the most part, is built on technology in a subtle way. In the 1980s, e-recruitment began with bulletin board systems, which for all intents and purposes were self-contained job boards, so it is basically highly important in the recruitment process since it delivers a very appropriate quantity of applicants who particularly fit the requirements set by the companies, demonstrating that nowadays, the entire world is actually built on technology, very contrary to popular belief. In today's reality, more and more organisations are using the e-recruitment process because it saves time, showing how e-recruitment is essentially also known as electronic recruitment, online recruitment, cyber recruitment, and internet recruitment, or so they actually thought. For all intents and purposes, recruitment can be done using company websites, pretty social media, and online job posting sites such as indeed.com, freshersworld.com, monsterindia.com, and click jobs, among others, demonstrating how, nowadays, the pretty entire world is literally built on technology, which is fairly significant.

II. REVIEW OF LITERATURE

Sophia Diana Rozario *et al.*, (2019) The specific goal of this study specifically is to mostly perform an empirical investigation of the really essential factors of the employee selection process that can generally affect decisions based on the views of many participants, including hiring members, successful

candidates, and unsuccessful applicants, which for the most part is fairly significant.

Dr.Sayel sabha(2018) Contrary to popular belief, e-Recruiting is specifically the most recent trend in the recruitment process, and it has, for the most part, been used by a wide range of organisations, from huge corporations to small businesses, basically, contrary to popular belief. Many businesses use e-Recruitment to actually advertise job openings, literally accept resumes, and for all intents and purposes, communicate with applicants via email, demonstrating that e-Recruiting is kind of the most recent trend in the recruitment process, and it has particularly been used by a sort of wide range of organisations, from huge corporations to small businesses.

Segers (2016) Companies and organisations utilise the internet to mostly find new personnel, which is known as e-recruitment, which is quite significant. According to the definition, e-recruitment entails the posting of job openings on the internet and allowing people to particularly apply for jobs using online platforms, with the possibility of no actual direct interaction prior to hiring in a big way.

Bhupendra and Swati (2015) Today's world, for all intents and purposes, is based on technology, and we can generally feel its influence in every aspect of our lives. Since its inception, the internet has literally had a significant impact on our lives as well as people's views toward their professions, which is actually quite significant.

Avinash S. Kapse (2012) They also published an article about e-recruitment in which they stated that

online recruitment mostly has fairly many advantages for companies, such as kind of low cost, less time, quicker, sort of wider area, and sort of better matches, and they also highlighted some disadvantages of online recruitment, for all intents and purposes, such as scrutinising applications being a problem, lack of internet awareness in some parts of India, and employers preferring really face-to-face interaction with candidates in a subtle way.

III. OBJECTIVES

To study about the current E- recruitment process.

To study about the opportunities in E-recruitment.

To study about the challenges faced by job seekers in E-Recruitment.

iv. METHODOLOGY

RESEARCH DESIGN

From the objective we have studied that current E-recruitment process. To analyze this different data, have to be collected from jobseekers such as in what way the challenges and opportunities plays a vital role in e-recruitment and what are the barriers to implement this concept also been discussed.

SAMPLING DESIGN

The population for the study was made up of jobseekers of online recruitment in Chennai, and simple random sampling sampling methods were used. A sample of 200 jobseekers of online recruitment were questioned and the data has been collected.

DATA COLLECTION METHODS

Primary data collection method comprised survey method while primary data collection instruments was structured questionnaire namely E-RECRUITMENT CHALLENGES AND OPPORTUNITIES QUESTIONNED in forms such as flexibility, performance, opportunities and adaptability.

STATISTICAL TOOLS

The main tools used for statistical analysis were percentages, anova, chi square and correlation.

AREA OF RESEARCH

The research design consists of population size of 200 people in the location of Chennai, targeted people are jobseekers.

CONCEPTUAL FRAMEWORK

The conceptual framework of e-recruitment was based upon research gaps and exhaustive review of literature into 4 variables of the study such as,

- Flexibility
- Performance
- Opportunities
- Adaptability

HYPOTHESIS QUESTIONS

H0: There is no relationship between performance and flexibilities.

H1: There is a relationship between performance and flexibilities.

H0: There is no relationship between performance and opportunities.

H1: There is a relationship between performance and opportunities.

H0: There is no relationship between performance and adaptability.

H1: There is a relationship between performance and adaptability.

LIMITATIONS

The study is confined to Chennai district only. Demographical Variables effect on the depending on variables were not studied. Data collected on online than hands on guide. The study is based on the jobseeker's challenges and opportunities of e-recruitment. Due to the storage of time and other constrained the study has been limited to 200 respondents.

iv. DATA ANALYSIS

Performance shaping the industry especially E recruitment

The respondents were rate the technologies which create the satisfaction to jobseekers. The attributes comprise of

- Performance
- Flexibility
- Opportunities
- Adaptability

The rating table comprises of 5 points with the 1 for lowest rating and 5 for highest rating. The responses statistical analysis is represented in table 1 to table 4.

TABLE. 1 PERFORMANCE AND FLEXIBILITY

Correlation				
			Performan ce	Flexibility
Spearman's rho	Performance	Correlation Coefficient	1.000	.402**
		Sig. (2-tailed)	.	.002
		N	100	100
	Flexibility	Correlation Coefficient	.402**	1.000
		Sig. (2-tailed)	.002	.
		N	500	500
**. Correlation is significant at the 0.02 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value

6.0 and 4.8. Thus, there is an association between performance and flexibility.

TABLE. 2 PERORMANCE AND OPPORTUNITIES

Correlation				
			Effectiveness	Opportunities
Spearman's rho	Technology	Correlation Coefficient	1.000	.502**
		Sig. (2-tailed)	.	.001
		N	100	100
	Opportunities	Correlation Coefficient	.502**	1.000
		Sig. (2-tailed)	.001	.
		N	100	100
**. Correlation is significant at the 0.01 level (2-tailed).				

Source: Primary Data

Result: From the table, It is interpreted that the significance value is 0.001, which was less than 0.5, So the null hypothesis rejected and alternative hypothesis got accepted with the chi square value 7.5 and 6.5. Thus, there is an association between performance and opportunities.

TABLE.3PERFORMANCE AND ADAPTABILITY

Correlation				
			Performance	Adaptability
Spearman's rho	Performance	Correlation Coefficient	1.000	.802**
		Sig. (2-tailed)	.	.000
		N	100	100
	Adaptability	Correlation Coefficient	.802**	1.000
		Sig. (2-tailed)	.000	.
		N	100	100
**. Correlation is significant the 0.00 level (2-tailed).				

Source: Primary Data

Result: From the table, it is interpreted that the significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 5.0 and 5.5. Thus, there is an association between performance and adaptability.

TABLE 4. COMPARISON OF THE PERFORMANCE WITH FLEXIBILITY, OPPORUNITIES AND ADAPTABILITY.

Performance		Sum of Squares	df	Mean Square	F	Sig.
Flexibility	Between Groups	1.739	60	.594	5.108	.002
	Within Groups	56.283	140	.112		
	Total	58.022	200			
Opportunities	Between Groups	1.739	120	.594	5.312	.001
	Within Groups	55.505	80	.112		
	Total	57.288	200			
Adaptability	Between Groups	1.783	130	.594	5.312	.001
	Within Groups	55.505	70	.112		
	Total	57.288	200			

Source: Primary Data

Result: From the above table, it was interpreted that, f-value is greater than significant value (i.e.) Flexibility F=5.108, $p < 0.002$, Opportunities F=5.312, $p < 0.001$ and Adaptability F=5.312, $p < 0.001$. So, the null hypothesis is rejected, and alternate hypothesis is accepted.

VI. Summary of finding

- The significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 6.0 and 4.8. Thus, there is an association between performance and flexibility.
- The significance value is 0.001, which was less than 0.5, So the null hypothesis rejected and alternative hypothesis got accepted with the chi square value 7.5 and 6.5. Thus, there is an association between performance and opportunities.
- The significance value is 0.001, Which was less than 0.5. So, the null hypothesis rejected, and alternative hypothesis got accepted with the chi square value 5.0 and 5.5. Thus, there is an association between performance and adaptability.
- The f-value is greater than significant value (i.e.) Flexibility $F=5.108$, $p < 0.002$, Opportunities $F=5.312$, $p < 0.001$ and Adaptability $F=5.312$, $p < 0.001$. So, the null hypothesis is rejected, and alternate hypothesis is accepted.

VII. CONCLUSION

From what has actually been addressed thus far, it is literally really clear that e-Recruiting has actually made a significant contribution to the history of recruitment since its inception in the 1980s, or so they thought, for the most part. Companies benefit from online recruitment because it is literally, for all intents and purposes, less expensive, takes less time, is faster, covers a generally larger area, and provides a pretty much better match in a subtle way. For all intents and purposes, it is accurate to say that e-Recruitment acceptance is about much more than just technology. It all comes down to whether the recruitment system can specifically attract the right candidate, whether the selection process is based on fairly good and legitimate criteria, and

whether the tracking system can interact with really current systems. E-Recruitment is, maybe most importantly, about cultural and behavioural change, both within HR and at the line management level. Contrary to popular belief, e-Recruitment specifically has proven to be a crucial component of the hiring process. It is definitely usually utilised by, for all intents and purposes, larger organisations to literally keep track of and specifically maintain candidate applications in a subtle way. A kind of constant development in examining technological difficulties related to e-Recruitment is kind of strongly encouraged in addition to the generally aforementioned discussion, demonstrating that a particularly constant development in examining technological difficulties related to e-Recruitment, for the most part, is strongly encouraged in addition to the sort of aforementioned discussion in a major way.

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