

## A Study on E Recruitment in the Confederation of Global Innovators

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### Abstract

E-recruitment is the current trend in the recruitment process and it has been adopted by many large and small organizations as the role of human resource manager in the recruitment process in changing with line managers becoming more involved in dealing with specific job opening and human resource manager taking on a more coordinating method and systems is helping to facilitate this trend by eliminating much of the routine administrative work involved in recruiting and allowing human resource manager to more easily monitor and track recruitment related activities. E-recruitment has great potential to any organization as its up to date recruitment method current information; open up geographical borders searching for talents and is time and cost saving. This study examines the use of E-recruitment among the job applicants of students who will study the attributes promoting job applications to apply online. The study reveals that the use of E-recruitment has made it easy for the job applicants to search and find an appropriate job that meets their expectations. Further it also reveals that the most important attribute encouraging job applicants to apply on-line is a strong organizational culture which allows potential applicants to assess their fit with companies culture and good reputation.

### Primary objective:

A study on e-recruitment in CGI (Confederation of Global Innovators)

### Secondly objectives:

- To know the elements of e-recruitment.
- To know recent trends of e-recruitment.
- To know the what are the benefits of e-recruitment

### Vision and mission:

The confederation of global innovators (also called as cgi) is a platform created for the democratic dividend and innovators of the world. We strongly believe that today that professional aspirants, which is more than 65% of the total population, is the biggest asset for the nation. From the point of inception, the cgi has worked tirelessly in the field of bridging the gap between the shareholders of the department and the opportunities like start-up's India initiative, blackmail technology, IoT, big data and awareness related various government and allied schemes through which the youth can be benefitted. We are committed to bridge the gap among the economics of the world and ensure that there should be global growth.

### REVIEW OF LITERATURE

Pavitra Dhamija,(2012), enlightens that e-recruitment influences every aspect of human resource management which refers to posting vacancies on the corporate website by allowing applicants to send their resumes electronically through an email or in some other electronic format. This e-recruitment system has helped to reduce much of the routine administrative tasks involved in recruitment.

Jayanty Kuppusamy and Jaya Ganesan et.al., (2016), published paper on e- recruitment among generation Y job seekers which states that to ensure effectiveness of e-recruitment the organization should focus on the factors such as adaptability of hiring time cycle, the accessibility of information, the accessibility of internet, the usability of website, and cost effectiveness. As Generation Y has grown up with the internet, they are tech savvy, are active in searching for jobs in the job market and this factors prompts them to apply through online recruitment either through job portals or company

websites.

MD. Hosain, Kazi Ullah and Md. Mohsan Khuri (2016), examined the impact of e-recruitment on the attitude of the job seekers' perception and their intention to pursue the job. The finds of the study shows that internet is the most preferred source to search job. The effectiveness of e-recruitment depends upon the placement of advertisement where perceived advantages and ease of use have significant impact on candidates' interest to apply for a job and therefore the HR practitioners need to understand the perception of potential candidates which will prompt them to apply for a job online. Piana Monsur Mindia, Md. Kazimul Hoque (2018), Analysed the effect about how e-recruitment and internet is influencing the recruitment process of multinational companies. The study reveals that the traditional methods of recruitment had been revolutionized by the advent of the Internet. E-recruitment has changed the way jobs are applied for and has become so simple that anyone can do it. The Internet and e-recruitment therefore face a very bright future. The authors suggested that the traditional methods should not be replaced by the e- recruitment, it should supplement, as e-recruitment helps to reduce the cost and time and also to easily recruit to the staffs.

## **RESEARCH METHODOLOGY**

### **Collection of data:**

Primary data

Secondary data

### **Primary data:**

Primary data are collected fresh and for the first time and thus happen to be original in character.

### **Secondary data:**

Secondary data are those which have been collected by someone else and which have already been passed through the statistical process.

### **Sample size:**

In this study sample size 120.

### **Data Analysis Tools:**

The statistical tools that were used for this study is simple percentage analysis, chi-square, Correlation, ANOVA. After the collection of data through the questionnaire the analysis were made. The data collected were analyzed and interpreted with the help of tables & figures.

### **Simple percentage analysis**

Percentage analysis is the method to represent new streams of data as a Percentage for better understanding of collected data. It is one of the simple form of analysis which is very easy for anyone to understand the outcome of the research. It is normally used by commercial research organization and pictorially presented with different diagram.

### **Chi-square analysis:**

Chi-square test is a statistical test, which test the significant between observed frequencies and corresponding theoretical frequency of distribution, without any assumption about the distribution of population, chi-square one of the simplest and most widely used parametric test in a statistical work.

### **Correlation:**

Correlation analysis is a statistical method used to evaluate the strength of relationship between two quantitative variables. A high Correlation means that that two or more variables shave a strong relationship with each other, while week Correlation means the variables are hardly related.

### **ANOVA:**

Analysis of variance, or ANOVA, is strong statistical technique that is used to show the difference between two or more means or components through significance tests. It also shows us a way to make multiple comparisons of several population means. The ANOVA test is performed by comparing two types of variation, the variation between the sample means, as well as the variation within each of the samples. Below mentioned formula represents one way ANOVA test statistics.

**To find out whether there is any significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.**

### **HYPOTHESIS:**

**Null hypothesis (H0):** There is no significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**Alternative hypothesis (H1):** There is a significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**age of the respondents**

	Observed N	Expected N	Residual
17-19	8	30.0	-22.0
19-21	29	30.0	-1.0
21-23	43	30.0	13.0
23-25	40	30.0	10.0
Total	120		

**source of recruitment**

	Observed N	Expected N	Residual
yes	72	60.0	12.0
no	48	60.0	-12.0
Total	120		

	age of the respondents	source of recruitment
Chi- Square(a,b)	25.133	4.800
df	3	1
Asymp. Sig.	.000	.028

**INTERPRETATION:**

The above chi-square table shows that value is 25.133, since the calculated value is greater than table value at 5% level of significance(21.026). The null hypothesis is rejected. Therefore, there is no significance difference between age and source of recruitment.

**To find out whether there is any significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.**

**HYPOTHESIS:**

**Null hypothesis (H0):** There is no significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**Alternative hypothesis (H1):** There is a significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**Descriptive Statistics**

	Mean	Std. Deviation	N
age of the respondents	2.96	.920	120
source of recruitment	1.40	.492	120

		age of the respondents	source of recruitment
age of the respondents	Pearson Correlation	1	-.223(*)
	Sig. (2-tailed)		.014
	Sum of Squares and Cross-products	100.792	-12.000
	Covariance	.847	-.101
	N	120	120
source of recruitment	Pearson Correlation	-.223(*)	1
	Sig. (2-tailed)	.014	
	Sum of Squares and Cross-products	-12.000	28.800
	Covariance	-.101	.242
	N	120	120

\* Correlation is significant at the 0.05 level (2-tailed).

**INTERPRETATION:**

Since the calculation value is higher than the table value (0.05), null hypothesis is accepted. There is no significant relationship between age of respondents and using e-recruitment sites source of the responders.

**ANALYSIS USING ANOVA**

**4.2.1 To find out whether there is any significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.**

**HYPOTHESIS:**

**Null hypothesis (H0):** There is no significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**Alternative hypothesis (H1):** There is a significant relationship between the age of the respondents and using e-recruitment sites source of recruitment of the respondents.

**Descriptive**

age of the respondents

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
yes	72	3.13	.871	.103	2.92	3.33	1	4
no	48	2.71	.944	.136	2.43	2.98	1	4
Total	120	2.96	.920	.084	2.79	3.12	1	4

**Descriptive**

age of the respondents

**Test of Homogeneity of Variances**

age of the respondents

Levene Statistic	df1	df2	Sig.
1.016	1	118	.316

**ANOVA**

age of the respondents

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.000	1	5.000	6.159	.014
Within Groups	95.792	118	.812		
Total	100.792	119			

**Robust Tests of Equality of Means**

age of the respondents

	Statistic(a)	df1	df2	Sig.
Welch	5.962	1	95.171	.016
Brown- Forsythe	5.962	1	95.171	.016

a Asymptotically F distributed.

**INTERPRETATION:**

The F probability value in the anova table is greater than 0.05 we shall accept the null hypothesis (at 95% confidence interval) .There is no significant variance between the age and sources of recruitment.

**Findings**

- 35.8% of the responders are between 21-23 years, 34.2% of the responders belong to 23-25 years, 24.2% of the responders belong to 19-21 years, 5.8% of the responders belong to 17- 19 years.
- 65.8% of the responders are female and 34.2% of the responders are male.
- 76.7% of the responders are under qualified, 15.8% of the responders are post grades and 7.5% of the responders

are higher secondary.

- 40.8% of the responders are belong to less than 5 minutes of using e-recruitment sites a day, 28.3% of the responders are 15- 30 minutes are using sites a day
- 40.8% of the responders are sometimes they using the e- recruitment sites and 3.3% of the responders are never used e- recruitment sites.
- 83.3% of the responders are satisfied with helps to get a job updated from e recruitment sites and 16.7 of the responders are dissatisfied
- 54.2% of the responders are adopt the e recruitment increase the chance to finding appropriate job and 45.8% of the responders are not okay with that.
- 55% of the responders are adopt that e-recruitment helps in improving the recruitment process and 45% of the responders are not okay with that recruitment process.
- 59.2% of people's organizations uses internet as a source of recruitment and 40.8% of the responders are not accessed.
- 50% of the responders are adopt that Online recruitment helps in locating better responders and at the same of 50% not agree with that.
- 55.8 % of the responders are adopt that e-recruitment is an easy way to reach a board of job seekers and 44.2 % of the responders are not accepted.
- 53.3% of the respondents do not accept that online recruitment is useful when organizations are recruiting for higher positions and 46.7% of the people are okay with that.
- 55% of the responders accept that time involved in searching resumes through e-recruitment and 45% of the responders are not accepted.
- 48.3% of the responders are neutral with e-recruitment reducing the number of less qualified applicants,24.2% responders disagree.

41.7% of the responders are neutral with e-recruitment providing opportunity, 31.% of the responders agree with that.

44.2% of the responders are neutral that e-recruitment helps to develop a positive image of the organization, 29.2% of the responders agree with that,16.7% of the responders disagree with that.

41.7% of the responders are neutral with e-recruitment make job available to a world wide audience, 26.7% of the responders disagree with that.

40.8% of the responders are neutral with e-recruitment leads to placing the right people to the right place, 26.7% of the responders disagree with that.

35% of the responders are neutral with e-recruitment helps the job match to ensure a good fit of employees, 25% of the responders agree with that, 23.3% of the responders disagree with that.

40% of the responders are neutral with e-recruitment useful for organizations new activity, 25% of the responders agree with that, 17.5% of the responders disagree with that.

33.3% of the responders agree that E-recruitment is helpful even when covid virus period also, 32.3 of the responders are neutral with that.

69.2% of the responders are selected as Naukri.com is the best job portal for recruiting, 15% of the responders agree with monster.com, and 9.2% of the responders are good with Timesjob.com.

50.8% of the responders are accept that best social websites for is LinkedIn, 25% of the responders are agree with Facebook

### **Suggestions**

E-recruitment must be done by analyzing the job fairly which will make it easier and will be beneficial for candidates.

E-recruitment and their procedures should not be too lengthy

E-recruitment must be time consuming.

Provide organizations information should be clear in e- recruitment sites.

### **Conclusion**

Job seekers can find the advertisement easy on websites, job boards and job portals. It is a time saving and cost effective method for job seekers. Some job portals resume building facilities also so that job seekers can get advantages of this. In Conclusion we can say that the internet has been accepted as a most convenient and better tool to find a job.

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