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A Study of Impact of Online Recruitment on IT Companies

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Abstract:

Online recruitment can reach a larger set of potential employees and facilitate the selection process. E-recruitment has been an issue of interest over the past ten years. Internet is considered as the latest mode of hiring. It is a kind of revolution in the world of recruitment. The term online recruitment, e-recruitment or internet recruiting, imply the formal sourcing of job information online. Online recruitment is widely used in IT companies. The main benefits of Online Recruitment are Low recruitment cost per candidate, wide Coverage, less time required for recruitment and selection process, attract mor candidate. There are some challenges faced by the HR manager while implementing the online recruitment as Anxiety in retaining the employees sourced through Portals, Low hit Rate, Trouble in attracting Passive Job seekers and have to take efforts in screening the large number of respondents. In this study it is revealed that online recruitment job portals and software are used by various Human Resource managers like Naukri.com, monster.com, Indeed, LinkedIn are just a few in the list.

Keywords: Online Recruitment, E- Recruitment, IT Companies, Recruitment Policy.

1. Introduction of the study:

Online recruitment is also called as E- Recruitment. In recent years adoption of technology in the IT companies they precisely use Web-based resources for recruitment steps like finding, attracting, assessing, interviewing and obtaining new employee. The aim of e-recruitment is to make the processes involved more efficient and effective, as well as less expensive. Online recruitment can reach a larger set of potential employees and facilitate the selection process. E-recruitment has been an issue of interest over the past ten years. Internet is considered as the latest mode of hiring. It is a kind of revolution in the world of recruitment. The term online recruitment, e-recruitment or internet recruiting, imply the formal sourcing of job information online.

E-recruitment can be broadly divided into two types: corporate web site for recruitment and commercial jobs boards (such as monster.com,