

E- Recruitment and E- Selection Process Improves the E- Human Resource Management activities in Information Technology Companies in Hyderabad

Ms. Koudagani Mamatha,

Research Scholar,
MBA Department,
Koneru Lakshmaiah Education Foundation,
Deemed to be University, Off Campus, and Hyderabad
Ph: +91-8712968133, Email: kulakarni.ammu2@klh.edu.in

Dr. Kiran Kumar Thoti,

Associate Professor,
MBA Department,
Koneru Lakshmaiah Education Foundation,
Deemed to be University, Off Campus, and Hyderabad
Ph: +91-9686261185, Email: kirankumar3561@klh.edu.in

Arshiya Sultana,

Assistant Professor,
MBA Department,
Bharat Institute of Engineering and Technology
Mangapally ibrahimpatanm, hydrebad pin: 501510
Ph: +8790861845, Email: arshiyasulthana@biet.ac.in

Ms. Koudagani Mamatha,

Assistant Professor,
MBA Department,
Bharat Institute of Engineering and Technology,
Mangapally ibrahimpatanm, hydrebad pin: 501510
Ph: +91-8712968133, Email: mamatha@biet.ac.in

ABSTRACT

The study objectives were to interview the relationship between the E- Recruitment and E-Selection process in the Information Technology (IT) MNC Companies in Hyderabad. E- Recruitment primary process starts with identify the job needs, Job analysis, job specification, job description, attracting the applicants to apply for the job screening the profile of the job applicants or seekers and interview the application according to the needs of the organization. The process of E-Recruitment process is length in the 2000 to 2010 due to manual process. After 2010 onwards, the process of the recruitment easier by adopting the E- Recruitment strategies for the Information Technology. At present in 2020 onwards, the recruitment process become must be easier by involving the Artificial Intelligence (AI) in the E-Recruitment process. The E- Recruitment and E- Selection process is work together for the effective function of the E-Human resource management. The research is based on the two independent variables E- Recruitment process and E-selection process on the dependent variable E- Human resource management process with the special study on the Information Technology companies i.e., Multinational Companies (MNC) located in the capital of Telangana, Hyderabad. The scholar collected the research data from the employees working in software companies in Hyderabad. The scholar prepared the questionnaires was using five-point Likert scale. The scholar uses the reliability test, validity test and factor analysis test to find the relationship between the e-recruitment and e-selection process on e-hrm process in IT MNC companies in Hyderabad from 190 samples.

Keywords: E-HRM, Information Technology, Recruitment, Selection and Software companies.

Introduction:

E-recruitment is an umbrella word for all electronic-based recruiting and recruitment management activities. HCM software providers do not use this phrase to describe their solutions. They refer to their systems as recruiting software or recruiting software in general. Vendors have a solid motive to remove the e- from e-recruitment. The phrase e-recruitment is derived from the term e-commerce. Electronic commerce clearly separates online retail sales from those made in physical and mortar locations. Authors explainall job advertising and recruitment are online nowadays. There

will always be classified advertisements in newspapers and other print media, as well as job postings on billboards, in public transportation, on buses and trains, and on storefront windows and other visible surfaces. These, on the other hand, are more focused recruitment marketing initiatives that frequently include a link to a company's website for further information about a position. Larger stores may feature job application kiosks for those who come in looking for jobs. Today, internet recruitment dominates the market, and all solutions in the recruiting arena play a role in organising, automating, monitoring, and analysing applicant and job data from online sources.

E-recruiting methods

The phrase "e-recruitment" is used to denote recruiting in a general sense. It's a generic term that may be used to describe any stage of the recruiting process, including internet recruiting and online recruitment. When discussing recruiting systems and hiring procedures, the phrase "e-recruitment" is a good starting point. Recruiting management systems, social recruiting, application tracking systems, recruitment marketing, candidate relationship management, talent acquisition, and talent management software are all examples of this kind of system. Predictive analytics and chatbots assist to discover the best candidates in e-recruitment processes. Systematic efforts are underway to eliminate discriminatory language in job postings, as well.

Challenges of e-recruitment

The selection of e-recruitment platforms is a big concern for HR managers nowadays.

One of the most important uses of HR funds is in recruitment. There is a lot of activity in the start-up sector, and consumers are being invited to experiment with a broad variety of technologies. As a result of the high level of competition, customers are eager to weigh their alternatives. However, users are confronted with significant choices. This is a fast-moving industry that is attracting huge suppliers with access to a vast amount of data to participate. Hiring platform Hire was launched by Google in 2017. Both Facebook and well-established employment portals like CareerBuilder and Monster.com are beefing up their job analytics. It's called e-recruitment when the whole process of locating, evaluating, and hiring people is done electronically. This procedure uses technology to link companies with possible workers and has altered the way employers and employees communicate. Electronic recruiting allows employers to post job vacancies and search resumes online, while workers may use it to submit applications and resumes electronically, search job posts, and get notifications for new employment opportunities. – Using e-recruitment, employers may access a larger pool of prospective candidates. There are a variety of ways for companies to implement e-recruitment, from building their own stages in-house to using e-recruitment HR software. It's the process of finding, recruiting, screening, and employing people that is automated using internet stages and HR software. Using this internet recruiting method, businesses may build a strong online presence and engage with potential employees.

1. Cost-Effective

The costs of advertising, travel, and the fees charged by outside recruiters, among other things, are often rather costly when it comes to recruitment. To avoid wasting time and money on the hiring process, consider using e-recruitment, which allows you to post job openings for free on a variety of social media platforms with the click of a button.

2. Quicker process

Candidates' information and CVs may be screened, filtered, and sorted easily by pressing a few buttons. It is no longer necessary to manually enter applicants' information into an application since e-recruitment has made the procedure much more efficient and timesaving.

3. Customized filtration

E-recruitment helps recruiters to narrow down their search for the best applicants by narrowing down their search criteria. Due to these factors and many more, electronic recruiting systems' filtering devices make it much easier to sort out applicants according to their qualifications, such as their education and work history.

4. Flexible

In terms of adaptability, the E-recruitment process is straightforward. As a result, it is simple to use and offers a platform from which all HR managers can track the recruiting process and their funnel. Additionally, the cloud-based function enables the employer to keep a CV database in one location, making it simpler to refer to or revisit in the future.

Disadvantages of E-Recruitment:

Problems with the technology: Candidates may be hesitant to submit an online application because they are concerned about its security. There's always a chance that the application system may take too long to complete or lose data throughout the submission process

False claims of employment: Some applications may be phoney to get information about the organisation or the hiring official. In the same way, spammers may use your company's internet information to promote a service or product. If you divulge too many details in your advertising, vengeful programmers may even use the information to get access to the IT frameworks of your firm.

Third, it's less efficient: It might be tough to figure out what's working and what isn't when it comes to e-recruitment since some companies don't give an in-depth study of your posting. Obviously, this is a common problem in the recruiting process that is separated.

Ill-defined expectations: When communicating with predetermined representatives through a screen, it is possible to get muddled messages or develop the erroneous impressions. Talking to someone face-to-face allows you to get a better sense of what they look like and how they communicate with one other.

A wide range of demographics: Organizations should exercise more caution when using e-recruitment because of the large number of applications it generates every day. Candidates who reside too distant from the workplace should also be avoided by scouts, as should those who are ineligible for the position.

As a result of the consequences of COVID-19, the Malaysian labour market has yet to fully recover. As a result, the employment market is very competitive. In addition, our more reliant reliance on technology is transforming the way we live. Since most firms today utilise a remote or hybrid work arrangement, it's no wonder that the job-search process continues to adapt. Using the Internet to apply for a job has made it simpler. As a result of online recruiting, or e-recruitment, the playing field has become much more even. Increased access to a wide range of employment options has made finding work easier for many more job seekers. Additionally, job hunters might save time and money by submitting many applications online rather than in person. Regardless of whether you're a recent college student or in the market for a change of scenery, you need to know how companies go about seeking new employees. Understanding the online recruiting procedure can help you maximise your application. e-recruitment, or online recruiting, is the use of digital technologies and resources by companies to aid in the hiring process. Employers may connect with a broad spectrum of job searchers by using the Internet. In the past, employers had to wait months or even years to fill vacancies. Recruiting new employees has never been easier because to new technology that streamlines the hiring process from start to finish.

Malaysia's best e-recruitment platform

It's a one-stop shop for both job searchers and companies, like Job Street Job Street helps employers advertise their openings and other opportunities to qualified applicants in a more timely and effective manner. Job searchers benefit from a platform like this since it provides them with the information, they need for a successful application process. Candidates may take advantage of e-recruitment, which businesses have found to be cost-effective for recruiting. The following are some advantages of using Job Street as your primary source for electronic recruiting.

- Find out everything you need to know: E-recruitment platforms that are efficient enable job searchers to swiftly access key information such as the job description, pay range, and business biography. #JobsThatMatter may now be filtered more simply thanks to this.

- Simple and quick procedure for applying: When applying for a job using pen and paper, the process might take a lot of time. Sending many applications using e-recruitment platforms saves time over sending them all via snail mail. The time you save will allow you to better focus on preparing for the next stage in the application procedure.

The ability to communicate quickly and effectively: Employers may contact you with only one click thanks to Job Street's optimised sourcing, which allows you to find jobs that match your specific interests. On the site, you can even keep track of your application and achievements, so that you don't miss out.

- Protect your personal information: When the wrong individuals get their hands on a résumé, the quantity of personal information contained within may be dangerous. When you use a secure online recruiting platform like Job Street, you can rest easy knowing that your personal information is safe and secure.

Candidates may apply to posted vacancies using WIPO's e-Recruitment system, which is accessible online and enables for the creation and management of applicant profiles. The following benefits are available to job seekers who use the WIPO e- recruitment system:

- Offers an on-line application submission method.
- It is possible for visitors to set up a personal profile for future visits.
- Personal history forms may be completed in parts, making it easier for candidates.
- The ability to return at any moment to see or amend personal data.
- The ability to apply to several different job postings.
- Uploading extra information (such as a cover letter, CV, picture, publications, and other relevant documents) is possible using the accessible features.
- The ability to track the progress of applications that have previously been filed
- E-mail communication about the selecting process may be sent automatically through email.

Note: All applications for employment opportunities at WIPO must be made via the WIPO e-recruitment system.

PROCESS

Below is a flow chart outlining the procedures involved in applying for a position using WIPO's e-Recruitment system. All applicants must follow these procedures to guarantee a successful application to a job advertisement. In this paper, you'll find a full description of each of these four phases.

Step 1: Register as a New Applicant

Step 2: Complete your personal history form

Step 3: Submit your application

Step 4: Track your application

E-Selection

Recruitment concludes and selection starts electronically. E-selection is defined by Gueutal and Stone (2005) as a combination of web-based testing, in-person interviews, and job offers. Most businesses utilise e-selection to accomplish certain goals, such as lowering costs, getting the most out of their human capital, and ensuring their long-term viability. To run e-selection correctly, businesses must take into account a few procedural criteria, such as designing the system, selecting vendors, and implementing the project. Electronic selection systems are currently being used to assess job candidates' knowledge, skills, and competencies; manage application flow, and analyse the success of selection systems. Resume scanning systems, for example, typically screen resumes for keywords and offer applicants with rapid feedback on their suitability for a position. → Online interviews and personality evaluations, background checks and automated testing are also being used to evaluate applicants' cognitive ability levels in today's workplace. It is also possible to produce specialised interview questions for managers by using clever Web-based tools that generate profiles of candidates' strengths as well as their deficiencies. Finally, data from these systems is coupled with the results of drug testing and other evaluations to assist recruiting managers in making final hiring choices. According to some opponents, online methods (such as cognitive ability testing and keyword systems) may not yield trustworthy and valid evaluations since they are not always supervised or based on job analysis. There is little study on e-selection. It's worth emphasising that e-assessments are subject to the same professional standards as other selection methods.

Review of Literature:

As a result of the continuing COVID-19 epidemic, several leaders have re-examined how they recruit medical students. Many training programmes in Hospice and Palliative Medicine are now using virtual recruiting as a long-term strategy. It is true that smaller training programmes and localities with less well-known locations are disproportionately affected by the phenomenon of virtual recruiting. To find out whether a well-established programme in a mid-sized city that is less well-known than many similar programmes believes that virtual recruiting approaches are more valuable than face-to-face ones. During the 2020 virtual recruiting season, we assessed our faculty's comfort level with conducting interviews through video conferencing. To better understand how internal medicine candidates are ranked, the 2020 NRMP Internal Medicine Program Director Survey was utilized to compile the survey questions. As a group, faculty members were asked to decide whether to conduct face-to-face or virtual interviews and explain why they chose one over the other. The poll was sent to 23 professors, and 17 of them responded. Nine out of the 17 faculty members favored virtual interviews over in-person interviews, even though more faculty members believed that in-person interviews provided a greater opportunity to recruit the most suitable trainees. While our faculty acknowledges the advantages of in-person interviews for prospective Hospice and Palliative Medicine fellows, they feel that virtual interviews are an effective and possibly profitable approach to recruit the future workforce of Hospice and Palliative Medicine.

(Pham et al., 2022) Women in all countries are expected to be tested for cervical cancer at a rate of 70% by 2030 as part of the World Health Organization's (WHO) worldwide policy. Media campaigns to educate the public on the need of screening are common, but community health workers (CHWs) may also play a role in increasing screening rates. Two

cervical cancer screening recruiting tactics were compared in a low-resource environment. The research was carried out in Cameroon's West Region, in the DSc hang Health District, a population of 300,000 people. In a single-visit preventive initiative at DSc hang District Hospital, we recruited and tested women for cervical cancer from September 2018 to February 2020. Recruitment was solely focused on Community Information Channels (CIC) for the first nine months (e.g., street banners). After completing training in cervical cancer preventive counselling, CHWs began participating in community activities as of the tenth month. The number of women recruited, and the associated direct expenditures were used to compare the two approaches of increasing the population (CHW costs included recruitment, teaching, certification, identification badge, flyers, transport, and incentives). An incremental cost-effectiveness ratio was used to measure the intervention's cost-effectiveness (ICER).

(Lee, Locklin, Patel, Lu, & Hillier, 2022)To learn more about how doctors think about memory care and the obstacles they face when trying to enrol patients for study. Methods and materials: A survey of attitudes and impediments to memory clinic study recruiting was completed by clinicians. Results: Drug trials have a lower level of comfort and desire to participate in research than observational and non-drug studies. Having a standardised recruiting procedure was deemed significant by the respondents. Research participants' discomfort and lack of desire to participate may be explained by the obstacles that have been identified. Discussion: Findings may be used to guide future attempts to establish a recruiting method that overcomes identified hurdles, while also giving an opportunity to boost participant recruitment in dementia research. Participation in research studies by those who have dementia and are being treated in primary care is difficult, and this might cause delays in the study's conclusion. Patients for research studies may be attracted to MINT Memory Clinics, which are multispecialty interprofessional teams. Study participants answered a question about their perceptions about research recruiting from primary care memory clinics. Researchers found that clinicians were only somewhat interested in participating in clinical trials because of their level of comfort. MINT Clinics noted several obstacles to recruiting patients for research, including a lack of time, a lack of information to communicate with patients, and a lack of understanding and experience with research. Participants in dementia research may benefit from these results because they may be used to create a recruiting strategy that eliminates previously recognised obstacles and thereby increases the number of people willing to participate.

Research Objective: The objective of the study is to analysis the impact of Electronic Recruitment process on the E Human Resource Management and its moderate impact of E selection process on the E- Recruitment on E-HRM process in the Information Technology industries.

Research Methodology:

- Primary Source: The data was collected using questionnaires frame using nominal scale and ordinal scale.
- Secondary Source: The data was collected from HRM journals, web of science journals, Scopus database.
- Testing: The data was tested using the Reliability and regression testing tools.

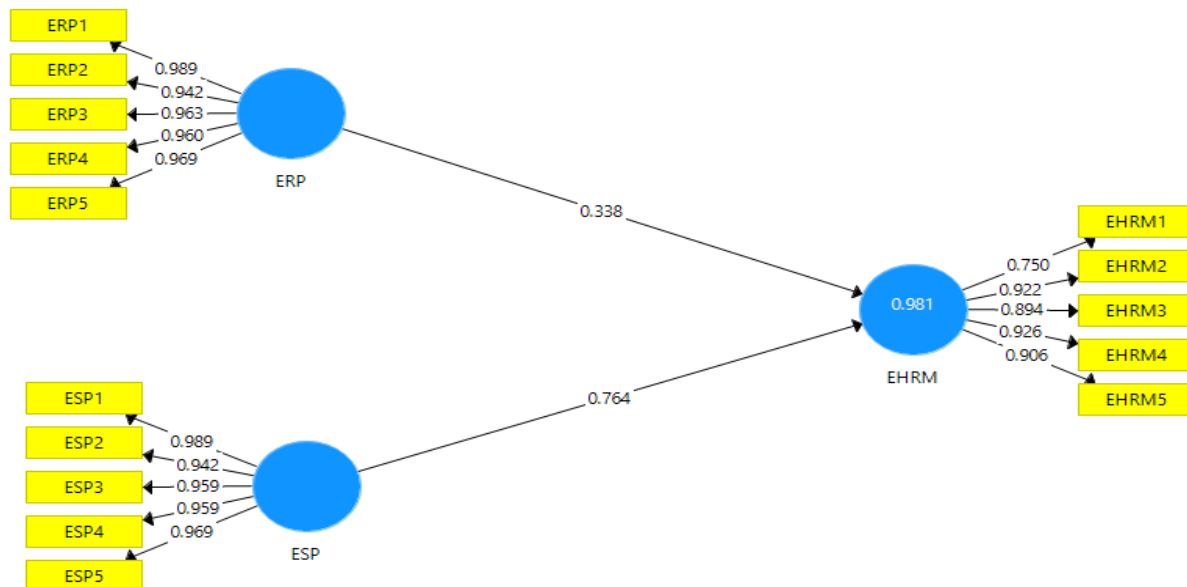
Data Analysis: Factor Analysis:

Factor Loading

Factors	Loading Values
EHRM1	0.75
EHRM2	0.922
EHRM3	0.894
EHRM4	0.926
EHRM5	0.906
ERP1	0.989
ERP2	0.942
ERP3	0.963
ERP4	0.960
ERP5	0.969
ESP1	0.989
ESP2	0.942
ESP3	0.959
ESP4	0.959
ESP5	0.969

Interpretation: The loading values of all the factors are above 0.70, that indicates all the questionnaires are related to the EHRM, ERP, ESP are strong and acceptable for the future study. EHRM stands for Electronic Human Resource Management, ERP stands for Electronic Recruitment process and ESP stands for Electronic Selection Process.

Factor Analysis & Cronbach's Alpha Value:



Interpretation: The impact factor on E Human Resource Management Value is 0.981 with respect to the E Selection Process and E Recruitment Process.

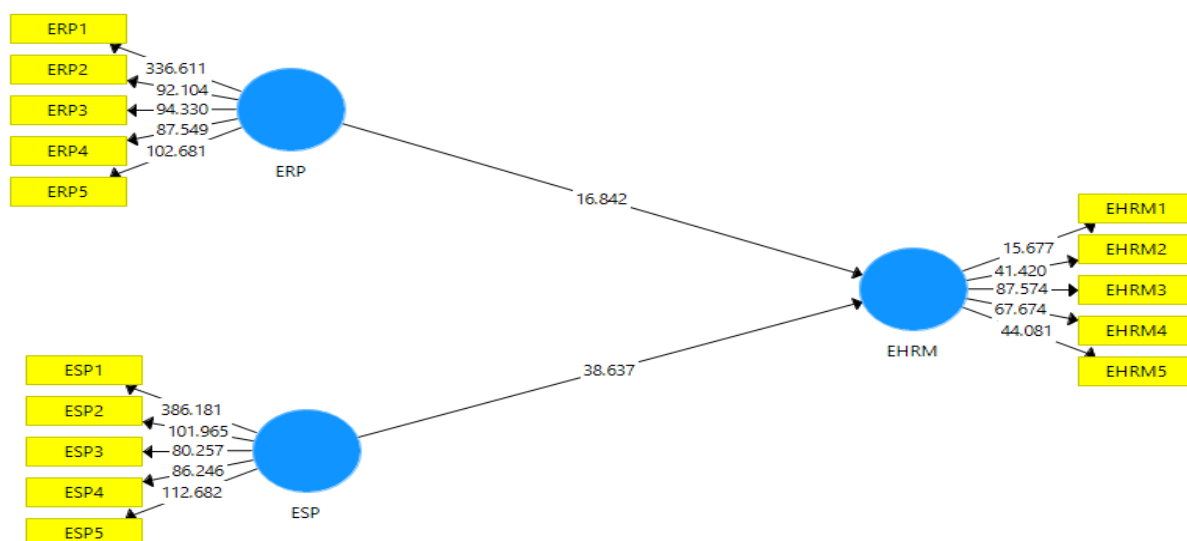
Variables	Cronbach's Alpha Value
EHRM	0.927
ERP	0.981
ESP	0.981

Interpretation: The variable EHRM, ERP and ESP Cronbach's Alpha value are 0.927, 0.981 and 0.981 indicates, the variables are significant

Hypothesis Testing:

H1: E Recruitment Process and E- Selection process will improve and strength the of E- Human resource process in IT MNCs Companies in India.

Path Analysis:



Bootstrapping Testing for Path Analysis Using Smart PLS- SEM

Path	T Value	P Value
ERP-> EHRM	16.842	0.000
ESP -> EHRM	38.637	0.000

Interpretation: The P Value in the Bootstrapping testing is less than 0.005, that means the the model was significant and acceptable. We are accepting the hypothesis statement i.e., E Human Resource Management was dependent of the E selection process and E recruitment Process in Information Technology industries located in Hyderabad. The T values from the path analysis test is more than 1.96 indicates there is positive coefficient between the variable and the model is accepted & significant with our study.

Finding and Conclusion:

Employees working in Information Technology Companies in Hyderabad strongly believe that Electronic recruitment process and Electronic selection process help the organization to work effective function of electronic human resource management. All of the loading values are more than 0.70, indicating that all of the questionnaires linked to EHRM, ERP, and ESP are solid and suitable for further research. EHRM is an abbreviation for Electronic Human Resource Management, ERP is an abbreviation for Electronic Recruitment Process, and ESP is an abbreviation for Electronic Selection Process. EHRM, ERP, and ESP are all variables. Cronbach's Alpha values of 0.927, 0.981, and 0.981 suggest that the variables are statistically significant. In the Bootstrapping tests, the P Value is less than 0.005, indicating that the model was significant and acceptable. We agree the hypothesis statement, which states that E Human Resource Management is based on the E selection and E recruiting processes in Information Technology firms in Hyderabad. The T values from the path analysis test are more than 1.96, indicating that there is a positive correlation between the variable and the model, which is acceptable and significant in our research.

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