Abstract

We are living in the computer age; Organizations are beginning to depend on the Internet for all types of business

activities including online recruitment – more popularly referred to as E-recruitment. E-Recruitment describes a range of ebusiness technologies designed specifically for recruiters who encourage new candidates to apply for jobs online. Online job sites have revolutionized the recruitment landscape for both employers and job seekers and largely increased the efficiency with which hiring decision can take place. Recruitment through World Wide Web (WWW) provides global coverage and ease. The use of online recruitment methods is now widespread among many organizations and it helps for a better understanding of where the talent congregates. One of the key challenges of using online job applications is that many candidates see the internet as a way to apply for multiple jobs without adequately addressing the selection criteria. In terms of HRM, the internet has radically changed the recruitment function from the organizational and job seekers' perspective. The job seekers send their applications or curriculum vitae (CV) through an e-mail using the Internet. Job seekers get benefited with the internet era and start searching the jobs on internet. This study examines the result of a survey on how users utilize e-recruitment to search for jobs and their perception to pursue the job. A sample of fifty final year students who are pursuing under graduation and post graduation answered the questions regarding their intention of using the e-recruitment.