

E-Recruitment Process With Use Of Business Process Modeling

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Abstract - Now a days all business organizations need best qualified or appropriate candidates for a job opening which in timely and cost effective manner the recruitment process is step by step procedure which consist certain procedure like analyze requirement of a job, filter these employees who eligible set contain eligibility criteria. Screening & Selecting applicant then hiring & integrating new employee to organization-Recruitment it is a new trend which is globalized in this in this area. We all the success of each organization is dependent on good human resource & recruitment which is crucial. Traditional recruitment process needs more man capital here this traditional process is combined with internet which is more beneficial.

This paper focuses on the concept benefits, cons & pros of E-Recruitment with recent trend & methods. The best decision in business that you can make is to hire well qualified knowledgeable people, which saves time and business will run smoothly & effectively. Today there is so many races between domestic and international companies. So for getting best employee there is need of good recruitment.

Key Words: E-Recruitment, trends, internet, business process modeling , Experience, qualification, external recruitment, internal recruitment.

1. INTRODUCTION

Now a days, world is technology oriented everything we need as well as we get is automated day by day. Computers and technology are most important and necessary part of human life, people can't imagine life without technology , we use it in our daily life like mobile application, internet, banking , finance, healthcare etc. , so we are going to see how it is related to HRM & recruitment process. If we go to past and see the process then, it was complicated to send

resume to prospective person but now with this technology we can send resume easily without any extra efforts & within span of clicks , which is not available in past. Any business organization need to be forward and an innovative aggressive toward the goal they want to achieve but all depend on technology and resources which cater their goals.

It's a way of promoting vacancy of any organization online which helps employer to reduce their screening cost and helps to the organization to reduce manpower and extra efforts of hiring employee. Earlier recruitment doesn't pick any back bone or technology but now a day's internet is back bone, which bring huge development is recruitment and hiring process. This made business for employer .The employee can select candidate from anywhere and anytime, which gives big business opportunity for organization and this will act as interface between employer and job seeker.

Recruitment is the process of creating a pool of candidates to fill a specific position. It may also be regarded as being an information system through which an organization literally informs the HR Market about the jobs it has to offer. This way, in accordance with current legislation, it is able to obtain a number of suitable 14 people, so that both the organization and the candidates are free to make their choice, taking into account their short and long-term interests. Recruitment is, according to this definition, only the first stage of the Hiring Process. The Hiring Process means carrying out a full series of functions in addition to simple Recruitment. It means making a choice and deciding if the company feels that any of the candidates meet the requirements of the specific job and, if so, hiring that person. The next step is closing the deal and having the new employee join the company and fit in within the existing company culture.

Goals :-

- Speed up the business process design work by reducing the deliberation time which is needed when domain knowledge is inadequate or missing.

- Provide guidance for choosing the most likely tasks by minimizing the errors that are possibly made in business process design work.

2. Recruitment and E-Recruitment Process

Recruitment consists of practices and activities which carried out face to face between job seeker and recruiter. It is a way to attract and secure a staff position for candidate. There are following steps and phase's performed which described in following figure.

Here, First organization gives the information about job vacancy (via different medium) ,then the candidates or jobseekers part come here, they will submit resumes to that organization then after filtering and sort out organization finalize list of candidates which are allowed for next procedure , like there will be aptitude test, technical interview, group discussion etc.

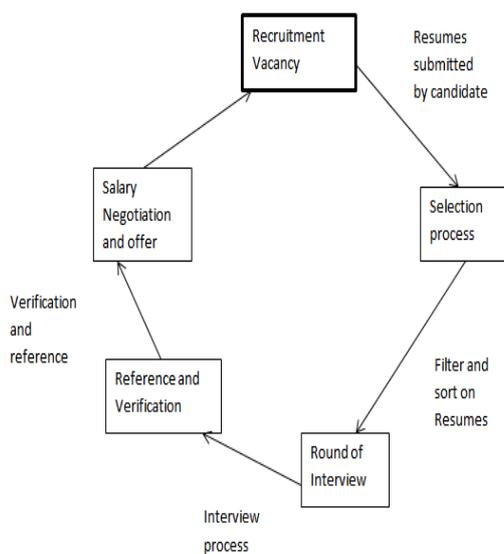


Fig1-Recruitment Process

After completion of this process the candidate is selected for job and salary negotiation done if candidate agrees to their terms and condition then recruiter gives him/her appointment letter.

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the existing company culture. This means that once the company's hiring policies have been clearly defined, there is a process, which we call the "Hiring Process" that may be broken down into the following stages:

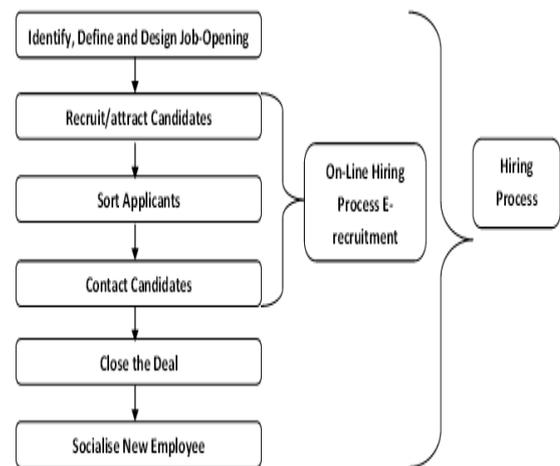


Fig2-ERecruitment

Here the problem comes as many times candidate doesn't know about job vacancy or to read each and every resume then filter among those which take more time and extra manpower .so with advance of technology recruitment is emerged with internet, which is E-Recruitment. It is also known as online recruitment which is latest trend , where technology and web is used .E-Recruitment is fast to process as compare to traditional recruitment process ,quicker and cheaper technology which provides more opportunity as compared to existing way.

3. LITERATURE SURVEY

The e-recruitment has come up with valuable method for finding potential candidates who are not necessarily looking for a change in their current jobs but would be open to the right opportunity. The Society for Human Resource Management (SHRM) has published a report entitled Workplace Trends during 2007-2008 which states that there is a high demand for e-recruitment tools and skilled workers. "The total Indian recruitment market is approximately around Rs 500- 600Crores. The decade old online recruitment industry in India seems to be flooded with different jobsites, each of them promising a better job to candidates and better candidates to employers. The Indian market for e-recruitment is still at least five years behind than other countries.

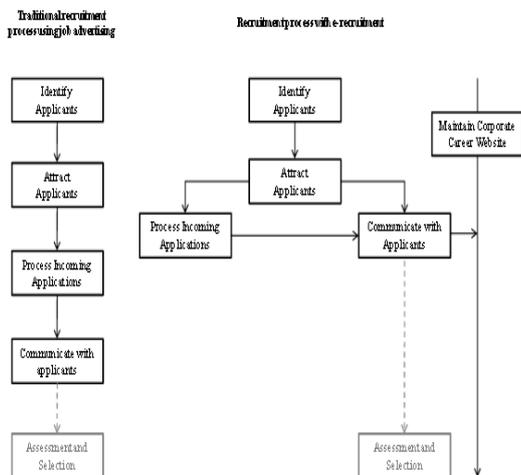


Fig3 - traditional vs. e-recruitment process

The words e-recruitment, online recruitment, cyber recruiting, or internet recruiting are synonymous. They imply formal sourcing of jobs online (Ganalaki, 2002). It is a complete process which includes job advertisements, receiving resumes and building human resource database with candidates and incumbents. Vidot (2000), suggested that e-recruitment is the use of internet to attract high quality candidates, screening of suitable profiles, streamlining the application and selection process. Internet has made an impact on the human resource

3.1. PLAYERS IN THE RECRUITMENT MARKET:

1. Job Seeker:

The job seeker is the person who desires for a job. There are two kinds of job seekers which are explained ahead (Fig.-3)

A) Active Job Seekers: The candidates who frequently search for a job because of one reason other. Better opportunity for growth, personal reasons to change and professional reasons etc. Commercial job boards/portals have truly complimented with their needs.

B) Passive Job Seekers: Passive candidates are those workers who are not currently planning to change their Jobs but still they regularly surf the internet for any one of million reasons during their normal routine. Such Candidates may come across new job opportunities and simply drop their

resumes on internet. Corporate Websites is the most preferred destination for passive job seekers.

2. Recruitment Market:

The recruitment market can be explained in three ways i.e. the traditional way which constitutes all the traditional methods of recruiting the candidates through newspaper ads, head hunters and Temporary recruitment agencies etc. The second way is the new look of the traditional way which include old wine in new bottle like online newspapers ads, online headhunters and online temporary recruitment agencies. The third and the most used way in the current scenario is the e-way. It holds purely online methods of recruiting talent, commercial job boards/portals, corporate websites and e-mails

3. Potential Employers (Firms/Companies):

The final destination of the every job seeker is to reach the potential employer. It means the companies/ firms who employ them on the basis of their capabilities and job requirements.

4. RELATED WORK

In this framework, it provides solution of recruitment for both jobseeker & employer. We will see working by both ways:-

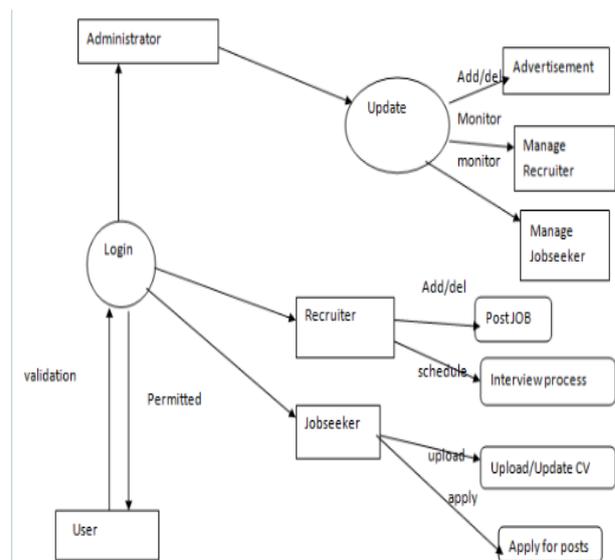


Fig4-System Design

By Jobseekers way:-

Jobseeker is a major stakeholder of this framework Who will register and will post resume , after this he/she will get suggestions about the job openings ,then jobseeker will apply for job .Thorough this framework jobseeker will get to know all details of organization and number of job vacancy available.

By Employer or Recruiters way:-

Employer who will play vital role in this framework, who will register with organization details and will post job vacancy. Employer will do screening and staffing of jobseekers, when vacancy gets filled then will del that post .

By Administrator view:-

Administrator is an middle person who has authority to manage jobseekers and employers.

5. RESULT AND DISCUSSIONS

This framework works in three different sections like by recruiters view, by manager view (Administrator) and by job seekers view.

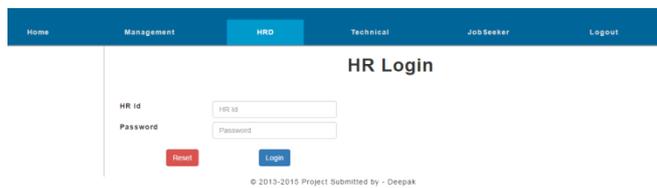


Fig5-Screenshot of recruiter login

Recruiter can login through these using proper credentials. Here in this framework three different logins are provided for recruiter, jobseeker and admin, after login only they are able to perform any operation.

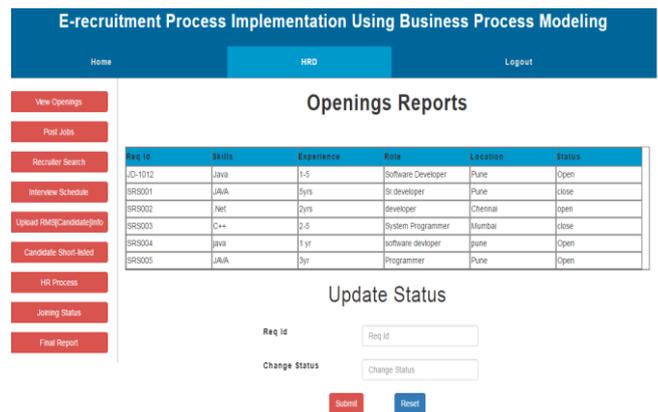


Fig6- Job Vacancy list showed to Recruiter

The recruiter can close or open vacancy which will later screen to jobseekers. When vacancy gets fulfilled recruiter choose close option and when vacancy is available then number of vacancy are shown.

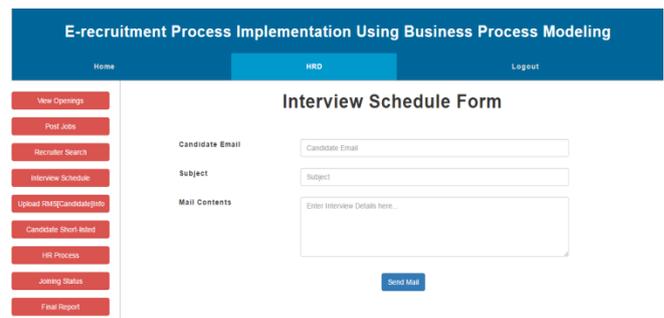


Fig 7- interview schedule

Interview schedule is sent to jobseeker through this form



Fig-8 Posted jobs and candidates shortlisted

6. CONCLUSIONS

Electronic Recruitment has made the job much easier for both the companies and the job seekers and here the credit goes to the Software, IT Professionals, Internet, Computer and many other people who are working back-End. E-Recruitment is an easiest and convincing way to hire people from any part of the world and promotes opportunity, it benefits the company to be recognized globally, E-HRM helps in conveying any kind of HR policies, training program, and pay slip sheets easily. E-HRM is based on more systematic & technology theorem, which helps the HR department to scrutinize employee performance carefully & accurately. It helps in imparting any HR policy; keep a track on employees daily activity report (DAR), efficiently helps the employees in promotion & transfers.

This study has explored the effectiveness of online recruitment and selection process, a case study of Tesco is also used to draw findings. It has been investigated that internet recruitment and selection are effective in terms of saving recruitment cost, reducing time to hire and helping companies in developing competitive edge, market image and attracting right skilled candidates. Online recruitment is also effective in terms of managing talent process that is also considered effective. It has been investigated that e-recruitment will likely to grow in coming years.

Use of online recruitment and selection process offers a advantage in the form of economies of scale. Therefore, this feature of e-recruiting would attract lot of corporations to invest their resources in developing e-recruiting supply chain. Only limited researchers have been conducted over the effectiveness of online recruitment and selection process. So, there is lot of scope to conduct further research over this growing phenomenon that is currently on the prime focus for corporations

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BIOGRAPHIES



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