

Factors Influencing Malaysian Undergraduate Students' Intention To Use E-Recruitment

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ABSTRACT: Recruitment is important for organizational performance, and in recent years, employee recruitment has become a widely debated topic. Due to the technological advancement and competitiveness, the organizations are applying online recruitment. E-recruitment is the practice of recruiting jobs by means of the internet or some other electronic tools. The objective of this thesis is to investigate the influencing factors (Perceived Ease of Use, Perceived Usefulness, Concern of Privacy, Interpersonal Influence, Internet Self-efficacy) impact on the Intention to use E-Recruitment of Malaysian Undergraduate Students. Technology acceptance model (TAM) and social exchange theory (SET) used as underpinning theories. 244 responses were collected using the self-administrated questionnaires based on quantitative methodology. The study is a cross sectional in nature. Data was analysed by descriptive, correlational, regression analysis in SPSS. The findings indicated all the constructs have positive and significant relationship on the dependent variable. This study contributed to the human resource' body of knowledge and Malaysian human resource industry. Employers, Information Technology department, policy makers as well as job seekers can get valuable insights from the findings of the study. The study can be extended by using diverse variables, intervening variables as well as in another country or population context.

Keywords: Recruitment, Internet, Applicants, Online, Job, Networking, Websites, Seekers, Users, Opportunities, Intention to use E-Recruitment, Perceived Ease of use, Perceived Usefulness, Concern of Privacy, Interpersonal Influence.



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INTRODUCTION

The context information of the research is found in this part of the paper. The rationale was also expressed here for undergoing the study. Main goals, intent, and research concerns have also been included here. Here are included the motivation and importance of the research and meaning of key words. The overall structure of the paper has finally been included. Recruitment is crucial to organizational performance, and in recent years, employee recruitment has become a widely debated topic (Breaugh, 2008). Previous research has shown that recruitment decisions have a substantial effect on multiple factors in the outcome of recruitment, such as the diversity of

applicants (Breaugh, 2008). Recruitment is a collection of tasks that companies conduct in order to locate the right individuals for their vacancies, the primary method for recruiting new workers, according to Breaugh & Starke (2000). Recruitment requires multiple tasks and is a phase that is characterized by various steps. Beginning with the identification of recruitment targets, the creation of a plan and recruitment practices such as work ads, job interviews, etc (Breaugh, 2008). For any HR department, this phase is a challenge since they first have to define recruitment targets. What is efficient recruitment, though? The ability to successfully hire and choose good quality workers derives from an organisational effort to recruit the best people, according to Fletcher (2011). With the vast and rapid advancement of technology, the practise of human resource management has changed, as well as the methods to attract, recruit, retain and manage employees (Moghaddam, Rezaei & Amin, 2015). As global competition continues and businesses become more skill-intensive, the recruitment of skilled employees becomes necessary and it becomes more difficult than ever to attract the right candidates at the right time. The use of traditional methods of recruiting is no longer adequate in time to attract a sufficient number of eligible applicants. In order to retain competent workers, many companies have implemented advanced recruiting techniques or merged multiple recruitment approaches (Malik & Mujtaba, 2018). In addition, with the power of the internet, human capital can not only increase efficiency, but also be more time-consuming and cost-efficient. In terms of the length of time a position can be advertised online, e-recruitment platforms offer time flexibility as well as improving the strategy to attract passive job seekers who are the best fit workers for the job. In addition, applications are more easily made available to candidates and a decision can be made more effectively compared to conventional recruiting approaches, resulting in overall effectiveness. Another benefit of this useful recruiting service is that the positions are advertised for an unlimited period of time online and can be accessed at any time by the candidates involved. Businesses are able to achieve a competitive edge in their industry by attracting a large number of talented applicants. This research focuses on electronic recruitment (e-recruitment), since e-recruitment is part of social networking sites. Recruitment via the internet is referred to as internet recruitment or e-recruitment. E-recruitment is the practise of recruiting jobs by means of the internet or some other electronic tools. The most critical features of an efficient e-recruitment method have been described by Malik & Razaullah (2013); Eisele (2006), Breaugh et al. (2008). As there is a lack of literature on requirements for an efficient recruitment process by social networking websites, these characteristics may be adapted to the recruitment by social networking sites. Social networking sites are a relatively new subject and the results of the e-recruitment literature are thus the framework for the conclusions in this report.

Many studies have recently highlighted the value of online recruiting for both job hunters and businesses that use e-recruitment as a form of recruitment to minimise time and costs. Vivek (2018), however, reported that it was difficult to see any substantial progress towards web recruitment and selection method (e-recruitment technique) being commonly used in Malaysia until recent years. In addition, in the Malaysian context, the influence of e-recruitment on the purpose of the applicant to apply for the job is understudied. Having given a number of advantages associated with e-recruiting, the risks associated are equally significant. While e-recruiting is a fast-developing trend, conventional methods of employment still play an important role in the strategy of recruitment, as not all job seekers use the Internet to apply. As a consequence, e-recruitment should not be the only way of promoting a work opening, but it should be integrated into a larger

plan and facilitated by other means as well. It goes without saying that, even with permission, the majority of students regard their profiles as a private matter and not open to the public. In terms of security reliability, social media profiles are thin, and student unconsciousness of it can trigger unwanted sequels. Alnahdi & Anastasiou (2020). considers that the attitude of users towards personal privacy is not very vigilant. For example, after he produced a Facebook page criticising his school, a student reportedly kicked out of the honour society (FOXNews, 2010). Several studies have shown that CP influences the attitude of individuals towards using technology (Bender, et al., 2017; Li et al., 2019).

- **Research Questions**

1. What is the effect of PU on the IUER of Malaysian Fresh Graduates?
2. What is the effect of PEU on the IUER of Malaysian Fresh Graduates?
3. Does CP impacts on the IUER of Malaysian Fresh Graduates?
4. To what extend II impacts on the IUER of Malaysian Fresh Graduates?
5. What is the effect of ISE on the IUER of Malaysian Fresh Graduates?

- **Objectives**

1. To examine the effect of PU on the IUER of Malaysian Fresh Graduates.
2. To investigate the effect of PEU on the IUER of Malaysian Fresh Graduates.
3. To assess the effect of CP on the IUER of Malaysian Fresh Graduates.
4. To find out the effect of II on the IUER of Malaysian Fresh Graduates.
5. To examine the effect of ISE on the IUER of Malaysian Fresh Graduates.

- **Definition of the key terms**

- 1. E-recruitment**

E-recruitment is also referred to as e-recruiting, cyber recruiting or internet recruiting, a systematic way of online procurement of work information (Galanaki, 2002). E-recruiting is characterised as the use of websites, web portals to attract people and allow them to apply for online employment (Braddy et al., 2006). E-recruiting research has shown that e-recruiting is more likely than conventional approaches to draw higher numbers, but not inherently higher quality job seekers (Baum and Kabst, 2014).

- 2. Perceived Usefulness (PU)**

PU is defined as "the degree to which an individual believes that using a specific system would improve his or her work performance" (Davis, 1989).

- 3. Perceived Ease of Use (PEU)**

PEU described as the degree to which individuals believe that it would be effortless to use a certain system (Davis et al., 1989; Aziz & Noor, 2013).

- 4. Concern of Privacy (CP)**

CP represents the concern of the consumer about the privacy of his/her data (Dinev and Hart, 2006).

5. Interpersonal Influence (II)

II is the act of modifying others' attitudes or behaviours. The study focuses on control, persuasion, and assertiveness in the Interpersonal Influence (II).

6. Internet Self-efficacy (ISE)

ISE refers to the capacity of an individual to use the Internet with confidence (Marakas et al., 1998). It is the confidence in one's ability to coordinate and conduct Internet action courses necessary to generate specific achievements (Hsu, & Chiu, 2004).

E-recruitment has gained attention in academic research, particularly in Malaysia. However, there is limited research on the use of internet technology in recruitment. Companies like Shell, Coca Cola, and Nike operate online recruitment systems, benefiting both candidates and companies. Around 4 million applicants use the internet daily to check for employment. A study by Alsultanny & Alotaibi (2015) found that 74% of job seekers use business career websites, and 94% believe employers should have a special page on one. It is important to examine individual perspectives, as trust can influence job searches and the influence of family, relatives, and friends on online work sites.

METHOD

The introduction is followed by an overview of the data analysis process, and the preliminary analysis of the data which includes the descriptive statistics, correlation, regression analysis. The validity and reliability are assessed and presented in this chapter. As stated in the previous chapters, study involves assessing the impact of Perceived Ease of Use (PEU), Perceived Usefulness (PU), Concern of Privacy (CP), Interpersonal Influence (II), and Internet Self-efficacy (ISE) on intention to using E-recruitment (IUER). After receiving the data from the respondents, certain challenges needed to be addressed properly before starting the data analysis. Some basic issues with the raw data would be entry errors, managing missing data, normality assessment, descriptive analysis, outliers, and issues related to collinearity are conducted in line with the requirements of the analysis tool. Data was checked for categorical variables errors (minimum and maximum values, number of valid and missing cases) and the second checking was for continuous variable errors (minimum and maximum values, means score) in the data file.

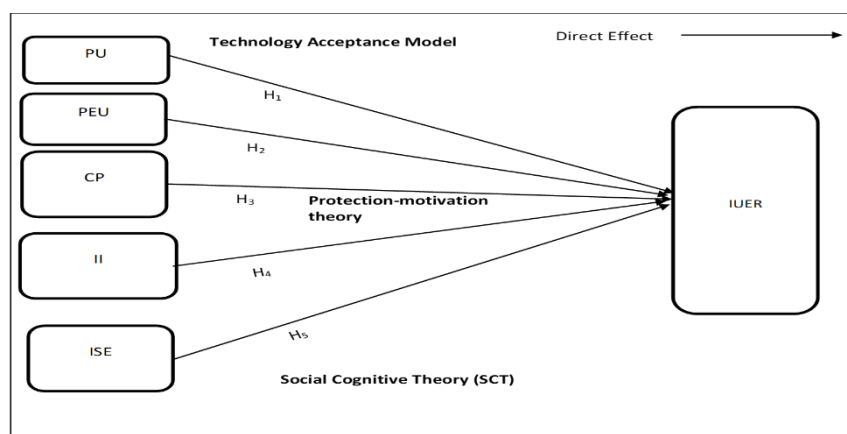
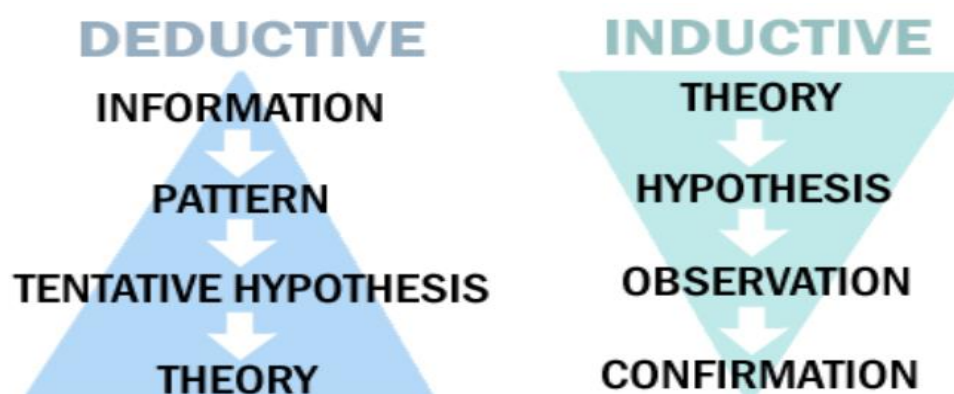


Fig: Research Framework

According to Saunders et al., (2007), research approach mainly suggests the theoretical development of the overall process of the research. Some research starts with some kind of theory or knowledge, on the contrary, some research starts with nothing but the data available in hand. That's why they segregated research approach in two class such as inductive approach and deductive approach.

Data Preparation

After receiving the data from the respondents, certain challenges needed to be addressed properly before starting the data analysis. Some basic issues with the raw data would be entry errors, managing missing data, normality assessment, descriptive analysis, outliers, and issues related to collinearity are conducted in line with the requirements of the analysis tool. Data was checked for categorical variables errors (minimum and maximum values, number of valid and missing cases) and the second checking was for continuous variable errors (minimum and maximum values, means score) in the data file.



The study used descriptive and frequency analysis to analyze respondents' background information, presenting raw data in a transformed form. Multiple regression analysis was used to test hypotheses and determine the relationship between independent and dependent variables. It can be argued from the figure above that the deductive method starts with the collection of facts. A basic pattern is formed from the collected information that eventually generates a preliminary hypothesis. A hypothesis that is well accepted gives rise to a theory. On the contrary, a dominant theory typically starts with an inductive approach. The investigator is constructing some theories on the basis of this theory. After that, to validate the hypothesis, it collects information.

The best method for the study is the inductive approach, since there is already well-established research that shows that social media play a multidimensional role in the student recruitment process. Therefore, five hypotheses were formed in order to accept one of them via a survey questionnaire after collecting complete data from the students. This unique research is done to determine the role played by social media in the recruitment of students. This study gathered some numerical information from the students through a survey questionnaire. As a consequence, for this paper, the analysis has carefully selected a quantitative approach because it offers quantitative results and it is very straightforward to interpret, infer and reflect quantitative results. Kasumi (2015) outlines four fundamental analysis strategies: historical review, survey, case study, and

experiment. Historical analysis involves statistical analysis of a variable's current knowledge, survey gathers first-hand data, case study explores established cases, and experiment compares treatment results. In the report, a survey was conducted among final year UPM students and fresh graduates to understand the role of variables on intention to use E-recruitment, providing genuine results from the originating source. The study collected data from final year UPM students and fresh graduates using an online survey questionnaire. The data was distributed via social media and community groups.

In the report, the survey will be used to collect information from new UPM graduates to find out the role of the variables explained above in e-recruitment. The survey is a very simple and efficient study strategy. As information is obtained from the originating source, it provides genuine results. When the appropriate data is first obtained from the origination, when the researcher uses previously reported or used data, it is called secondary data when primary data is called.

In this study, primary data that will be obtained from the students will be used by the researcher, since this type of data offers real knowledge about the subject matter. Although there are some primary data concerns, such as purposely biased, time-consuming and expensive answer, it provides the scope to draw a full conclusion on the causal relationship between the variables. The researcher used non-probability sampling for this study due to confidentiality concerns and the difficulty in accessing the sampling frame. Convenience sampling was used for quick and accurate data collection, obtaining a large number of completed questionnaires. However, responses were carefully selected to minimize sampling error.

Although there are several methods that can be used to construct a sample for a specific study, stratified random sampling would be used by the researcher to eliminate any bias in the sample that could pose the risk of population non-representation. She will randomly pick UPM graduated students who use social media for recruitment purposes. In order to gather their answer and find out the effect of independent variables on the intention to use e-recruitment sample size will be calculated from the total number of undergraduate students of UPM. The total number of undergraduate students of UPM is (Local: 11981+ International: 1341) = 13322 according to Figures as of 31st December 2018. Based on Kreczy and Morgan, (1970) sample size 375 is determined.

The students' answers will be obtained by means of a survey questionnaire. The questionnaire will be sent via online applications after obtaining the consent of a student via a consent form and collected from the media as well. The questionnaire will be semi-structured, addressing both close-end and open-end topics. The variable identification of the paper is shown in the following paragraph.

Many researchers find the research mechanism defective in the mid-line of the report, according to Downton (2003), and the pilot study is the way to get rid of it. He also noted that a pilot study is a representation, albeit in a small scale, of the actual study. This brief version offers the requisite modifications to the overall method of analysis.

The researcher, with 6 students, will perform a pilot study with the questionnaire. After that, the claims will be corrected and the sample size expanded. If any redundancy is discovered, questions will be dropped from the questionnaire. From the answer given by the students, the estimated

alpha of the paper is calculated. As a consequence, the procedure can be claimed by the investigator as accurate and the finding as well.

Reliability

Reliability analysis was carried out to assess the reliability and consistency of the constructs where the Cronbach alpha was used as the indicator. A high value of the Cronbach's alpha would indicate that there is a good internal consistency for the items listed under the construct. Cronbach's alpha values that were above 0.7 for the respective construct would mean that the construct is reliable and has internal consistency. There was a total of six constructs which are: Perceived Ease of Use (PEU), Perceived Usefulness (PU), Concern of Privacy (CP), Interpersonal Influence (II), Internet Self-efficacy (ISE), intention to using E-recruitment.

The Cronbach's alpha values for all the constructs were higher (0.953) than 0.7, which means that all the 26 constructs were reliable to use for further analysis (Nunnally, 1978). Detail statistics output of this test is given in Appendix D.

Table 1: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.953	.961	26

Demographic Profile of Respondent

A summary of the demographic information related to the representatives of the sample is tabulated in below Table 2.

Table 2: Demographics Information

Demographics		Frequency	Percent
Gender	Male	167	68.4
	Female	77	31.6
Age	20 years and Below	52	21.3
	21-25 years	132	54.1
	26 years and Above	60	24.6
Discipline	Science	14	5.7
	Business	146	59.8
	Humanities	84	34.4
Total	N	244	

From the table 2 found, most of the respondents were male (68.4%), followed by Female (31.6%). In the age section, 54.1 percent of the respondents were aged between 21 - 25 years of age while 24.6 percent were aged between 26 years and above and 21.3% between 20 years and below. This could show that middle aged young people are more attracted to responding the survey on the autonomous car than other age groups.

Table 2 indicates that out of 244 respondents, 59.8 percent of respondents from business discipline while 34.4 percent from Humanities discipline and 5.7% from science. Thus, most respondents were from business discipline.

Table 3: Perceived Usefulness (PU)

	PU1	PU2	PU3	PU4
N	244	244	244	244
Mean	3.6107	3.5123	3.5123	3.6557
Median	4.0000	3.0000	3.0000	4.0000
Std. Deviation	1.18983	1.02432	1.02029	.82423
Skewness	-.302	-.091	-.104	-1.019
Std. Error of Skewness	.156	.156	.156	.156
Kurtosis	-1.035	-.565	-.545	1.055
Std. Error of Kurtosis	.310	.310	.310	.310

Table 3 shows the summary of the central tendency for the variable of PU. The PU4 has the highest mean score of and PU2, PU3 has the lowest mean score of 3.5123. From the mean value, we could conclude that E-recruitment is a useful way to look for a job.

Table 4: Perceived Ease of Use (PEU)

	PEU1	PEU2	PEU3	PEU4	PEU5
N	244	244	244	244	244
Valid	244	244	244	244	244
Mean	3.6107	3.5902	3.5902	3.5410	3.6803
Median	4.0000	3.5000	4.0000	3.0000	4.0000
Std. Deviation	1.03441	.99591	1.00823	1.02357	1.03651
Skewness	-.333	-.163	-.200	-.100	-.468
Std. Error of Skewness	.156	.156	.156	.156	.156

Kurtosis	-.604	-.497	-.543	-.648	-.499
Std. Error of Kurtosis	.310	.310	.310	.310	.310

Table 4 shows the summary of the central tendency for the variable of PEU. The PEU5 has the highest mean score of 3.6803 and PEU4 has the lowest mean score of 3.5410. From the mean value, the researcher can conclude that E-recruitment allows to compare between job in local country and others. The e-recruitment portal gives the job description, salary range in details. Thus, the potential job aspirants get the overview and idea to choose the decision where they can apply for job.

Table 5: Interpersonal Influence (II)

		II1	II2	II3
N	Valid	244	244	244
Mean		3.6107	3.6189	3.6516
Median		4.0000	4.0000	4.0000
Std. Deviation		1.18983	1.01745	.82499
Skewness		-.302	-.173	-1.004
Std. Error of Skewness		.156	.156	.156
Kurtosis		-1.035	-.598	1.021
Std. Error of Kurtosis		.310	.310	.310

Table 5 shows the summary of the central tendency for the variable of II. The II3 has the highest mean score of 3.6516 and II1 has the lowest mean score of 3.6107. From the mean value, the researcher can conclude that using E-recruitment influenced by the peers. The classmate, teachers, friends' suggestions, feedbacks have significant impact for taking decision to use the e-recruitment applications.

Table 6: Internet Self-efficacy (ISE)

		ISE1	ISE2	ISE3
N	Valid	244	244	244
Mean		3.6680	3.5943	3.7623
Median		4.0000	3.5000	4.0000
Std. Deviation		1.04253	.99965	2.83004
Skewness		-.443	-.163	12.807
Std. Error of Skewness		.156	.156	.156

Kurtosis	-.550	-.516	187.169
Std. Error of Kurtosis	.310	.310	.310

Table 6 shows the summary of the central tendency for the variable of Internet Self-efficacy (ISE). The ISE3 has the highest mean score of 3.7623 and ISE2 has the lowest mean score of 3.5943. From the mean value, the researcher could conclude that she feels comfortable to use E-recruitment on her own comfort. This comfort enhances the belief in one's capabilities to organize and execute application on e-recruitment sites actions required to produce given attainments, is a potentially important factor in efforts to close the digital divide that separates experienced e-recruitment website users from novices.

Table 7: Concern of Privacy (CP)

		CP1	CP2	CP3	CP4	CP5
N	Valid	244	244	244	244	244
Mean		3.5615	3.5861	3.6885	3.6516	3.6107
Median		3.0000	4.0000	4.0000	4.0000	4.0000
Std. Deviation		1.02254	1.0680	.80719	1.0008	1.18983
Skewness		-.202	-.461	-1.173	-.250	-.302
Std. Error of Skewness		.156	.156	.156	.156	.156
Kurtosis		-.432	-.410	1.477	-.480	-1.035
Std. Error of Kurtosis		.310	.310	.310	.310	.310

Table 7 shows the summary of the central tendency for the variable of CP. The CP3 has the highest mean score of 3.6885 and CP1 has the lowest mean score of 3.5615. From the mean value, the researcher could conclude that the users feel concerned when E-recruitment website ask too many personal information. Due to the growing number of cyber-attack and incident regarding fraud cases, the users should be more conscious about giving the personal information to avoid any wrongdoing.

Table 8: Intention to Use E-recruitment (IUER)

		IUER1	IUER2	IUER3
N	Valid	244	244	244
Mean		3.6352	3.5861	3.5943
Median		4.0000	3.5000	4.0000
Std. Deviation		1.02346	.99213	.98305

Skewness	-.382	-.164	-.213
Std. Error of Skewness	.156	.156	.156
Kurtosis	-.517	-.478	-.413
Std. Error of Kurtosis	.310	.310	.310

Table 8 shows the summary of the central tendency for the variable of IUER. The IUER1 has the highest mean score of 3.635 and IUER2 has the lowest mean score of 3.5861. From the mean value, the researcher could conclude that if the respondents want to get a job, they intend to use E-recruitment sites. One of the reasons is its user friendly and less hassle. Conventional application system requires to print the CV and send by postal. But on e-recruitment system users can attach the soft copy of the cv, photo by a click. Unlike the traditional methods of advertising vacancy such as newspapers whereby a small advert with limited amount of information provided and reaching only a small audience, web recruitment allows companies to give wealthier information to job seekers and allow them to apply online straight away.

Correlation Analysis

A correlation coefficient would be significant if the p- value is more than the correlated significance level. When negative coefficients are obtained, this indicates that both variables analysed are having a negative relationship. This means that when a variable increase, the other variable decreases. In contrast, if two variables are having positive relationship whereby when the former variable increases, the latter also increases, this will be indicated by a negative Pearson correlation coefficient (Benesty et al., 2009).

Table 9: Correlation Analysis

	PU	PEU	II	ISE	CP	IUER
PU	1					
PEU	.863**	1				
II	.952**	.826**	1			
ISE	.634**	.693**	.599**	1		
CP	.920**	.908**	.928**	.665**	1	
IUER	.842**	.959**	.819**	.692**	.906**	1

Significant levels: ***p < 0.001; **p < 0.01; *p < 0.05

Table 9 shows the results of the Pearson Correlation Coefficient of this study. Positive correlation coefficient, r , represents direct association between variables, whereas a negative value indicates that the variables are inversely associated (Hair et al., 2007). When the r value is zero, variables are not associated to one another. According to Cohen (1988), the strength of correlations is categorized as low ($r = 0.10$ to 0.29), medium ($r = 0.30$ to 0.49) and high ($r = 0.50$ to 1.00). The Pearson Correlation Coefficient for most of the variables is between ± 0.01 to ± 0.7 . This illustrates

that, all of the independent variables have relationship with the dependent variable. All the independent variables which are PU ($r=.842$, $p < .01$), PEU ($r=.959$, $p < .01$), II ($r=.819$, $p < .01$), CP ($r=.906$, $p < .01$) has strong relationship with the dependent variable and ISE ($r=.692$, $p < .01$) has moderate relationship with Intention to Using E-recruitment (IUER).

Multiple Regression Analysis

The relationship between independent and dependent variables were examined based on the following research hypothesis:

H₁ : There is a positive relationship between Perceived Ease of Use and intention to use E-recruitment.

H₂ : There is a positive relationship between Perceived Usefulness and intention to use E-recruitment.

H₃ : There is a positive relationship between Concern of privacy and intention to use E-recruitment.

H₄ : There is a positive relationship between Interpersonal Influence and intention to use E-recruitment.

H₅ : There is a positive relationship between Internet self-efficacy and intention to use E-recruitment.

Given that the assumptions held, a multiple regression was performed between intention to using E-recruitment as the dependent variable and Perceived Ease of Use (PEU), Perceived Usefulness (PU), Concern of Privacy (CP), Interpersonal Influence (II), Internet Self-efficacy (ISE) as the independent variable.

Table 10: Multiple regression

Unstandardized				F	Sig
Hypothesis	Variables	R ²	coefficient		
<i>H₁</i>	Perceived Ease of Use	.919	.971	2752.47	.000
<i>H₂</i>	Perceived Usefulness	.709	.856	589.580	.000
<i>H₃</i>	Concern of Privacy	.820	.959	1102.73	.000
<i>H₄</i>	Interpersonal Influence	.670	.851	491.470	.000
<i>H₅</i>	Internet Self-efficacy	.479	.497	222.200	.000

With reference to Table 4.10, multiple regression was conducted to analyse the influence and predictive power of independent variables on the dependent variable. Five independent variables found to be strongly influenced dependent variable. The output of the multiple regression analysis following: PU ($B=.856$, $p < 0.05$), PEU ($B=.971$, $p < 0.05$), II ($B=.851$, $p < 0.05$), ISE ($B=.497$, $p < 0.05$) and CP ($B=.959$, $p < 0.05$). Since all the coefficient beta values are positive and significant

values are less than cut-off value 0.05 which indicates all the variables are significant. Hereafter, H₁, H₂, H₃, H₄, H₅ are supported.

After guaranteeing reliability, the background information of the respondents was analysed using descriptive analysis and frequency analysis. The objective of descriptive statistics was to present the raw data in a transformed form, making it easier to understand and interpret it. Other than that, frequency analysis used the measurement of central tendency that included mode, median and mean.

The reliability of the variables ensured by the Cronbach alpha values. The demographic analysis provided the information about the respondents. From the descriptive analysis the responses of the participants regarding the questions were described. Moreover, this chapter tested the proposed hypothesis and the result obtained from the correlation and multiple regression analysis. This illustrates that all five independent variables have significant relationship with the intention to use E-recruitment. The next chapter will further describe the results that had been obtained and discuss the implication of this study with provision of few recommendations relevant to this study.

RESULT AND DISCUSSION

The findings of this study are discussed in detail whereby the five research hypotheses are summarized and explained within the context of current academic knowledge. Perception about intention to use E-recruitment (IUER) and Perceived Ease of Use (PEU), Perceived Usefulness (PU), Concern of Privacy (CP), Interpersonal Influence (II), Internet Self-efficacy (ISE) will be explained.

The study reveals a significant positive correlation between the intention to use e-recruitment and the intention to employ it. To attract job seekers, online job providers should focus on user-friendliness and make their websites intuitive and straightforward. Social media can be a beneficial tool for e-recruitment, as it allows users to have a good time while exploring or submitting their applications. Additionally, offering electronic or digital resume delivery and job portal functionality can increase job searchers' receptiveness to e-recruitment.

This study significantly contributed to both research and practice. Based on the findings, this study identified several critical indications of e-recruitment intention, thereby expanding to the current body of knowledge in human resources, particularly in recruiting.

This study aimed to contribute to the Malaysian human resource industry and also to add to the body of knowledge regarding human resources and career development. This study was conducted on Malaysian job seekers to ascertain their primary motivation for using jobsites; thus, the study's findings will aid in the understanding of job seekers' wants and expectations regarding jobsites in Malaysia. On the other hand, a job-search website with significant traffic and a large user base is a highly profitable business, especially as traditional job search continues to decline. Additionally, employers must subscribe to the jobsite and pay for job postings, which may be rather costly. As a result, this study immediately benefits jobsite portals by increasing their effectiveness for their users, the jobseekers.

This study aims to understand Malaysian job searchers' behavior and motivation, focusing on ages, genders, education, and experiences. It aims to improve jobsites to meet user demand and increase

user satisfaction, ultimately improving the effectiveness of companies offering positions in the industry.

Measurement of constructs

PU : Adapted from Zhang et al. (2018). 4 items have been determined to quantify PU.

PEU : PEU has been calculated using 5 items formulated by Zhang et al (2018).

II : Calculated according to 3 items from Lim et al., (2010).

ISE : 3 items adapted from Hsu and Chiu (2004).

CP : CP was determined using 5 items taken from Buchanan et al (2007).

IUER : Intention to use was calculated by 3 items from Brahmana and (2013)

Many researchers find the research mechanism defective in the mid-line of the report, according to Downton (2003), and the pilot study is the way to get rid of it. He also noted that a pilot study is a representation, albeit in a small scale, of the actual study. This brief version offers the requisite modifications to the overall method of analysis. The researcher, with 6 students, performed a pilot study with the questionnaire. Cronbach alpha confirmed the good level of reliability. After that, some correction has been made and the data collection expended on original population.

CONCLUSION

It can be argued at the end of this chapter that the researcher has used the theory of ontology as the variables of the study are well known to all and there are current results on the topic of the study and can be attributed to both social and business-related studies. For research, the inductive method would be used because there is already well-established research that says that social media plays a multidimensional role in the student recruitment process. The origin of the information needed for the analysis was the primary source. Some numerical data will be obtained from students via a survey questionnaire, so quantitative analysis will be applied here. The researcher would make her utmost effort to comply with all the ethical aspects associated with a report.

The current study's findings provide relevant and insightful information concerning E-recruitment uptake among Malaysian job searchers. However, some restrictions exist that could be addressed in future research. To begin, the study examined only six characteristics related to personal perception aspects. A more comprehensive study that incorporates additional variables such as internet stress and frequency of internet use may provide additional insight into the antecedents of E-recruitment adoption. Second, this study used a cross-sectional strategy to collect data from a subset of graduates at a single university, which has various disadvantages, including a lack of prediction value.

Another disadvantage of this study is that the respondents were only university students who are potential job seekers; however, existing employees who work in an organization also utilize an e-recruitment system, and thus do not represent the research's population. Future research should explore the impact of gender, age experience, and e-recruitment system use on employees, identify

gaps, and use longitudinal methods to gather more samples from various regions, thereby strengthening Malaysia's research stance.

Employee recruitment is crucial for HRM and organizations, identifying and recruiting the best qualified applicants for open positions at the right time and cost. To achieve recruitment goals, businesses should adopt technologically advanced methods and embrace internet technology. The five most significant intention factors in e-recruitment are Perceived Ease of Use, Perceived Usefulness, Privacy Concern, Interpersonal Influence, and Internet Self-efficacy. Online job providers should provide user-friendly and pleasurable web-based recruitment, as perceived stress reduces its usability. Online job providers should assess website stress factors, such as excessive procedure and layout, to ensure successful recruitment.

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