

Chapter 02: Literature Reviews on Online ASRS

Topics Covered through the Chapter

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- 2.2 Introduction to the Online Application Submission and Recruitment Systems
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- 2.4 Pros and Cons in Online ASRS
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2.1 Introduction

This chapter enhances details about the online application submission and recruitment systems which are being implemented throughout the world. There are enormous numbers of online application submission systems can be found all over the world found nationally as well as internationally. Review on the system modules, features, technologies of the application submission and recruitment is mentioned by comparing the prevailing systems. And also reasons for the prominence in using such systems are also discussed.

2.2 Introduction to the Online ASRS

Information Technology and the World Wide Web have brought about changes in the way human live and work. The 21st century has seen a change from the traditional procedure of application submission and recruitment to online procedure. In today's Competitive environment, Organizations are looking to enroll people to their organizations in an efficient and cost effective manner. (LITERATURE REVIEW of the effectiveness of online recruitment. UKESSEYS.com, 2013)

Online recruitment methods have become increasingly popular among community for the last few centuries. Across the Globe, candidates are able to apply for a job or universities regardless of the Geographical boundaries. (LITERATURE REVIEW of the effectiveness of online recruitment. UKESSEYS.com, 2013). Through the online process of application submission, the candidates can submit their curriculum vitae or the application by just having a mouse click. And the relevant attached document can be accessed by the relevant authorities within few seconds of time.

An online ASRS consists of main two user levels. Application submission is conducted by the front end user or the applicant and the application management and recruitment process is handled by the relevant authorities of the organization where the system belongs. The most important feature which led to the successfulness of online application submission and recruitment system is that the centralized database used in tracking the information and the networked feature which connect people all around the world. (The Benefits of Online Recruitment - Bayt.com. 2013)

At present, the usage of online application submission and recruitment is prominent with the following domain areas. (What is online recruitment? - Recruitment consultants.. CiteHR . 2013).

- Applying for Job vacancies with the submission of the curriculum vitae.
- Submitting applications for enrolments of students in educational institutes/Universities.

2.3 Technologies Incur with the Existing Systems

Implementation of the online ASRS is identified with different modes of accessing. Cloud Computing and Aneroid are the accessible methods used in the prevailing online developments. The technologies used in the development are as follows. (Software and Hardware Products, 2013)

- Visual Studio - asp.net web application.
- C# Language.
- PHP language.
- SQL Express 2005.
- Ajax Toolkit.
- ASP.NET Development Server/Internet Information Service Server 7.0.
- Special secure server for payment activities.

2.4 Pros and Cons in Online ASRS

The requirement for the development of an online registration system emerged as a solution to minimize the drawbacks in traditional approach in application submission and recruitment. The cost which is allocated for the stationaries and the space allocated for storing the documents were minimized up to greater extent with introduction of online systems. High cost incur with documentations is really a disadvantage in the traditional system of application submission and recruitment. The effort wasted for the management of handwritten applications is protected with introduction of online system for application submission and recruitment. The central database concept is much effective with the present world since nowadays space cannot be allocated for storing large set of files. (The Benefits of Online Recruitment - Bayt.com. 2013)

Online ASRS allow users to save their time. The candidates can save their time in applying to the university/organization online. Candidates are able to know the status of their application in the same time when they apply. Interfaces of the online system allow candidate users to know whether applications are submitted or not. Even the authorities who are processing the applications are beneficial with the online approach of recruitment since the time allocated for shortlisting and categorizing the applications is minimized. Large volume of application is processed in a few seconds with the online approach. Availability of instant report generation facility is also an added benefit with the usage of automation rather than the traditional procedure. (The Benefits of Online Recruitment - Bayt.com. 2013)

One of the identified disadvantages found is that the employees of the recruitment offices are getting less work; therefore the unavailability in the jobs is becoming an issue with introduction of automation.

It is a fact that dealing with irrelevant and bad candidates is the main problem of a HR manager in job application submission. Spam candidates can waste lot of time. However, with a bit of thought about what job site you use, how you write your job description and using candidate screening and filtering tools on job boards, it is possible to reduce the number of irrelevant applicants. (LITERATURE REVIEW of the effectiveness of online recruitment. UKESSEYS.com, 2013).

Online recruitment doesn't work every time. Every job vacancy cannot be posted or filled online. There will always be difficult-to-fill jobs that can only be filled by recruitment consultants, headhunters or in other ways. However, most companies tend to hire for pretty standard job roles so this is seldom an issue. And with more and more job seekers choosing the internet to look for jobs, and more and more job sites and job boards specializing in ever more diverse areas, those difficult-to-fill jobs are becoming less day by day. (LITERATURE REVIEW of the effectiveness of online recruitment. UKESSEYS.com, 2013)

However, benefits acquired through the online recruitment systems outweigh the negative outcomes. The usage of online systems in application submission and recruitment enhances the performance and effectiveness in the overall procedure of application submission and recruitment process.

2.5 Appraisal on Online ASRS

This section will provide a review on the areas covered in the world components related with the online application submission and recruitment. Existence of ASRS explored, which are implemented nationally as well as internationally. Most of the systems developed in Sri Lanka are developed based on the domain of application submissions for the educational institutions/Universities. The systems which are developed based on the domain of job application submission are prominently found with the international system developments.

All the developed systems regarding the application submission are merged with the official web site of the particular education institute/university or organization. National School of Business Management is identified national institute which allows students to engage with their higher education. The entrance to the online student registration and recruitment system is provided in the official website with a demonstration of an icon. National Institute of Business Management is also consists with an online ASRS merged with their official website. The online applying facility in NIBM is limited for several course modules. Since NIBM have not indicate any direct link to apply online, system users have to search for the system. It is one the usability issue user faced during using the system. (National School of Business Management. 2013).

The system implemented by NSBM and NIBM are having application forms to be filled in a very abstract way. (National School of Business Management, 2013) Normally, details regarding the courses are provided in the web site as a separate web page rather than providing carrier guidance. Providence of carrier guidance is an added advantage for the system's usability. Carrier guidance module is provided in the website of the ESOFTH higher education institute. ESOFTH doesn't comprise with online application submission but it comprises of web based system to place enquiries for particular course program.

Open University of Sri Lanka is another national body which comprises of online application submission system initiated through the official website of the university. The secureness of the entire application submission system is at a high standard. An account must be created in order to access the application to be filled. And then the system themselves allows a secure server to pay the application fee online. This increases the usability, productiveness of the entire system of application submission. (The Open University of Sri Lanka - HOME. 2013)

Online student enrolment is an utterly familiar process in international universities. Almost all the international universities allow students to proceed with application submission if only the candidates are registered to the system. And the providence of user guidance through the recruitment system enhances the usability and the performance of the entire system of recruitment. These systems are merged with the official website of the university.

User guidance is provided in the system providing the details about how to proceed with online application submission. It directs the user with the flow of events when using the system. Important details are provided in the system interfaces that should be taken into consideration before proceeding with the application submission. Application guidance is inevitable when considering the online application submission systems in the present world. Application submission systems related to the universities such as OXFORD University and Central European University are examples for giving proper user guidance in application submission.

- University of OXFORD <http://www.ox.ac.uk/>
- The Central European University <http://www.ceu.hu/>
- University of Michigan <https://www.umich.edu/>

Development of user friendlier, smoothly running graphical user interfaces can be identified in most of the recruitment systems used by international universities. As an example, in the University of Hongkong displays the applications in a tabular format rather than presenting all fields to be filled in a one page. It enhances the usability of the system.

Submission of job applications online is the other prominent domain in online application submission. World's well-known organizations such as World Health Organization and

UNICEF are using online systems for employment recruitment purposes. The common features among these systems were that the submission of the application is accessible only after the creation of an account. The application interfaces used in the recruitment system belongs to UNICEF is much user-friendly. The system is merged with the official website of the organization as in the university recruitment systems.

In addition to the organizational website based systems, the recruitment is conducted through systems which are merged with public websites. These public websites allows the users to get the details about job vacancies of several organizations. Therefore these types of websites are prominent and usable all over the world nationally as well as internationally. Login to the system is imperative in both the system types. European Youth Forum Recruitment system is an internationally identified employee enlistment system. Following are identified websites belong to Sri Lankan context where more job vacancies are afford in a single site.

- Topjobs.lk <http://www.topjobs.lk>
- CV.lk <http://www.cv.lk/>
- Jobsjobs <http://www.jobsjobs.lk/>
- LIONJOBS <http://www.lionjobs.lk/>
- SELCOREHR <http://www.selcohr.com/>

Above mention all job recruitment systems allow users to view the details of applications which are submitted through the system via the created account.

2.6 Conclusion

Literature review chapter conclude the detailed description about the literatures available in the world about online application submission and recruitment processes. Review conducted on prevailing systems emphasized that the most prominent domains where the online ASRS used are for the submission of job application and submission of applications for higher educational institutions /universities. Among that, online recruitment systems available for enrolments in higher education institutions/universities becoming more prominent all over the world due to the advantageous performance.

2.7 Summary

Literature Review on the Online ASRS depicts information about the online ASRS exists in the world, the technologies used in those development and the benefits of the online ASRS. And finally the conclusion is given stating the world's standard about the online ASRS.