**“E-Recruit: An Online Recruitment System**

**for Insurance and Investment Agency**

**in Mindoro”**

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**CHAPTER 1**

**INTRODUCTION**

In this chapter, researcher will delve into the essential aspects of the project that provide a comprehensive foundation for the project ahead.

**Project Context**

Digital technology is continuously evolving and reshaping industries. It has a huge impact on society because it influences the way people access information, communicate, and how people move in this society. In the research context, the critical aspect of conducting the research study involves soliciting information directly from the targeted users. The project context serves as a robust justification for selecting the research problem, emphasizing the researcher's capacity to address challenges. For instance, challenges in managing paper-based documents have been identified. Researchers note difficulties due to inherent risks, including the inconvenience of visiting applicants' residences to collect essential information, thereby introducing complexities to the recruitment process. An Online Recruitment System for Insurance and Investment Agency in Mindoro is crafted with the aim of addressing specific challenges identified in the local context.

The choice of this title is driven by the observed issues associated with managing paper-based documents in the recruitment process. The primary issue to address is the complexity and risk involved in handling physical documents, leading to inconveniences like visiting applicants' residences for crucial information. It is imperative to address this issue to modernize the recruitment process, enhancing efficiency and reducing potential risks and inconveniences. The choice to put in place an online recruitment system is an indication of an effort to bring modern recruitment methods in line with industry trends. This approach improves productivity while also meeting modern standards, which benefits the agency's reputation. The focus on Mindoro ensures a localized approach, tailoring the system to the unique needs and circumstances of the region. The Online Recruitment System is designed and implemented with consideration for several factors, including geographical difficulties, security issues, inefficiencies in paper-based processes, and the chance to improve stakeholder experiences. By taking a localized approach, it is ensured that the system is a focused solution that connects with the community it serves, rather than merely a generic one.

**Objectives**

The study aims to develop and design an online recruitment system for insurance and investment agents in Mindoro, that will help the employer and applicants of Mindoro to make their transactions faster and easier. The main objective of this study is to improve the overall recruitment experience and become more accurate and efficient.

Specifically, this study is intended to:

1. Implement an online platform for agent applications that accepts electronic forms and signatures.
2. Improve the agent hiring process by giving applicants easy access to online resources and support.
3. Having a more efficient way of screening and interview scheduling through online.
4. Improve the experience of the applicant by providing them a user-friendly platform when applying.
5. Make a database of potential candidates for future openings.
6. Ensure the system follows the data protection and recruitment regulations.

**Scope and Limitations of the Study**

The strategic identification of the potential and constraints inherent in the local context led to the decision to concentrate this study on developing an online recruitment system for insurance and investment agents in Mindoro, Philippines. The use of an online recruitment system is a proactive approach to modernize operations within the insurance and investment sector, which is a crucial business in the economy. The study's focus on Mindoro recognizes the significance of system customization to the local specifics, guaranteeing that the solution is not only standardized but also in line with the complexities of the regional insurance and investment landscape.

The study seeks to improve the efficiency of the hiring process by highlighting the three unique user roles: administrators, agents, and candidates. Administrators are important individuals who supervise the entire recruiting workflow since they have the authority to add or register applicants and use the system for recruitment. Agents engage with the system in a targeted way, concentrating on their unique contributions to the recruiting pipeline, thanks to the purposeful restriction of their access to the recruitment module. The system is intended to improve the applicant experience by providing applicants with the ability to not only view requirements but also submit and modify their background information via the online platform. This promotes a dynamic and user-friendly application process.

**Significance of the study**

**Insurance and investment agencies:**

The recruitment process can become more effective and economical for the agencies, which will expedite the placement of competent applicants. Consequently, this boosts the agency's overall production and makes it more competitive in the market.

**Job Seekers**

Applicants have access to an application process that is clear and easy to use. The online recruitment system enhances the whole experience by giving people a place to look at job openings, apply easily, and get timely updates on the status of their applications.

**Information Technology Experts**

IT professionals who work on the online recruitment system's creation and upkeep have hands-on experience creating and overseeing a platform that is customized to meet the unique requirements of investment and insurance companies. Their abilities are improved, and their professional development is aided by this exposure.

**Business Management Professionals**

Professionals in business management might get an understanding of the tactical benefits of using technology in hiring procedures. The report makes a case for how these technological advancements support overarching corporate objectives and improve organizational management.

**Researchers**

The E-Recruit system's developers and programmers can feel good about helping to simplify the hiring procedures for investment and insurance companies. By gaining hands-on experience in the design and implementation of specialized systems, they improve their technical proficiency and increase their marketability in the software development industry.

**Future Researchers**

This study can serve as a reference for researchers working on online recruitment platforms in the future. It provides a useful illustration of effective implementation in the insurance and investment industries, assisting future researchers in planning and carrying out comparable studies in various settings.

**Concept of the Study**

**Figure 1. Conceptual Framework of the Project**

Figure 1, represents the relationships and sequences between these elements, showing how the input is processed through various stages to produce the desired output, which is the Online Recruitment System for the specified agency.

**Definition of Terms**

To facilitate comprehension and enhance clarity, researcher break down and explain the following terms:

**Metrics** - is a quantifiable measure used to assess and analyze the performance and effectiveness of the Online Recruitment System.

**Niche** - is the specific skill set or job market focus of the Online Recruitment System.

**Digital Technology** - is the utilization of electronic devices, software, and online resources to facilitate, and enhance various processes within the Online Recruitment System.

**Recruitment System** - is an integrated set of processes, tools, and technologies designed to manage and optimize the end-to-end recruitment and hiring process. It typically includes functionalities for posting job vacancies, collecting applications, screening candidates, and managing the overall hiring workflow.

**Overshooting** - is the situation where the number of applicants exceeds the available positions.

Toolset - is a collection of software tools and applications integrated into the Online Recruitment System to perform various tasks such as applicant tracking and evaluation.

**Social Media** - is utilized for postings, employer branding, and reaching potential applicants through platforms like Twitter, and Facebook.

**Data-Backed Hiring** - relies on the analysis of data and metrics to make informed decisions throughout the hiring process.

**Online Platform** - is a web-based interface or application that facilitates various recruitment activities, including application submission, communication between agents and applicants, and the management of the hiring workflow.

**Electronic Forms** - is a digital document that replace traditional paper-based forms in the recruitment process.

**Database** - is structured collection of data stored electronically, candidate profiles, and other relevant details.

**CHAPTER 2**

**Review of Related Literatures**

In this chapter, researcher explore existing studies to provide a solid foundation for understanding the context and significance of the current study.

**Foreign**

Based on the study of (Bhosale et al., 2021), it examines the prevalence of electronic recruitment in HR professionals' practices. It discusses the evaluation of e-recruitment for organizational growth and the sourcing of the right candidates at the right time and cost. This study explores the positive effects of online recruitment on organizations and its impact on finding eligible candidates.

The development of a Smart Recruitment System using machine learning algorithms for an organization to attract potential and talented candidates. The system aims to save time the recruitment process (Shendage et al., 2019).

As explained by (Hotwani et al., 2019), it examined informal and formal recruiting practices in external labor markets and found that quality was a stronger motivator than cost for informal recruiting. It focused on e-recruitment and highlighted that internet platforms, such as career websites, could be a cost-effective alternative to multiple newspaper ads for small companies.

Ramadhani et al. (2019) underscores the importance of recruitment for organizations and posit that web development can enhance efficiency and speed in the recruitment process while reducing costs.

Blumenberg et al. (2019) echo the logistical advantages, citing the ease of placing ads on websites or sending automatic messages over the internet.

As determined by (Hashiyana et al., 2021), he note the utilization of internet-based recruitment methods by some companies, emphasizing the need for a proper understanding to avoid errors. The review concludes that online recruitment is an effective and innovative method for hiring, providing a faster and more efficient approach to collecting human resources for organizations.

Lee et al. (2021) highlights the role of recruitment agencies as intermediaries connecting companies with potential applicants, conducting remote interviews and assessments.

In the opinion of (Ho and Henry, 2021), stress the security advantages of a portal exclusive to applicants scouted by employers, addressing concerns related to fraudulent activities in online job portals. The logistical simplicity of online recruitment methods, as compared to offline methods, is emphasized by Ho and Henry (2021).

Based on the study of (Prasetyaningtyas et al. ,2022), it emphasizes the challenges in the traditional recruitment process, citing the abundance of labor involved. The introduction of online systems is presented as a solution, simplifying the process for both employers and applicants.

Moseson et al. (2020) discusses the substantial benefits of virtual recruitment in the context of technological advancements, allowing hospitality organizations to rely on digital efforts for applicant attraction.

Karaoglu et al. (2022) highlight the impact of sociodemographic factors, such as age, race, education, and income, on online job searching. Acknowledging the disparities, the review suggests that online recruitment techniques should consider these inequalities to promote diversity.

As stated by (Aljuaid, 2021), he discusses the contribution of an AI-based e-recruitment system that can assess the experience, qualifications, and suitability of candidates applying for specific jobs. It emphasizes the need for efficient recruitment strategies to recruit employees with high potential and execute talent management strategies.

Malki and Atlam (2021) argue that applying to companies using traditional paper forms is ineffective, contributing to the development of online recruitment systems.

As stated by (Chuks et al., 2019), he discusses the contribution of an AI-based e-recruitment system that can assess the experience, qualifications, and suitability of candidates applying for specific jobs. It emphasizes the need for efficient recruitment strategies to recruit employees with high potential and execute talent management strategies.

**Local**

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