Local Studies

According to Ranjitha V, & Swamydoss D. (2022), a job portal is used for job seekers to find available job vacancies according to their Education Qualification, skill, experience, and location. Companies can identify eligible job seekers and it is the best way to select the best-qualified candidate-job portal is the solution for recruiters as well as job seekers to fulfill their requirements. Job seekers can register the application and update their profile, skills, and experience, Job seekers can search the available jobs and apply for their desired positions.

Finding jobs that most closely fit their interests and abilities is kind of a difficult task the duty seekers. The difficulties arise from having incorrect data on the

organization's objects work culture and current job openings. Additionally, finding the proper applicants with desired qualifications to fill their current job openings is a vital task for the recruiters of any organization. Unemployment today is common among all organizations which hinder them from finding a job suited to their abilities and passion. It refers to the people who do not have a job, has actively looked for work in the past four weeks, and are currently available for work. With this, the Public Employment Service Office (PESO) serves as a referral and information center for the various services and programs of the Department of Labor and Employment (DOLE) and other government agencies. The PESO is a non-fee charging multi-employment service facility or entity established or authorized consistent with the Republic Act No. 8759 otherwise referred to as the PESO Act of 1999. (Geneta, 2019)

Companies today create business strategies that are linked to technology, which could lead organizations as they rethink fundamentally on how they envision, deliver and evolve technology solutions (Sati, 2018). They are using this transformation to encourage business growth, with responsibilities that covers systems, operations and product and platform offerings. One perfect example for this in any type of industry is "Online Hiring". Current recruitment approaches have become very competitive and complex; this type of recruitment resulted to be more strategic, personalized and targeted than ever (Blacksmith & Poeppelman, 2018). The usage of online job boards, social media websites and other related technologies have changed recruitment immensely. According to Sunderberg (2018) as cited in Blacksmith & Poeppelman (2019), eighty-three per cent (83%) of companies in the globe are now using technology

such as social media, websites and others as part of their recruitment process. Employers are using these methods for recruitment and hiring activities because it is more practical to use ICT than expensive means when taking into account the cost of personnel Labour and travel for applicants and recruiters. Online hiring is growing in popularity as the ICT industry has directly created millions of jobs in the advanced and flourishing economies. Many studies show that online hiring can generate up to two and four times the employment in various sectors of the economy (The World Bank Group, 2017).

In a study on job searching. Dixon (2017) mentioned that individuals looking for jobs have become part of a larger information superstructure which they may or may not be aware of. In traditional job hunting processes, another difficulty is distance. A job. seeker needs to go from one place to another to look for job vacancies. But, because of the advances in technology, distance is no longer a problem. Technology is now sinking in our lives and beginning to reshape our standard way of living. From simple cellular phones to multimedia gadgets to super computers, that enables a person to make traditional processes become automated. Advances in technology such as the World Wide Web, also known as the collection of huge information, is one of the media used by people nowadays to access information resources via the Internet. People save a lot of time and money and get an instant edge with only little effort in the comfort of home.

Foreign Studies

According to Smith (2016), the internet is an essential employment resource for many of today's job seekers (Pew Research Center). A majority of U.S. adults 54% have gone online to look for job information and 45% have applied for a job online. The proportion of Americans who research jobs online has doubled in the last 10 years: In a Pew Research Center survey conducted in early 2016, 26% of Americans had used the internet to look for job information. Not surprisingly, young adults are the demographic group most likely to engage in these online job-seeking behaviors. Roughly eight-in-ten Americans ages 18 to 29 have researched (83%) as well as applied for a job (79%) online. However, a substantial majority of those ages 30 to 49 (and a sizable minority of those ages 50 to 64) have engaged in these behaviors as well. Along with these differences related to age, African Americans are more likely than whites to engage in online job-seeking behaviors; urban and suburban residents are more likely to do so than those living in rural areas, and Americans with higher levels of income and educational attainment are more likely to do so than those with lower income and education levels. Clearly, the vast majority of American job seekers have utilized online resources at one time or another to look for and apply for jobs but the internet is just one resource that job seekers might take advantage of when looking for work.

As stated by Sehgal (2017) portals have different applications or services to solve various problems. One of the main purposes of web portals is to allow information sharing over the internet. For example, in a school or a university, the new students in the faculty need access to information resources to select courses and to decide on a different major available in the faculty. This need can be addressed through a knowledge portal which must contain sufficient data and information about the requirements of the students. Today, the internet has changed many aspects of our life. such as the way we look for jobs. If one person wants to find a new job, he/she can submit a resume using word processing software like Microsoft Office Word, open a web browser to send the resume, and receive an email. Online recruitment has become the standard method for Employers and Job Seekers to meet their respective objectives. Considering the aforementioned arguments, the information flow in the online labor market is far from optimal. A large number of Online Job Portals have sprung up, dividing the online labor market into information islands and making it close to impossible for a job seeker to get an overview of all relevant open positions. Their strong market position, as the prime starting point for job seekers, allows job portals to charge employers high fees for publishing open positions. Due to these costs employers publish their job postings only on a small number of portals, which prevents the offers from reaching all qualified applicants. Employers often receive a large number of applications for an open position, due to the strained situation of the labor market. The costs of manually preselecting potential candidates have risen and employers are searching for means to automate the preselection of candidates.

At the outset of internet growth in the late 1990s and early 2000s, some scholars predicted that the intemet held great potential for improving the channels of communication between employers and job seekers. Cappelli (2017) and Freeman (2018) provide a good narrative of such expected effects. It was argued that the internet offered several advantages over more traditional search tools such as personal referrals, job fairs, public and private employment offices, and newspaper advertisements. It was also argued that the internet significantly shortens the hiring cycle and lower costs for both job seekers and employers. Cappell (2018) suggested that the average company cuts about six days off its hiring cycle of 43 days by advertising on the internet instead of newspapers, another four days by accepting online applications instead of paper ones, and more than a week by using online screening and processing technologies. Finally, Autor (2017) argued that according to labor market search theory, the lower cost of job search associated with the intemet is expected to raise productivity because job seekers and employers can consider more potential matches, more rapidly increasing the minimum productivity an employer tolerates and the minimum wage that a worker accepts are both expected to rise.

Haroon and Zia-ur-Rehman [2018] investigated online. recruitment in Pakistan. A total of sixty-five (65) respondents from small and large firms of the different sectors of the industries in Pakistan participated in the study. Data were collected through telephone interviews, Haroon and Zia-ur-Rehman [8] showed that preference was given to small firms as compared to large firms in terms of using internet recruitment. They also showed that large firms had their own websites and use them for recruitment as compared to small firms. They also revealed that online recruitment became a new medium that was going to replace the other traditional sources of recruitment because.

online recruitment offered reduced recruitment costs, time-saving capability, quick response features in checking application status, and online resume development.

The effect of e-recruitment on the design of the recruitment process was also examined. Holm [2019] made three explorative case studies in three large organizations in Denmark from 2008 to 2010. The companies selected were all multinational corporations originating from, and with headquarters in. Denmark. The study investigated the possible changes in the tasks, subtasks, and activities of the business process of recruiting which was attributed to the use of e-recruitment. Using in-depth. face-to-face, semi-structured interviews with a number key informants (e.g., Human Resource partners and employer-brand managers, recruitment planners, and other people who were involved in the recruitment process), it was shown that e-recruitment transformed the traditional recruitment process into a time and space-independent, collaborative hiring process. These findings were consistent with those in the studies previously presented. It was also shown that the most significant changes in the process were in the sequence and increased divisibility of the main recruitment tasks and subtasks.