ABSTRACT

Recruitment has changed into a vital mechanism in identifying the best applicants for an employer, as well as a current trend that reflects small and medium-sized businesses' demands for finding workers using leading-edge technological methods. Several organizations face different difficulties during the recruiting process, and one of the key goals of an organization is to hire the best employees from a wide group of candidates. Furthermore, the success of an organization is determined not just by the financial gain, but also by how the organization develops its human capital. The literature shows that organizations are becoming more reliant on the internet when it comes to human resource management. Businesses nowadays tend to use online recruitment media to attract and pick the best candidate from a pool of applicants. Some advantages are definite, and organizations that rely on online recruiting face a lot of challenges. Since its inception, e-recruitment has been a huge success. but it has faced major challenges and barriers on its way to development. Since they are not computer savvy, some people may not have reliable online data. They tend to make mistakes such as incorrectly filling out their name, native place, identifications, and so on. The research employed a mixed method approach, with a sample population consisting of graduates and postgraduate students from Jamshoro universities. The questionnaire were distributed online. Out of 300 questionnaires distributed, 206 were completed and returned, yielding a return rate of 67 percent. And 7 in-depth interviews were conducted. The study further identified the lack of human contact, discrimination against non internet users, printing of challan forms, access of bank branches, and recovery of password of log-in account are challenges faced by candidates in online recruitment process. This study also measure the performance, reliability, and cost effectiveness of online recruitment process in Federal Public Service Commision, and Sindh Public Service Commission, and comparison of both oraganizations. The analysis applies to theoretical studies as well as practical applications, and it also makes recommendations for future research.

Keywords: E-recruitment, FPSC, SPSC, Challenges, Effectiveness, Comparison.