

The Relationship between Job Seekers' Perception and E-Recruitment Adoption

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Abstract

This study explored job seekers' attitudes and perceptions toward online platforms, examining how these platforms transformed traditional recruitment methods and provided organizations with innovative ways to connect with potential candidates. In today's rapidly evolving technological landscape, organizations need to understand how job seekers utilized e-recruitment sites in their job search. With approximately 649,300 job seekers relying on online platforms to streamline their job search, the growth of e-recruitment underscored the increasing demand for more efficient hiring processes. The research highlighted how e-recruitment sites revolutionised traditional recruitment methods, offering organizations new avenues to engage with top talent. The data were analysed using the Statistical Package for Social Sciences (SPSS) and collected through a quantitative research method, utilizing both an online survey and the direct distribution of questionnaires to potential candidates. From the analysis, the relationship between job seekers' perceptions and e-recruitment adoption was found to be strong. The correlation between advertisement placement and e-recruitment adoption was 0.794, while the correlation between advertisement information and e-recruitment adoption was 0.812, and the correlation between interest in jobs and e-recruitment adoption was 0.870. All three correlations were statistically significant, indicating a strong relationship between these factors and the adoption of e-recruitment platforms. This research helped in understanding what motivated job seekers to use e-recruitment platforms, offering useful insights for improving hiring strategies. The findings showed that e-recruitment revolutionized the job search process, offering job seekers greater access to opportunities, increased convenience, and improved communication. This shift toward e-recruitment highlighted the importance of using technology to improve the hiring process.

1. Introduction

The rapid industrialization and globalization experienced by Malaysia in the early 1980s brought significant shifts in occupational demand, exposing challenges such as job mismatches and changing workforce requirements (Prime Minister Department of Statistics Malaysia, 2021). As Malaysia adapted to these changes, traditional recruitment practices began to evolve, with e-recruitment emerging as a key tool in modern Human Resource Management (HRM). According to Kaur (2021), e-recruitment has transformed traditional recruitment approaches by utilizing online platforms, software tools, and digital communication channels to streamline the hiring process. Recruitment and selection are fundamental processes within HRM. Recruitment, as defined by Mondy and Noe (2008), involves identifying and attracting potential candidates, whereas selection focuses on decision-making to secure the most suitable individuals. Chapman and Webster (2003) emphasize that recruitment is one of the core functions of HR departments, serving as the foundation for sourcing and acquiring qualified applicants. With the introduction of e-recruitment, the recruitment landscape has shifted significantly. E-recruitment platforms, which utilize the Internet as the primary medium for talent acquisition, have streamlined hiring processes. Hertanto and Zuraidah (2022) highlight the role of e-recruitment systems in supporting HR decision-making, streamlining the identification of competent candidates, and serving as an integrated repository for applicant data. From the perspective of job seekers, e-recruitment simplifies access to job portals and enhances the effectiveness and efficiency of finding suitable roles (Ekanayaka & Gamage, 2019). Over the past decade, the adoption of web-based recruitment has facilitated the segmentation of markets, enabling organizations to locate potential candidates and gather essential information for selection decisions (Pio *et al.*, 2021).

Recruitment sources can be broadly categorized into formal and informal. Formal sources include company-published job circulars, official recruitment websites, and employee referrals, while informal sources involve recommendations from personal networks and social media platforms, such as LinkedIn and Facebook (Chowdhury, 2020). In Malaysia, the growth of job platforms has made the perceptions of job seekers a critical consideration. Variability in content across platforms, as well as differences in how companies present their job advertisements, significantly influence job seekers' experiences (Vannini *et al.*, 2019). Successful recruitment strategies rely on effective employer branding and high-quality advertisements. As Rukšytė (2021) notes, job advertisements must not only attract attention but also clearly communicate their intended message. Juliana *et al.* (2020) similarly argue that the quality of website content and advertising information is crucial in shaping job seekers' perceptions. Job seekers often evaluate job postings based on factors such as salary, benefits, and alignment with their interests. However, not all applicants will find positions that match their aspirations or meet organizational demands (Ekhsan, 2022). In conclusion, while e-recruitment systems present numerous advantages in terms of efficiency and accessibility, both employers and job seekers must adapt to the evolving landscape of digital recruitment to ensure that their expectations in using e-recruitment align.

The rise of internet-enabled recruitment has significantly altered job-seeking behaviors, reflected in the 29.5% increase in online job vacancies in Malaysia, from 261,231 in Q2 to 338,305 in Q3 of 2023 (Department of Statistics Malaysia [DOSM]). While e-recruitment is a thriving industry, supported by dedicated portals in government and public sectors, it brings challenges for both recruiters and job seekers. Despite the expansion of online platforms providing job seekers with broader access to opportunities, challenges remain, particularly for those who do not align closely with job descriptions (Fuller *et al.*, 2021). Recruiters often face difficulty navigating a highly competitive talent pool to identify candidates with the right qualifications. From a job seeker's perspective, resistance to e-recruitment adoption may stem from privacy concerns and usability issues. For instance, some headhunters exploit job portals by selling confidential applicant data, such as resumes and organizational charts (Galanaki, 2002). Additionally, certain platforms impose fees for resume uploads, adding financial barriers for job seekers (Kunasagaram & Anthony Samy, 2020). These issues are the lack of alignment between job seekers' skills and evolving job requirements, particularly in technical competencies like office software. This disconnect creates scepticism and insecurity among job seekers, emphasising the need for reliable e-recruitment systems (Arman, 2023). Companies must establish secure, strategic e-recruitment systems that protect user data and address job seekers' perceptions, ensuring trust, transparency, and accurate job matches to enhance engagement and confidence.

2. Literature Review

2.1 Conceptualization of E-recruitment

E-recruitment, also referred to as online recruitment, utilizes web-based technologies to facilitate various stages of the recruitment process, including attracting, assessing, selecting, recruiting, and onboarding candidates (Indira & Rathika, 2020). As highlighted by Indira and Rathika (2020), many organizations use e-recruitment platforms to post job openings, accept resumes, and communicate with applicants via email. This shift can be attributed to significant technological advancements, which have greatly influenced the rise of Internet-based recruitment practices. Consequently, recruitment websites are increasingly becoming an integral part of

organizational hiring strategies (Chowdhury, 2020). According to Husna *et al.* (2021), e-recruitment serves as a comprehensive gateway, enabling individuals to apply online and access a wide range of information related to the recruitment process. As e-recruitment is likely to remain a dominant method for job seekers, it is important to examine job seekers' perceptions and behaviours towards technology and its usage (Mahmood & Ling, 2017). Moreover, understanding these perceptions is crucial for online recruitment platforms and organizations to adapt their strategies to meet the evolving preferences of job seekers (Kunasagaram & Anthony Samy, 2020).

2.2 Theories Related to E-recruitment Adoption

The findings of past research suggest that perceived usefulness is the key criterion, as they find that such e-recruitment platforms are linked to HRIS or applicant tracking systems (Woon and Singh, 2019). Organizations' recruitment websites provide comprehensive job information, including salary details, benefits, rewards, and programs (Cober *et al.*, 2000). Perceiving system usefulness as a precursor to e-recruitment engagement can draw the interest of employed jobseekers to adopt the technology for job hunting (Tong, 2008). Online job platforms provide information and explain the benefits. Next, a past study mentioned that perceived ease of use is the degree to which a website is perceived by a job seeker to be easy to use in finding job information and thereby submitting his or her job application through the website (Ekanayaka and Gamage, 2019). Moreover, previous research has shown that the credibility and job-related information on recruitment websites can significantly influence job seekers' preference for applying through those websites rather than through other channels (Zusman & Landis, 2002).

In terms of online recruitment, this refers to the attitude of job seekers toward using online recruitment as the method for a job search. In past research, the attitude of use, and the traditional methods of job search are being revolutionized by e-recruitment. This innovative approach, as articulated by Brahmana & Brahmana (2013), liberates candidates from the need to physically visit various locations or scour through newspaper advertisements. Instead, with e-recruitment, the entire process is streamlined, making it more efficient and cost-effective for organizations. Furthermore, as pointed out by Malhotra & Sharma (2015), e-recruitment offers the strategic advantage of accessing a larger and more diverse pool of candidates, thereby enhancing the organization's ability to attract top talent.

2.3 Conceptualization of E-recruitment Platform

Numerous e-recruitment platforms have emerged due to technological advancements, streamlining the recruiting process. The key advantages of e-recruitment include shorter hiring times, global accessibility 24/7, a broader pool of candidates, cost and time savings, more opportunities for smaller companies, higher quality responses, easier job application processes, and enhanced brand image (Pio *et al.*, 2021). This is supported by D'Silva (2020), who noted that applying for jobs has become simpler and more streamlined, with automated communication systems making responses faster and less time-consuming. Online recruitment offers employers better opportunities to hire skilled, talented workers who can contribute to achieving organizational goals and objectives (Aljuaid, 2021). Building a talent pool to fill vacancies promptly is crucial for companies, as it enables the establishment and maintenance of relationships with prospective candidates through the regular sharing of relevant information and job offers via e-recruitment platforms (Rouse, 2019).

2.4 The Relationship Between Job Seekers Perception and E-recruitment Adoption

E-recruitment serves as an effective tool for attracting and retaining job seekers' interest. It plays a significant role in shaping an organization's image and building its identity (Kaliaperumal *et al.*, 2019). In addition to attracting the right candidates, e-recruitment helps in recruiting qualified talent while saving time and reducing costs, addressing talent shortages (Adeosun & Ohiani, 2020). The way organizations present their content impacts how job seekers perceive online applications. E-recruitment platforms help employers select the most qualified candidates based on their skills and qualifications (Aljuaid, 2021). However, if candidates are excluded from the process due to a lack of computer or IT knowledge, it may indicate that they are unfit for the position (Aljuaid, 2021). Furthermore, job seekers can use e-recruitment tools to compare different job opportunities within the same field (D'Silva, 2020).

Advertisements serve as a key element in how job seekers perceive e-recruitment platforms. For organizations, these ads provide an opportunity to present themselves and showcase their identity. According to Karácsony *et al.* (2021), social media and job advertisements are effective channels for active employer branding. Job advertisements not only attract candidates but also facilitate engagement between job seekers and organizations. Rukšytė (2021) emphasizes that companies increasingly rely on intelligent platforms and programmatic job advertisement technology to identify the best candidates. With automatic ad placement, these platforms ensure broader reach across the web. However, traditional e-recruitment often follows outdated processes and passive sourcing methods, such as simply posting job descriptions and waiting for applications (Junça Silva & Dias, 2022).

Job advertisements on online job boards offer vital real-time insights into the labor market. According to Rukšytė (2021), corporations aim to present themselves as attractive employers and strong companies through these ads. A short, positive description in job advertisements can significantly influence how job seekers perceive the company, aligning with employer branding efforts. The quality of the information presented on e-recruitment platforms also plays a crucial role in shaping the company's image and reputation (Juliana *et al.*, 2020). Moreover, the choice of words in job ads is critical, as it can impact how a company and job offer are perceived. Advertisements should be carefully crafted to avoid unintentionally highlighting internal organizational issues or fostering a stereotypical or discriminatory environment (Juliana *et al.*, 2020). However, many companies still underutilise the potential of their online job ads, missing opportunities to boost their attractiveness to job seekers. Some studies suggest that an overload of information in job advertisements can confuse applicants if it doesn't meet their informational needs (Maurer & Liu, 2007).

2.5 Conceptual Framework

Fig. 1 illustrates the relationship between job seekers' perception (independent variable) and e-recruitment adoption (dependent variable). The relationship applied to this research is applied to the context research, which is asserted by e-recruitment adoption that is related to job seekers' perceptions. Based on this framework, the hypothesis is formulated as follows:

H1: There is a significant relationship between advertisement placement and e-recruitment adoption.

H2: There is a significant relationship between advertisement information and e-recruitment adoption.

H3: There is a significant relationship between interest in jobs and e-recruitment adoption

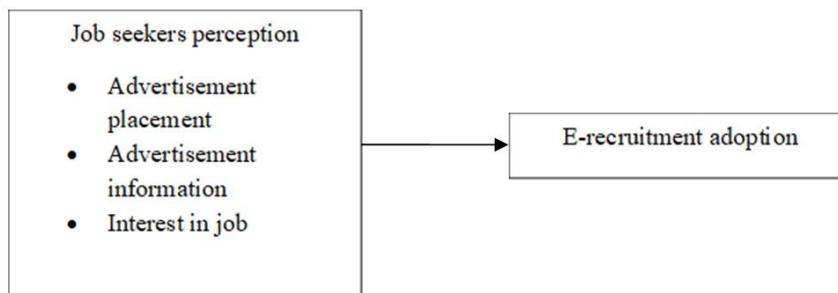


Fig. 1 Research framework

3. Research Methodology

The sampling technique for this study is a non-probability and convenience sampling technique, in which the respondent was selected by the researcher when the information from the job seekers was easiest to access when the person in charge just distributed the questionnaires that were available and easy for them to collect back. The reason for the convenience sampling technique is that it was suitable for the study if the researcher chose a sample when the data were easiest to access (Nikolopoulou, 2022).

The research focused on e-recruitment users in Malaysia who are actively seeking jobs to examine the perceptions of targeted e-recruitment users and look at how they adopt e-recruitment. It is quantitative research focused on job seekers in Malaysia, with the respondents selected from this group. A survey questionnaire was used as the research instrument, distributed via Google Forms, and the responses were collected as primary data for the study.

3.1 Research Flow Chart

The research flow chart's objective is to demonstrate the study's methodology. The objective of this is to identify the relationship between job seekers and e-recruitment adoption. A quantitative approach has been used to collect data to meet this study's objectives. Fig. 2 shows the research flow chart that was conducted in this study.

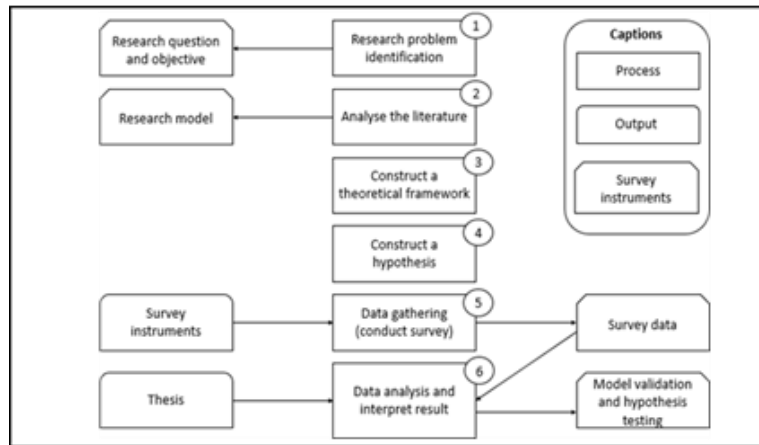


Fig. 2 Flow chart of this study

3.2 Sampling Method

This research uses simple random sampling techniques to choose respondents. At the beginning of the research, it is essential to identify the population and sampling method to ensure that the goal can be achieved. The sampling technique must be identified since if it is not the right one, the research's validity and reliability may be corrupted. Among all sampling strategies, this one is the most frequently applied. It is simple to use and fairly portrays the general populace. The reason for the convenience sampling technique is that it was suitable for the study if the researcher chose the sample where the data were easiest to access (Nikolopoulou, 2022). Thus, this technique was appropriate for this study because the researcher distributed the questionnaire via Google Forms. Table 1 is a sample size selection table developed by Krejcie and Morgan (1970).

Table 1 Determining sample size method

<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>	<i>N</i>	<i>S</i>
10	10	220	140	1200	291
15	14	230	144	1300	297
20	19	240	148	1400	302
25	24	250	152	1500	306
30	28	260	155	1600	310
35	32	270	159	1700	313
40	36	280	162	1800	317
45	40	290	165	1900	320
50	44	300	169	2000	322
55	48	320	175	2200	327
60	52	340	181	2400	331
65	56	360	186	2600	335
70	59	380	191	2800	338
75	63	400	196	3000	341
80	66	420	201	3500	346
85	70	440	205	4000	351
90	73	460	210	4500	354
95	76	480	214	5000	357
100	80	500	217	6000	361
110	86	550	226	7000	364
120	92	600	234	8000	367
130	97	650	242	9000	368
140	103	700	248	10000	370
150	108	750	254	15000	375
160	113	800	260	20000	377
170	118	850	265	30000	379
180	123	900	269	40000	380
190	127	950	274	50000	381
200	132	1000	278	75000	382
210	136	1100	285	1000000	384

Note.—*N* is population size. *S* is sample size.

Source: Krejcie & Morgan, 1970

3.3 Data Collection

Data collection refers to the process of representing or coding some existing knowledge or information in a way that makes it easier to use or process. The data collection procedure for this study was done in two ways online distribution. First, the researcher distributes the questionnaire via social media and survey platforms. The act of acquiring all pertinent information is known as data collection, and it is done to test the hypothesis, analyze the

findings, and come up with solutions to the study problem. Primary data collecting and secondary data collection are two categories into which data gathering can be categorized.

3.4 Primary Data

The process of acquiring data through surveys, interviews, or experiments is known as primary data collection. As a result, surveys using questionnaire forms are the approach used for data collection in this study. The appropriate option is the questionnaire form because it is simple to provide to the responders. The primary source was the information from the questionnaire to identify the relationship between job seekers' perceptions and e-recruitment adoption.

3.5 Research Instrument

In this study, data was collected from respondents using a questionnaire technique. The questions in the entire questionnaire collection are organized into three groups. The researcher will ask a few inquiries about the company's fundamental facts in Section A. Section B, for example, includes a question on the GSCM procedures utilized by manufacturing industry in Batu Pahat. Section C examines companies' GSCM operational performance. All of the questions will be created by the researcher in the form of a closed-ended inquiry. In other words, the researcher will give a set of possibilities for the respondent to choose from depending on their best skill. This collection of questionnaires may indicate that the researcher aims to keep things as simple as possible in terms of questionnaire design and phrasing in order to make it simpler for respondents to understand the questions and create the best answer. As a consequence, the researcher will be able to obtain more accurate responses from the participants.

3.6 Descriptive Analysis

In this study, descriptive and inferential analysis has been used to gather information about the population from the sample. In addition, it is also used to analyze demographics and the job seekers in e-recruitment adoption. The data will be examined using the Statistical Package for Social Sciences (SPSS) software as part of the statistical analysis strategy. The research also clarifies the principal findings and statistical information based on percentages and means.

3.7 Correlation Analysis

Correlation analysis is used to evaluate the relationship between each variable. Correlation analysis was used in this study to determine the degree of correspondence between the variables, which is to determine the degree of correspondence between job seekers' perceptions and e-recruitment adoption. As in Table 2, the Spearman correlation coefficient is used to express the degree to which the variables are correlated. Pearson coefficients require the relevant data that must be entered in a table like the Spearman Rank and the resulting result will be in the form of numbers generated by all correlation coefficients that value of -1 to +1. Several +1 represents the strongest possible positive correlation, whereas a value of -1 indicates the strongest possible negative correlation. As a result, the closer the coefficient is to one of these figures, the stronger the correlation of the data it reflects.

Table 2 *Correlation coefficient*

Correlation Coefficient	Strength Description
$\pm 0.81 - \pm 1.00$	Strongest
$\pm 0.61 - \pm 0.80$	Strong
$\pm 0.41 - \pm 0.60$	Moderate
$\pm 0.21 - \pm 0.40$	Weak
$\pm 0.00 - \pm 0.20$	Weak to No Relationship

4. Data Analysis and Findings

4.1 Survey Return Rate

The total population of e-recruitment platform users in Malaysia is estimated to be approximately 649.3 thousand. According to the sample size determination guidelines established by Krejcie and Morgan (1970), a minimum of 382 respondents was required to ensure the study's results would be statistically reliable and generalizable to the broader population. However, only 226 respondents answered the online survey that was being distributed through social media such as WhatsApp, Telegram and Instagram.

4.2 Reliability and Validity Analysis

Cronbach's Alpha is not used in testing the reliability of this test instrument because it is more suitable to be used in testing a questionnaire instrument with a 5 Likert scale (Ghazali Darusalam, 2021). A higher Cronbach's Alpha value, approaching 1.0, indicates a high level of reliability, reflecting the instrument's ability to measure the intended constructs consistently as shown in Table 3.

Table 3 Reliability coefficient value

Cronbach's Alpha (α)	Internal Consistency
$\alpha \geq 0.9$	Excellent
$0.9 \geq \alpha \geq 0.8$	Good
$0.8 \geq \alpha \geq 0.7$	Acceptable
$0.7 \geq \alpha \geq 0.6$	Be Disputed
$0.6 \geq \alpha \geq 0.5$	Bad
$0.5 \geq \alpha$	Unacceptable

4.3 Reliability and Validity Analysis of Pilot Study

Table 4 shows the reliability test of a pilot study. The reliability of the constructs in this study was evaluated using Cronbach's Alpha, a widely accepted measure of internal consistency. According to Hair *et al.* (2014), a Cronbach's Alpha value of 0.70 or higher is considered acceptable for ensuring reliability in social science research. The results of this study showed that all constructs met this criterion, with the following values: Advertisement Placement (0.832), Advertisement Information (0.800), Job Interest (0.840), and E-recruitment Adoption (0.912). These findings demonstrate strong internal consistency and confirm the reliability of the measurement scales employed in the research.

Table 4 Reliability test for pilot study

Factors	Cronbach's Alpha	No. Item
Advertisement Placement	0.832	4
Advertisement Information	0.800	4
Interest In Job	0.840	4
E-recruitment adoption	0.912	4

4.4 Actual Study

Table 5 Cronbach's Alpha values for Advertisement Placement, Advertisement Information, Job Interest, and E-recruitment Adoption are 0.947, 0.945, 0.944, and 0.953, respectively. These values reflect a high level of internal consistency for each variable. Given that all Cronbach's Alpha values exceed the acceptable threshold of 0.7, the research instruments used in this study are considered reliable, demonstrating that the questionnaire is highly reliable.

Table 5 Reliability test for the actual study

Factors	Cronbach's Alpha	No. Item
Advertisement Placement	0.947	4
Advertisement Information	0.945	4
Interest In Job	0.944	4
E-recruitment adoption	0.953	4

4.5 Demography Analysis

Table 6 presents the questions in Section A pertaining to the respondents' demographic information. The questions include gender, race, frequency of e-recruitment platform usage, education level, whether the respondent has ever used an e-recruitment platform, and which e-recruitment platform they have visited. The findings indicate that the items studied were highly effective, and the data collected in the actual study demonstrated strong reliability and validity. The questions used were well-suited to the objectives of this research.

Table 6 Summary of demographic analysis

Item	Frequency	Percent (%)
Gender		
Male	116	51.3
Female	110	48.7
Total	226	100
Race		
Malay	44	19.5
Chinese	69	30.5
Indian	80	35.4
Others	33	14.6
Total	226	100
Age		
18 – 20 years old	36	15.9
21 – 22 years old	53	15.9
23 – 24 years old	90	39.8
>25 years old	47	20.8
Total	226	100
Education Level		
Diploma	75	33.2
Degree	103	45.6
Master	34	15
PhD	14	6.2
Total	226	100
Have you ever tried an e-recruitment platform?		
Yes	225	99.6
No	1	0.4
Total	226	100
Which e-recruitment platform have you visited?		
Maukerja	38	16.8
Jobstreet	80	35.4
Hiredly	73	32.3
MYFuture jobs	32	14.2
LinkedIn	2	0.9
Monster	1	0.4
Total	226	100

4.6 Descriptive Analysis for Job Seekers' Perception

The results indicate that the average mean scores for the three items are Advertisement Placement, Advertisement Information, and Interest in Job, which are 3.66, 3.64, and 3.66, respectively. All these scores fall into the "Medium" level. This means that job seekers have a somewhat positive view of the platform in these areas, but there is still room for improvement. The score of 3.66 for advertisement placement and interest in jobs suggests that job seekers think the job advertisements are placed well, but they may not find them very effective. Meanwhile, a slightly lower score of 3.64 for advertisement information indicates that the details in the advertisements might not fully meet the needs of job seekers.

Table 7 Summary analysis of the average mean

Item Advertisement Placement	Mean (M)	Level
Advertisement Placement	3.66	Medium
Advertisement Information	3.64	Medium

Interest In Job	3.66	Medium
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4.7 Descriptive Analysis for E-recruitment Adoption

Table 8 presents the mean, standard deviation, and level of variables for each question related to e-recruitment adoption. The findings indicate that the item “In general, e-recruitment platforms will be my preferred choice for job searching because they make the process more efficient” recorded the highest mean and standard deviation value (M = 3.76, SD = 1.319), reflecting a strong preference for such platforms among respondents. Conversely, the item “I rely on e-recruitment platforms because they make the job application process quick and efficient” had the lowest mean and standard deviation value (M = 3.63, SD = 1.284). Overall, the study demonstrates a high level of e-recruitment adoption, with a total average mean of M = 3.69 and a standard deviation of SD = 1.31.

Table 8 Mean and standard deviation for E-recruitment adoption

No	Item E-recruitment Adoption	Mean	Std Deviation
1	I am very pleased to use e-recruitment platform because of their straightforward and user-friendly functionality	3.69	1.324
2	I rely on e-recruitment platform because they make the job application process quick and efficient	3.63	1.284
3	I rely on e-recruitment platforms since they accurately match job to my skills and preferences.	3.71	1.335
4	In general, e-recruitment platforms will be my preferred choice for job searching because they make the process more efficient.	3.76	1.319
Average Mean		3.69	1.31

4.8 Correlation Analysis

Correlation analysis is a statistical method used to examine the relationship between two variables and determine the strength and direction of their association. It helps identify whether changes in one variable are associated with changes in another. Two common types of correlation coefficients are Pearson and Spearman, which are used to assess linear relationships between independent and dependent variables (Aggarwal & Ranganathan, 2016). A positive correlation indicates that both variables move in the same direction, with increases in one variable corresponding to increases in the other. Conversely, a negative correlation suggests that as one variable increases, the other decreases (James, 2023).

4.8.1 Relationship Between Job Seekers' Perception and E-recruitment Adoption

For this study, Table 9 shows the results of the analysis examining the relationship between e-recruitment adoption and advertisement placement using Spearman's correlation coefficient. The findings indicate a Spearman's correlation value of 0.794, with a significance level of $p < 0.001$. This demonstrates a strong positive relationship between e-recruitment adoption and advertisement placement.

Table 9 Spearman's Correlation between Advertisement Placement and E-recruitment Adoption

Advertisement Placement	Correlation Coefficient	E-recruitment Adoption
		0.794**
	Sig. (2-tailed)	<0.001
	N	226

4.9 The Relationship between Advertisement Information and E-recruitment Adoption

Table 10 summarises the relationship between e-recruitment adoption and advertisement information based on Spearman's correlation coefficient. The results reveal Spearman's correlation value of 0.812 with a significance level of $p < 0.001$, based on a sample size of 226. This indicates a strong positive relationship between e-recruitment adoption and advertisement information

Table 10 Spearman's Correlation between Advertisement Information and E-recruitment Adoption

Advertisement Information	Correlation Coefficient	E-recruitment Adoption
		0.812**
	Sig. (2-tailed)	<0.001
	N	226

4.10 The Relationship between Interest in Jobs and E-recruitment Adoption

Table 11 summarises the relationship between e-recruitment adoption and advertisement information based on Spearman's correlation coefficient. The results reveal a Spearman's correlation value of 0.812 with a significance level of $p < 0.001$, based on a sample size of 226. This indicates a strong positive relationship between e-recruitment adoption and advertisement information.

Table 11 Spearman's Correlation between Interest in Job and E-recruitment Adoption

Interest in Job	Correlation Coefficient	E-recruitment Adoption
		0.870**
	Sig. (2-tailed)	<0.001
	N	226

5. Conclusion

Based on the results obtained, job seekers prefer using e-recruitment platforms because they make the job search process faster and more efficient. However, the connection between job seekers' interest in job ads and their decision to use e-recruitment platforms was only moderate. Additionally, the study had some limitations, such as a small sample size and potential biases from convenience sampling. The findings were also based on general e-recruitment platforms, without considering specific platforms used by different companies. For future research, it is recommended to explore other factors influencing job seekers' decisions and to focus on specific e-recruitment platforms to better understand what makes some platforms more attractive or effective. Using different methods, like interviews or focus groups, could also provide more accurate insights. Overall, while the study provides useful information about job seekers' views on e-recruitment platforms, further research is needed to fully understand the factors that influence their adoption.

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Conflict of Interest

Authors declare that there is no conflict of interest regarding the publication of the paper.

Author Contribution

The authors confirm contribution to the paper as follows: **study conception and design:** Illi Syahirah Mohd Arif, Siti Aisyah Salim; **data collection:** Illi Syahirah Mohd Arif; **analysis and interpretation of results:** Illi Syahirah Mohd Arif; **draft manuscript preparation:** Illi Syahirah Mohd Arif, Siti Aisyah Salim. All authors reviewed the results and approved the final version of the manuscript.

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