

# E-recruitment: challenges & developments

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**Abstract:** *A study on E-recruitment system with the stages of their development has been presented, additional to its effectiveness in society and so the most popular systems, the latest published research in this field was also highlighted, which shows the researchers directions in developing these systems, so that they can serve all the members that benefiting from it.*

## 1.1 Introduction

With the development of programming languages synchronized with internet services and web site designs, the need has appeared to participate community requirement to take advantages of this development services, website of employment has taken a large share of these services, which is an online job site to enable companies to publish jobs online on the site and make their company work effectively and profitably. And access to the largest number of job-seeking candidates of different nationalities by accessing the private websites of any recruitment company or any institution available on the Internet. It eliminates geographical borders, and provides a greater spread for companies. People looking for a job can find a job on the site in a very short time and do not need to go to the company and wait until they get a job. It also reduces the momentum on the company and obtains highly qualified and experienced employees. This site is very useful for both business owners and job seekers.

E-recruitment websites have revolutionized the field of employment for employers and searchers, and have greatly increased the effectiveness of employment decisions that can be taken. E-recruitment is 70% faster than traditional recruitment methods and increases the speed of the recruitment cycle at every stage from placing the advertisement to receiving CVs to liquidation, to communication management, workflow and a wider spread of companies. Contrary to the traditional means of employment [1], which are limited to the professional level, the geographical dimension, the profession and other criteria, the electronic employment portals have a model and current database of skills that cover all job cadres and professions in all regions. A lot of money is spent to ensure diversity, regular update and high value of the databases. Also, the deployed business development teams ensure the stability of the dependencies through which the job portals are prominent and full of qualified people for the right work and that they are visited by the right job seekers regularly. Companies can use their job advertisements to display a coherent brand and image of the company's values or potential employees. With the increasing demand for the best skills, job seekers can be very specific in their choice of who they will work and sometimes what companies describe as a basis for job application decisions. Job seekers benefit from the wide range that they get through online job sites. They are able to enter jobs in companies, professions and geographical locations that they do not know in normal cases, and they can apply to them immediately with one click of the mouse button. By placing their CVs online, companies as well as recruiters will be able to contact them immediately regarding unannounced job opportunities. There are global recruitment sites such as Amazon, eBay, Alibaba, Salesforce.com, and TripAdvisor [2]. The most popular and newest programming languages that used for this purpose are php, html, JavaScript and MySQL.[3]

## 2. General Mechanism

Basically, web-based employment management systems help the labor market and people to apply for a job from the first step, where the CV of the job seeker is uploaded, and then the job seeker receives a letter from the employer getting comments or a response from the concerned company. To be set aside their interview details are set online [4].

On the other hand, companies looking for workers can announce their offers to apply to work for them, so there will be two main users of the system, the first user is a job seeker who can register as a member. After that, the second user is the business owner. Whatever the nature of the work of the company or the candidates, the electronic system can recommend the best options available to both parties.

Where preferred recommendations are given to each of the company and the candidate. Therefore, it provides a search facility with the best methods [5].

## 3. Challenges

Competitiveness and the large number of applicants, include one of the most important challenges. In some cases, companies that hire may receive a number of applicants to work for the job that was surprisingly advertised. Where applicants don't always read the

job description, or answer questions in a job posting, and while it's easy to choose who's qualified for a job, it confuses qualified applicants and makes their appearance more difficult. Where it is difficult to verify the sources of documents and related papers [6].

#### **4. Literature review**

We are going to present an overview of some of published works on which aims to contribute to the development of the field of E-recruitment systems.

- I. As a result of the great development that took place in the field of electronic employment systems and the large number of documents that may be attached to these systems, the need arose to classify these documents in ways that ensure the effectiveness of cost and time .In this field, the research [7]has been published.
- II. An electronic recruitment system has been introduced that meets the current needs, in which the RAD method has been implemented, which helps in reducing the processing time.The PHP language has been used in the framework of Laravel and using MYSQL database[8].
- III. In this context, a PhD research was also presented [9], dealing with the field of search engines and recommendation systems and their effects on the performance of employment systems for both recruitment companies and job seekers, as this affects the sequence of job opportunities for both parties and thus affects the expected results from the application of the system
- IV. To help determine the suitability of system applicants to fill positions offered by the company, a decision support system has been implemented using the k-nearest neighbor method to determine the weight value and ranking results for each candidate as this will help companies make the decision to select the candidate based on the weight value closest to the metrics that have been Determined by the company in advance.[10]

#### **5. Conclusion**

Due to the importance of the employment system and its impact on human resources management, as a result of the expansion of the last made in the field of management of electronic, the online recruitment systems observed with interest the researchers in terms of improving their performance in different directions which may include programmatic development or analytical development as well as design, which kept place with special needs and public based on the requirements of and the success of the parties in order to manage the community.

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