



THE IMPACTS OF E-RECRUITMENT ON THE EFFECTIVENESS AND EFFICIENCY OF HRM

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TABLE OF CONTENTS	PAGE
DECLARATION OF ORIGINAL WORK	i
LETTER OF SUBMISSION	ii
ACKNOWLEDGEMENT	iii
TABLE OF CONTENTS	iv
LIST OF TABLES	vii
ABSTRACT	viii
 CHAPTERS	
1. CHAPTER 1	
1.1. Introduction	1
1.2. Background of study	2
1.3. Problem Statement	3
1.4. Research Questions	4
1.5. Research Objectives	5
1.6. Significance of Study	6
1.7. Scope of the study	7
1.8. Limitations of the study	7
1.9. Conclusion	8
2. LITERATURE REVIEW	
2.1. General View of E-Recruitment	9
2.2. Quality of Candidates	10

LISTS OF TABLES

TABLE		PAGE
Table 4.1	Descriptive Analysis for variables	26
Table 4.2	Results of Regression Analysis	28
Table 4.3	Results of Reliability Statistics	30
Table 4.4	Results of One-Sample Test	31
Table 5.1	Summary of Conclusion	34

ABSTRACT

E-recruitment is an online recruitment. A candidate who is applying for an advertised position forwards their CV and a covering letter electronically to the advertiser's website. The purpose of this research is to analyze the impact of e-recruitment on the effectiveness and efficiency of Human Resources Management. Furthermore, this research will analyze the impacts of e-recruitment such as quality of candidates, wider choice of applicants and time and cost reduction towards the effectiveness and efficiency of Human Resources Management. In this study, most of the data will be collected and obtained from the primary data which is in order to obtain the data; a set of structured questionnaires will be distributed to the respondents. 15 questionnaires will be distributed to the random commercial banks listed by Bank Negara Malaysia. By doing this research, I hope that the findings will enhance and increase the effectiveness and efficiency of the human resources management. On top of that, this research will provide valuable information in understanding the impacts of e-recruitment on the effectiveness and efficiency of HRM. For the expected findings, the independent variables will give impact to dependent variable.