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**E-RECRUITMENT IN SARAWAK STATE CIVIL
SERVICES: A STUDY OF PERCEPTIONS OF
GOVERNMENT EMPLOYEES**

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ABSTRACT

With the proliferation and continuous advancement and growth in Internet technology, e-recruitment as business activity is growing globally. The low cost e-recruitment has also attracted many corporate companies to capitalize this technology for recruitment. Millions of jobseekers are posting their resumes to the popular third party e-recruitment job sites. E-recruitment has the potential to change some of the 'traditional' recruitment sources. With this continuous growth of jobseekers population using this technology for job search, this research aims to analyses and predict the civil service's perceptions of e-recruitment accessibility, selecting or recruiting a suitable candidates and analyzing whether e-recruitment faces the difficulties in reconciling online and offline processes. A random sample of 150 civil services at MASJA and Bangunan Sultan Iskandar were given the questionnaires. From the research we found that the accessibility of our respondents is in moderate level. Then, we also found that e-recruitment has average risks to select or recruit suitable or qualified candidates. And, last but not least, it shows that most of the respondents' opinion said that using online process is give more advantages compared than offline process.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

According to the past study by Brasher and Chen (1999) on job search, they cite that at any given time, millions of individuals are searching for *job opportunities*. Often, individual jobseeker is changing job to match his interest and ability. The survey data from May 1976 US Current Population Survey (CPS) indicated that 4.2 percent of all workers had actively looked for a new job in the prior 3 months, but the likelihood that workers have looked for a new job varied, depending on their characteristics and their current jobs (Meisenheimer and Ilg, 2000).

There will always be someone who in an organization that resigns, retires, changing job, transfers, and even someone who passes away. In order to keep the level of employment constant the firm has to replace them by new employees (Philips, 1998). This means for employees job seeking and recruitment are inevitable and will continue to move on as regular basis. In fact, the process of job search for employment starts from the day we graduated from college and continue while we are still employed in the current job (Keith and McWilliams, 1999).