Analysis of Implementation E-Recruitment on HRM: Systematic Literature Review

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ABSTRACT: This systematic literature review aims to synthesize several published studies related to the implementation of e-recruitment. Lately, there is a phenomenon that companies lack a workforce that suits the needs of the company, and to get employees who are eligible and capable of work, the company requires a long time and a lot of money, therefore, this study aims to analyze the implementation of e-recruitment on HRM". The method used is the Prisma method, guidelines for choosing but also including articles, and a more objective analysis method using two accesses, namely Google scholar and science direct digital. The prism flow chart, which represents the processes in the content short listing. After the reviewer examines some data/literature, the results of this show that thirty-two (32) data/literature have in common that the use of online recruitment benefits for company's morning, especially in terms of administrative and cost efficiency. Seventeen (15) of them produce research by categorizing E-recruitment as a technological tool and system, twelve (12) others are more inclined to E-recruitment functioning as a process and service, and 5 (five) literature make E-recruitment as a tool to support the company's reputation and attract job applicants. Meanwhile, out of 32 (thirty-two) data, there is only 1 (one) data that shows that E-recruitment does not motivate job applicants.

KEYWORDS: Systematic Literature Review, E-Recruitment, HRM.

I. INTRODUCTION

A company's most valuable resource is its workforce. The engagement of each employee directly affects the success of the business. To identify people who meet the demands of the company, the recruitment process is the first stage. Choosing applicants with the required qualifications to fill available positions inside an organization is known as recruitment.. According to (Mangkunegara and Prabu, 2009), recruitment is a process or activity used by an organization or business to obtain potential employees based on their needs, appraisal, and selection. (Nasreem 2016) examined how technological innovation has improved recruiting in the labor sector Since it affects the company's performance during this phase and determines the long-term success of the company, the recruitment process must be carried out as effectively as possible. [1]

The value of the output and ensure survival in an increasingly to succeed in today's cutthroat business environment, all firms must collaborate (Sivertzen et al., 2013). It performs the vital task of attracting human resources to the firm, making it a crucial component of human resource management (Baber, 1998). The firm competes against capable people in each of their sectors in addition to competing for revenues. A corporation has benefits if it can attract and keep talented individuals more effectively than competing businesses (Sivertzen et al., 2013).

E-recruitment is a technique for hiring staff members in which several workers submit their resumes electronically or online, where the organization picks the best ones (Melanthiou et al., 2015). Job candidates have a good possibility of developing available job leads by using E-recruitment services. These services increase your chances of finding the best job needs, increase your chances of attracting passive job seekers, and offer time flexibility. Digital adoption and uptake will continue to grow rapidly over the coming years. Today, a huge number of businesses, both big and small, use e-recruitment on a global scale. The majority of companies already advertise job positions online, except resumes via email, and some even conduct some or all interviews and testing online [2].

In research by Dr. R. Ramaabaanu et al. (2014). E-recruitment is essential but it has issues. E-recruitment is essential for the following reasons: shorter recruiting times, lower hiring costs, greater candidate and employer reach, state-of-the-art screening technologies, and chances for businesses to build their brands. Complex management features allow for both

anonymity and aggression. Despite the ease that online hiring provides, businesses should exercise caution and make sure that the procedure is always in accordance with the company's code of conduct. This fact shows how E-recruitment affects the hiring process in various ways. Both job seekers and employers benefit from the convenience that E-recruitment offers [3].

According to (Sousa, Duarte, Sanches & Gomes (2006) and Cardoso (2010), Applying criteria in e-recruitment enables the evaluation of proposals based on a variety of factors, including seniority and certifications, skill assessments in linguistics, computer literacy, and social competence. This is comparable to e-selection. Employers (companies) strive to find the top candidates with the ideal credentials in the least amount of time during the hiring process. But accepting fresh job applicants presents a challenge for recruiters. To open a new vacancy, recruiters have to pay psychologist fees, test fees, medical examination fees, interviews, and so on. Without a doubt, this will require a great deal of budge and energy. [4].

Companies need to focus on recruitment and selection, as it is important to attract well-qualified candidates at the right time. [5]. According to (S., Kiselicka, M., & Jovevski, D. 2018), In short, The following platforms human resource (HR) administration techniques are referred to as "e-recruitment": publishing available jobs on job boards, employment websites, social media sites, business websites and intranets, and other online resources; electronic hiring methods for submitting applications, monitoring, evaluating and managing candidates, summary databases and web browsers, etc [6].

According to Stone et al. (2013), the primary goal of e-recruitment methods is to draw applications from the preferred individuals so that open jobs can be filled quickly to meet the demands of the organization. An electronic recruitment system that integrates business and applicants by using Rapid Application Development (RAD) and Unified Modeling Language (UML) model methods, improves the effectiveness and efficiency of the recruitment process. In a study on a related subject, HRD development, candidates who appear to fit the requirements are immediately selected using Rapid Application Development (RAD) model techniques and Unified Modeling Language (UML) notations. (Rahmi. 2011). [8] The advancement of technology and globalization have made the companies' environment more competitive, forcing them to fight for existence. In this situation, businesses create strong talent acquisition tactics in order to recruit individuals who are deemed necessary to promote organizational sustainability through the difference, ingenuity, and invention. (Laimer & Giachini, 2015).

Based on previous research, it was found that there are various functions of implementing an E-Recruitment system in Human Resource Management. This encourages researchers to conduct a literature review on the use of E-Recruitment systems. Researchers will use the findings from this literature review as a strong foundation as they research how E-Recruitment methods are applied.

This *systematic literature review* aims to synthesize several published studies related to the implementation of E-Recruitment, and re-examine what the function of E-recruitment is and what the benefits are for companies and job candidates. Therefore, this research focuses on: "Analysis of E-Recruitment Implementation in HRM".

II. METHODOLOGY FOR THE REVIEWING LITERATURE

The sufficient details criteria for systematic reviews and meta-analyses (PRISMA) approach, which is used in research study,is a comprehensive review that is conducted by adhering to the right steps or study attitudes. Recognition, filtering, and admission are the three procedures under which the search's steps are broken down. This action complies with PRISMA 2020's (Preferred Reporting Items for Systematic Reviews and Meta-Analyses) recommendations.

Research conducted in the form of publications was the sole focus of the systematic review. Study that has successfully peer-reviewed and posted in Bilingual journals is represented by the publications used. The writer provides use of the Mendeley application to manage content she finds in electronic sources. Elsevier created Mendeley, a computer and web application that allows users to organize and collaborate online while managing and sharing journal articles. Mendeley is a scientific social platform that integrates Mendeley Desktop, a reference and PDF management tool, with Mendeley Android and iOS.

There are three stages: recognition, verification, and integration. Choosing the keyword phrase, query parameters, source, and data extraction method were all part of the analysis phase. The keyword that was used most frequently in the search was "Analyzing the Application of E-Recruitment to HRM's "Disruptive Human Resource Management Technology." It was decided to include the phrases "E-Recruitment System on HRM," "E-Recruitment," "EHRM," "Electronic HRM," and "Digital HRM" in the keywords. With a "OR" procedure placed among each item, they were entered into the Science Direct and Google Scholar databases. The publications required screening, as per the PRISMA 2020 flowchart. The duties carried out at scanning include filtering, collection, and determining each article's eligibility. Papers that do not meet the eligibility requirements are removed from each job (Meline, 2006; Priyashantha et al., 2021a,b,c). The qualifications for admission.

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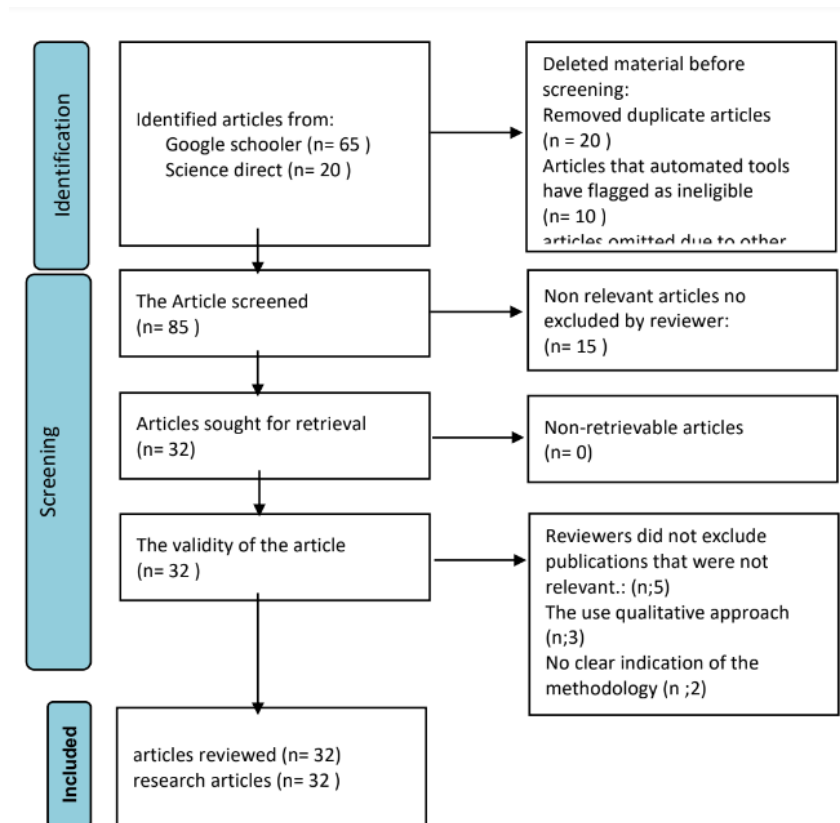
Picture 1: Flowchart for PRISMA article selection (2020)

III. RESULT AND DISCUSSION

Table 1. Research Results On E-Recruitment

NO	Peneliti & Tahun	Jurnal	RESEARCH RESULTS
1.	(Junejo, M.I. and Khowaja, 2019)	International Journal of E-Education, E-Business, E-Management and E-Learning	In organizations, recruitment is a crucial technique for hiring candidates. Technology has had a significant impact on the entire recruitment process and market, transforming traditional recruitment into electronicrecruitment, or E-recruitment. In order to identify and comprehend the impact of elements that affect electronic recruiting in the enterprises of Hyderabad, Sindh, This study relies on how employees feel.
2.	(Ekhsan, M., 2022)	Journal of Research in Business, Economics, and Education	The objective of this research is to ascertain that e- recruitment influences desire to seek some jobs when company image is a bridging element, how brand image influences the desire to pursue a career, and when e-recruitment effects these influences..
3.	(Ramadhani,F. and Zarlis, M., 2019)	International Journal of E-Education, E-Business, E-Management and E-Learning	The E-recruitment process requires applicants to first visit, the organization to check for open positions before submitting applications based on those openings. Subsequently email the company link to the potential employee, who will then repeat the process on the company's given e-recruitment system. Candidate employees will be chosen by the company. This electronic recruitment system will handle all the hiring decisions; a commercial requirement only specify the qualifications needed to work there, and once those have been established, it will discover the qualified candidates and forward their information to the business.

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4.	(Maqbool, N., Mudassar, H., Khan, J., Zahid, U. and Tariq, R., 2020)	European Journal of Human Resource Management Studies	The purpose of study is to bridge a space and gain its goal of e-recruitment in Pakistani telecommunications industry by studying the e-recruitment procedure, knowing some obstacles in e-recruiting mid level managers in Huawei Pakistan, and developing a plan that accounts for the difficulties, additionally Delphi research to reach agreement on a comprehensive set of training data to enhance e-recruitment.
5.	(Abia, M. and Brown, I., 2020)	Conference on e- Business, e-Services and e-Society. Springer, Cham.	The study demonstrates that it got variety purpose of E recruitment which able to enlarge the definition of e- recruitment itself, the concept of it would enhance the understanding of how to use this tool for seeking some jobs.
6.	(Maree, M., Kmail, A.B. and Belkhatir, M., 2019)	Journal of Information Science	The paper provides numerous systematic instances, including the ability to accurately identify and extract pertinent talents from candidate resumes and job postings. The article also discusses how the hidden semantic aspects still present a significant challenge for e-recruitment systems.
7.	(Monteiro, I., Correia, M.B. and Goncalves, C., 2019)	Journal of Spatial and Organizational Dynamic	This study's objective is to look at the significance of assessing a business's recruiting practices in attempt to enhance and optimize personnel, variety, connectivity, and social bonding within the institution. This research demonstrates the integration of a new website with social media.
8.	(Nguti, V.N. and Mose, T., 2021)	International Academic Journal of Human Resource and BusinessAdministration	Introduction The report's aim was to gain a better knowledge in how e-HRM functions affect organizational outcomes like employee engagement, organizational commitment, and employee satisfaction. The research also showed that the e-compensation purpose has a substantial effect on the results of the business in HELB, Kenya.
9.	(Daniel, C.O., 2019)	International Journal of Economics, Business and Management	Organizations depend on recruitment and selection because they need to quickly attract people with the right qualifications.
10.	Buana, U. M., Meruya, J., & No, S. (2022).	International Journal of Multidisciplinary Research	The benefits of recruiting are that businesses utilize e-recruitment to promote openings, receive applicant resumes via e-mail, and more. Tracking companion need for work requirements and system integration of prospective employees who participated in the hiring process are both crucial elements of efficient management.. Candidates who don't meet the requirements won't be considered for the following round of the hiring.
11.	Kiselicki, M., Josimovski, S., Kiselicka, M., & Jovevski, D. (2018).	Journal of Sustainable Development	In conclusion, e-recruitment encompasses the succeeding virtual human resource management (HRM) procedures: posting positions available on recruitment websites, profession gateways, social media, websites, intranets, as well as other digital sites; utilizing e-recruitment processes for applicant tracking, supervising, analysis, and control; and utilizing web browsers and summary databases, among other things.
12.	Gracia, A., Chan, A., & Adinegara, R. (2018).	Jurnal Pemikiran dan Penelitian Administrasi Bisnis dan Kewirausahaan	When it comes to administration and costs, PT X can be more effective. This is a result of the use of electronic recruitment. This demonstrates how e-recruitment benefits businesses by speeding up the incorporation of new hires into the workforce and other processes.

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13.	Shalahuddin, S., Sari, M. F., & Hidayat, N. (2022)	At-Tadbir : Jurnal Ilmiah Manajemen	Alumni of the University of Borneo Tarakan's Faculty of Economics are also feeling the benefits of using e- recruitment in their pursuit of employment. Prospective employees are interested in applying for a job if the company implements e-recruitment.
14.	Letare, R. S., Septiana, L., & Haryanti, T. (2022).	informatics for educators and professionals,	E-recruitment is developed in a website-based form so that prospective applicants can get job vacancy information effectively and efficiently. The use of e- recruitment in the quick selection of staff helps HRD aswell.
15.	Wibowo, C., Zunaidi, M., & Ginting, R. I. (2020).	Jurnal Cyber Tech	Problems that exist at PT Bungkus Teknologi Indonesia related to UI/UX Designer recruitment can be resolved with the existence of E-Recruitment which adopts the WASPAS method.
16.	Boy, A.F. and Perangin-Angin, M.I.,2022.	Jurnal Cyber Tech	E-Recruitment can help the CEO of PT Bungkus Teknologi Indonesia in recruiting reliable and competent Front-End Programmers.
17.	Safitri, S.M., 2021	Resolusi: Rekayasa Teknik Informatika dan Informasi	Electronic recruitment systems are used to conduct the recruitment process, starting from registration, online competency tests, and recruitment results. E-Recruitment makes employee recruitment results more accessible to applicants, expands public knowledge about employee recruitment, and makes it easier for HRMs to conduct online selection.
18.	Hertanto, G. and Zuraidah, E., 2022	Resolusi: Rekayasa Teknik Informatika dan Informasi	The e-recruitment system helps HRM as decision supportin finding competent prospective employees. The e- recruitment system functions as a storage place for applicant files so that they are more integrated and easier to search so as to minimize nepotism.
19.	Syahputra, A.S., Ishak, I. and Prayudha, J., 2022	Jurnal Cyber Tech	With the application of E-recruitment can help LKP Hitech Course agencies in selecting qualified and competent company.
20.	Prasetyo, A., Ishak, M. and Yakub, S.,2022.	Jurnal Cyber Tech	The E-Recruitment application for social media branding employees using the WASPAS method as a way out of the problems faced by PT Bungkus Teknologi Indonesia in prioritizing which prospective employees are eligible according to the criteria.
21.	Jaya, R.C., 2020	Jurnal Indonesia Membangun	Several factors affect how well the organization will utilize the E-Recruitment system. Among them, System Quality, Use (Use) Job Seekers, Quality of Service (Service Quality).
22.	Puri, W., 2020	Jurnal Indonesia Membangun	At PT CIPTA ANEKA SELERA, it is not optimal in applying E-Recruitment. It is only limited to announcing job vacancies and receiving applications, while administrative selection, calling prospective workers, and interviews are still done manually.
23.	Mamatha, K., Kumar Thoti, K., & Professor,A. (2022).	Journal of algebraic statistics	The two items of electronic recruitment and hiring processes serve as the study's dependent and independent variables, respectively. The process for e- human resources management with a focus on multinational corporations (MNC) in Information Technology Sector in the Telangana State's Capital, Hyderabad E-HRM, IT, recruitment, selection, and software firms are some relevant keywords. They call their platforms recruiting software, or just recruiting software.

24.	Kiselicki, M., Josimovski, S. and Kirovska, Z (2017)	European Journal of Human Resource Management Studies	A case report of a modest company in the Republic of Macedonia looks at the results (and expenses) of hiring using hiring and selection techniques, online social networks as an online promotional tool, and other online recruitment is the second strategy for acquiring primary data. The overall results show that social media produces outcomes better than other techniques (conventional and e-recruitment) accessible to the organization because they allow exact modification to reach the intended demographic.
25.	Mshanga, Z.R., 2020	Asian Journal of Economics, Business andAccounting	The study sheds light on three main themes: the applicants' perceptions of the e-recruitment platform run by the Public Service Recruitment Secretariat, the difficulties in implementing e-recruitment within the Public Service Recruitment Secretariat, and suggestions for ways to enhance e-recruitment within the Public Service Recruitment Secretariat in Tanzania.
26.	Pio, L., Cavaliere, L., Nath, K., Wisetsri, W., Orlando Villalba-Condori, K., Arias-Chavez, D., Setiawan,R., Koti, K., & Regin, R. (2021)	GITO Verlag.	Machine intelligence Technology, including artificial intelligence, is today viewed as being essential for organizations to survive, exist, adapt, and change in a changing environment. Studies done in the past on artificial intelligence John McCarthy is the man who invented artificial intelligence.
27.	Okolie, U.C. and Irabor, I.E., 2017	European journal of business and management	E-recruitment is the strategy of using the internet to discover applicants for available positions in organizations. The use of world wide web to increase the efficiency of the employment process is known as e- recruitment. The terms "e-Recruitment," "online recruiting," "cyber recruiting," and "internet recruiting" are all interchangeable with the phrase "e-Recruitment." Examining the job criteria, attracting prospects, screening them, choosing an applicant, hiring them, and training the new recruit are all processes in the recruiting process.
28	Hosain, S., Manzurul Arefin, A.H.M. and Hossin, M., 2020	Asian Journal of Economics, Business andAccounting	Based on existing literature, this review study seeks to analyze social media's effects on the e-recruitment procedure. The research is expected to be beneficial for scholars as a substantial amount of information for research and for human resource professionals as a source of some real-world advice (based on the suggestions made) on how to use social media data for electronic hiring.
29.	Fachrizal, M.R., Radliya, N.R. andManik, A., 2019	IOP Conference Series: Materials Science and Engineering	It was decided to utilize the profile matching approach because it anable for a match between the applicant's profile and the desired job profile. Values of the Primary and Secondary Factors are Calculated Determine the weight of values and the components that comprise the core and secondary factors after calculating the gap for each criterion. Then, as shown in Table 2, establish the profile value of the minimal job position that the candidate must attain.
30.	Husna, J., Prasetya, A., Shadiqin, S., Pungki, S.F.B. and Muhaimin, Y., 2021	Information Science and Library	To increase the number of job applicants, companies need to implement E-Recruitment as it is proven to be effective.
31.	Ratnasari, S.L., Suryadinata, P.R. and Ariyati, Y., 2022	Jurnal Ecoment Global: Kajian Bisnis dan Manajemen	With the implementation of E-Recruitment in the company Has motivated so as to increase the loyalty and enthusiasm of the workers.
32.	Rumangkit, S. and Aditiya, M.D., 2018	Prosiding Seminar Nasional Darmajaya	In seeking information about jobs, Z Generation uses the e-recruitment system.

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IV. DISCUSSION

E-recruitment is the process of finding, assessing, persuading, placing, and orienting new employees to fill jobs necessary for the successful operation of an organization. The e-recruitment method consists of drawing a pool of individuals from which job opening candidates can be selected. According to Fatiregun (1992), e-recruitment is the process of evaluating positions, advertising vacancies, attracting interest, and encouraging applicants. Creating a pool of qualified candidates for organizational tasks is the recruitment process, according to Mathis and Jackson (1997).

A technology development that improves the process of locating potential people online is called e-recruitment. Moreover, It enables businesses to reduce expenses, quickly upgrade vacancies and positions, expedite the hiring process, find and choose the applicants with the most educational ability from wider potential candidates, raise their profile, and enhance public opinion. Moreover, faster and better recruitment gives companies a competitive edge over rival companies in the same sector. Compared to more traditional techniques, applying for a job online is more convenient for most job seekers, as it saves time and money, and allows for a greater selection of job offers.

the reviewer examined some data/literature, thirty-two (32) data/literature have in common that E-recruitment has a favorable effect on the business, especially in terms of administrative and cost efficiency. Seventeen (15) of them produce research by categorizing E-recruitment as a technology tool and system, twelve (12) others are more inclined to E-recruitment functioning as a process and service, and 5 (five) literature make E-recruitment as a tool to support the company's reputation and attract job applicants. Meanwhile, out of 32 (thirty-two) data, there is only 1 (one) data that shows that E-recruitment does not motivate job applicants.

Here's a more detailed explanation:

1. E-recruitment as a technological instrument and system

E-recruitment is conceptualized as a technological instrument rather than a technical artifact. Faliagka et al., who proposed a technology to programmatically evaluate candidates for employment, provide evidence of this method. E-recruitment researches a systemic approach logically divide many parts of e-recruitment into different but related ones, with information technology, people, organizations, etc. being the main components. Systems view allows input to each component. Makes input to other components from other elements. The systems view of e-recruitment delegates all automated tasks to system IT artifacts, while experts in organizational recruitment assess the results. While some participants some people see the method of electronic hiring and other services.

The first step in the recruitment process is to request applications with the aim of conducting a job search. Individual perceptions are critical at this stage for the organization's success in finding qualified candidates (Smith et al., 2001). Job Candidate Intention to pursue employment is an example of intention. Several elements are discussed, including applying for an open position, being willing to be interviewed and wanting to be involved in the whole process (Chapman et al., 2005). For efficient recruitment, it is crucial to understand the intention or perspective of the applicant and companies should make their HR plans from the applicant's point of view.

2. E-recruitment as process and service

The process approach of E-recruitment places more emphasis on the recruitment process. These actions can be carried out by either human actors or IT artifacts, despite the fact that no attempt is made to make distinctions between individuals or organizations. E-recruitment is one illustration. Considered a system-based data collection exercise online. Although hiring real actors can also perform some tasks. Using a process-based approach to recruitment the completion of all recruitment-related actions is the ultimate goal. Some people believe that e-recruitment serves both job seekers and recruiters. Many online recruitment tools are independent of the business or community they support.

3. E-recruitment serves as a tool to support the company and attracts workers.

The recruitment process should be straightforward, easy, and practical for prospective employees. Most businesses now use online recruitment because it helps speed up the recruitment process (Atmoko, 2017). According to Cannaby (2018), a person's interest in applying for a job is demonstrated by their efforts to discover information about job openings from numerous organizations before deciding whether to pursue the desired position. A person's interest in applying for a job will be influenced by how easily jobs can be found on internet job boards. Erecruitment can reduce the length of the recruitment process and save recruitment costs. The Erecruitment website has many attractive features, such as recruitment, which will attract more qualified candidates because it can reach a larger audience. E-recruitment has a beneficial impact on interest in applying for jobs, according to Melanthiou et al's (2015) previous study. According to a prior study by Melanthiou et al. (2015), e-recruitment had a positive effect on interest in applying for employment. In their study, Khan et al. (2013) also found a relationship between

interest in applying for a job and E-recruitment.

The fundamental justification for using e-recruitment techniques is the high cost of traditional recruitment. The cost of the recruitment process has decreased as a result of the transition from traditional mass media recruitment to e-recruitment and from manual psychological exams to online assessments (Harrison Assessments). This is beneficial for businesses as they can use the additional cost to invest more in their employee branding or development process, resulting in more favorable outcomes.

Companies are free to choose the applicants they want as headhunters can independently find candidates through e-recruitment. Companies will have no trouble finding people who meet certain requirements as e-recruitment offers access to a vast company market. Therefore, to find the best individuals, companies set strict quality standards. This supports Cushway's hypothesis, which claims that one of the benefits of using e-recruitment is "It can speed up the recruitment process and reduce administration" (2017:19).

One of the main ways businesses can develop their employer brand is through the recruitment process. The utilization of e-recruitment directly enhances employer branding. Organizations that implement e-recruitment methods are cutting-edge and contemporary in this digital age. E-recruitment also makes it faster in job hunting, listing, and accepting job vacancies. This supports Cushway (2017: 19) hypothesis, which claims that the benefit of e-recruitment is that "It enhances the organisation's image as a modern and cutting-edge employer."

CONCLUSIONS

Internet recruitment, online hiring, web enrollment, e-Recruitment is referred to these and various other designations. Compared to traditional recruitment, e-recruiting manages the hiring process with information technology. The most cutting-edge registration technique, e-Recruitment, illustrates the characteristics and ongoing changes brought on by technological advances applied to human resource management.

E-Recruitment has a number of advantages for businesses and potential employees, including the ability to deliver information promptly, such as the dissemination of adverts and offers, increased adaptability, or the ability to release information anywhere and at any moment By reaching out to more candidates, being able to contact more of them, and having the hiring and selection processes go more swiftly, Quickly screening applications using pre-defined profiles, quickly identifying respondents, Low prices (reduction of administrative expenses), enhancing the company's innovative image. The benefits for job candidates are being able to access directly to the organization offering the job, Receiving feedback online very quickly, saving time and Avoiding or reducing travel costs.

SUGGESTION

The following suggestions are for HR Manager, Job seeker and some companies. First is for HR Manager, using E recruitment is easily and flexible, this method will save time minimize hiring cost and make the process of recruiting faster. It easy for HR manager to find the job seeker which eligible with companies need.

The second recommendation is for job seekers. By using E-recruitment, one may easily obtain instant feedback from a company and access a wealth of information about job opportunities. Additionally, the applicant does not need to travel to an organization to apply for positions.

The recommendation for company, the employment process will be more efficient as a result, and applicants will receive automated responses and application selection based on predefined profiles. Further, the organization will be able to release information at any time and from any location with greater flexibility. Finally, using e-recruitment could help the industry's reputation for innovation.

LIMITATION OF THE STUDY

The study has certain unavoidable limitations that had to be addressed. The reviewer only used two databases, namely Google scholar and science direct digital, which resulted in the limited references we found to examine more deeply about e recruitment itself, in the future hopefully we can present more research by using more references.

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