A Study of Job Seekers' Perceptions of the Job Portals in Sri Lanka: With Special Reference to "Millennials" and Generation "Z"

Job Seekers' Perceptions

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Abstract

In today's digital age, organizations are relying more on online platforms to recruit job applicants instead of using traditional recruitment methods. Organizations are adapting their practices to meet the needs of younger workers. However, the perceptions of these job seekers towards job portals may vary depending on several factors. Thus, the purpose of this study was to identify the factors that influence the perceptions of young job seekers toward job portals. The study used the quantitative research approach and data was collected through a survey questionnaire from a sample of 250 young job seekers. The findings of the study revealed that information quality, perceived ease of use, perceived usefulness, perceived trustworthiness, and extended services have a significant influence on young job seekers' perceptions of job portals. Extended services, perceived usefulness, perceived ease of use, and information quality seem to be the strongest predictors out of the five variables. This leads to the conclusion that job portal providers must pay close attention to their online recruiting simplicity, quality of information, and extended services if they want to attract additional clients. Companies should also prioritize offering accurate and comprehensive job descriptions and making sure the portals are user-friendly. The implications of the study provide valuable insights for job portal providers to enhance their services and increase their user base among young job seekers. This study provides practical and theoretical insights for job portal service providers, companies, and individuals seeking employment.

Keywords: E-recruitment; Job portals; Young job seekers.



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Job Search Bloopers Laura DeCarlo, Susan Guarneri, 2008-04-25 Examines the common mistakes that job seekers make in writing resumes and cover letters in networking in pursuing Internet leads in interviews and salary discussions and in providing references along with advice and strategies on how to correct the errors and improve job search results

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capital alone can solve fundamentally political problems by purely social means and questions the efficacy of either privatization or black community power to reform urban schools Black Social Capital offers a cogent conceptual synthesis of social capital theory and urban regime theory that demonstrates the importance of government politics and leadership in converting social capital into a resource that can be mobilized for effective social change California. Court of Appeal (1st Appellate District). Records and Briefs California (State). The Job Search: Your Guide to Success Barbara Zarna, 1996-07-08 This text provides step by step guidance for creating the necessary documents to find a job In addition to helping students land their first job the text also provides students information on the importance of staying flexible and marketable throughout their working lives American Reference Books Annual Bohdan S. Wynar, 2007 1970 issued in 2 vols v 1 General reference social sciences history economics business v 2 Fine arts humanities science and engineering Inland Printer, American Lithographer, 1904 Recommended Reference Books for Small and Medium-Sized Libraries and Media Centers Martin Dillon, 2004-04-30 Essential for reference work and indispensable for collection development this book helps you quickly identify the best most affordable and most appropriate new reference titles in any given field The approximately 500 books reviewed in this 23rd annual edition have been selected from American Reference Books Annual Libraries Unlimited 2003 as the best works for smaller libraries A must if your budget precludes ARBA this time saving tool also makes an excellent supplement **The Cross-reference Bible** Harold E. Monser, 1910 The Marginal Chain-reference Bible Frank Charles Thompson, 1908

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