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Optimizing e-Recruitment System Design for Effective Hiring

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Abstract:

In recent years, e-recruitment has gained popularity in the public sector, owing to its numerous benefits. However, designing effective e-recruitment systems that meet the unique needs of public sector organizations remains a challenge. This study reviews the literature on e-recruitment systems and identifies key design considerations for optimizing public-sector e-recruitment systems for effective hiring. These considerations include the user experience, system integration, data management, and security. A positive user experience can enhance the recruitment process by improving candidate engagement and reducing the time required to fill the vacancies. System integration enables organizations to consolidate their recruitment process by integrating multiple systems, thereby reducing the workload for recruiters. Proper data management ensures that the organization's recruitment data are efficiently stored, processed, and analysed. Finally, security ensures that candidate data are safe and secure from malicious activities. The paper concludes with recommendations for public sector organizations to optimize their e-recruitment systems to achieve effective hiring. Public sector organizations must prioritize user experience, system integration, data management, and security to ensure the successful adoption of e-recruitment systems.

Keywords:

E-recruitment, public sector, job portal, user experience.