

EMERGENCE OF VIRTUAL RECRUITMENT-ITS PROS AND CONS

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Abstract:

Recruitment is a part of hiring process; this is a basic process in hiring employees. Now a day's virtual recruitment is take place remote's without face to face interaction of recruiter and candidates. Recruiter uses various process of virtual platform i.e recruitment chat box, communication app, and recruiting software they collect candidate data with legal recruiting strategy. This means assessing candidate on their merit and not on other aspects. So this scenario of recruiting technology as the process of recruitment are truly automation, task, scheduling and text recruiting tools etc... This process of incorporation is process known as recruitment strategy. Personalized message and clear branding are the important elements for the developing a strong hiring funnel.

Keywords: Virtual Strategy, Virtual Tools, Recruiting Technology, Virtual Recruitment.

Introduction:

In recent years, virtual hiring has become a must for recruiters around the world in a new way. The recent global economic turmoil and the ability to travel and meet have made virtual hiring more important in any company's hiring strategy. Here's a look at why virtual hiring is so important and how businesses can incorporate virtual hiring into their hiring strategies. The use and popularity of video interviews is steadily increasing as more employees choose to work from home. However, video interview software can be used for more than simply expanding the list of candidates. In most cases, it is useful to request candidates for the Presented Tape interview before the wiring entry is proceeding for interviews in Person. A demand video interview has a candidate, recruitment officer, and employment manager and creates a limit environment for inflows for aspiration. Traditionally, many employers depend on the most career exposition of In Person on the city campus of the school and university. Today, the employer

can expand to go to a more job seeker through virtual employment.

The recruiter may be in the other place immediately. Immediately storing jobs is saved and centralized to promote subsequent continuous. Virtual events may include job fairs, seminars, information sessions, webinars, and continuing education courses. Today, the fastest way to connect with job seekers is through texting and apps like Facebook Messenger and WhatsApp. That's where their interest is. However, you cannot be in all places at the same time. Recruiting chat bots allows you to communicate through these solutions and websites. They can answer candidates' frequently asked questions, point applicants in the right direction, offer jobs, encourage applications, and schedule interviews. For many, the future of work is defined as a hybrid of distributed teams, remote workers, flexible working hours, and telecommuting. These recruitment solutions help recruiting teams interview and evaluate candidates regardless of working conditions.

Reviews of Related Literature

Jaisree Vijaychandran Nair, Abhishek Anil Nair, Dr. Aparna Dixit, 2020 their study entitled as **(The study of virtual recruitment)**. Pandemics are causing further confusion in an already confused world. However, due to this pandemic and recession, the number of jobs available is limited. To fill the vacancy, it is important to set up an online recruitment mechanism that allows recruiters to replace traditional recruitment methods. Their findings helped determine that hiring is an effective way to hire future employees who have the necessary skills for a job profile. In their study, about 70% of all HR professionals surveyed found that e-

recruitment was an effective approach to creating a pool of competent candidates. About 75% of all HR professionals agree that virtual recruitment is beneficial in a pandemic situation. Approximately 65% of all HR professionals believe that hiring will reduce recruitment and selection costs and increase the pool of resumes. This research helps establish that electronic recruitment is a successful and effective way to perform recruitment of talented employees in a pandemic situation.

Anna B. Holm, Lars Haahr 2018 their research titled **(e-Recruitment and selection)** the use of information and communication technology has revolutionized the recruitment and selection capabilities of many organizations. In particular, the conversion to a time- and location-independent process of searching and rating candidates. Companies rely on websites, social media, and job portals to find candidates and use computerized online rating tools to select the best applicants. Similarly, communication with job seekers is moving to cyberspace, often through an applicant tracking system where recruitment managers use mobile technology to track and evaluate candidates. This chapter outlines recruitment and selection practices and describes the use of technology throughout the recruitment process.

Objectives of the Study

- To study the methods and concept of virtual recruitment
- To understand current trends and advantages virtual recruitment

History of the virtual recruitment

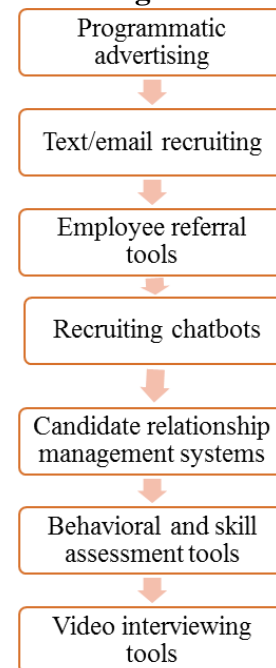
Virtual recruiting is not the new one it has been for decades. The first job board launched on a dial-up BBS way back in 1992, the same year IBM built the first smart phone. A new age of technology was born. Since then, the demand for innovation has driven consistent advances in technology, allowing the practice of virtual recruiting to expand exponentially. Virtual recruiting tools allow recruiters to manage their entire recruiting cycle online with a range of tools supporting each stage of the recruiting funnel.

Concept of Virtual Recruitment

Virtual recruiting means employers can do more with less. Virtual recruiting reduces administrative work for recruiters, allowing them to focus more time and energy on building relationships with candidates and vetting talent. Virtual recruiting also allows recruiters to break geographic barriers, by connecting with talent outside their immediate area, a factor which is becoming increasingly important as so many employers become more comfortable with remote work. Recruiters can easily use online tools to attract talent, connect and screen candidates, conduct in-depth interviews, introduce candidates to hiring managers and even give virtual worksite tours, all without ever meeting a candidate in person.

Methods of virtual recruitment

Fig: 1



Process of Virtual Recruitment

Online recruitment is the process of using the Internet to actively seek out and recruit talented candidates for an organization. The Internet has quickly become one of the primary recruitment tools for both internal recruitment and talent acquisition committees and third-party talent search companies.

The primary goal of Internet recruiting is the same as traditional recruiting: to find suitable talent to employ. However, this emerging recruitment tool is most frequently called upon for a quick employment solution if, after searching the corporate database for candidates, a recruiter is unable to find suitable talent.

In addition to the now conventional social networking recruitment tools, recruiters may find the use of more targeted association sites to help narrow the candidate pool and make sure efforts are not being wasted on uninterested parties. Local business forums, supported by a city or regional website, frequently have job boards hosting local businesses and may also keep member directories and contact information useful to recruiters. Industry sites typically have databases of resumes and direct discussion forums that can facilitate direct electronic contact with a candidate.

Fig: 2

Virtual recruitment

Pros	Cons
<ul style="list-style-type: none"> • Cost effective method • Quicker & easier way to communicate • Breaks geographical barriers • Gain competitive advantage • Better experience for candidates • Reduces paperwork • fairer recruitment process 	<ul style="list-style-type: none"> • Quantity over quality • No personal connect • Attract irrelative data • Lack of loyalty among the candidates • Low join ratio • Large number application

Conclusion

So virtual requirement made possible even impossible in the country it create opportunities in remote place even this process create global lineages between the country and help to acquire the beat candidates for the company. This process increasing timing among the employees and it introduced its 24/7 COVID-19 Care portals with personalized features designed to help ensure the safety of employees during the pandemic.

A unique feature of Virtual due to COVID-19 initiative includes its personalised approach towards each team member and their families, ensuring no one is left out. With 24/7 live support

and assistance, the portal and call centre tracks all queries logged and the data of team members as it relates to vaccinations.

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