

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

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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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Table of Contents Job Seekers Reference

1. Understanding the eBook Job Seekers Reference
 - The Rise of Digital Reading Job Seekers Reference
 - Advantages of eBooks Over Traditional Books
2. Identifying Job Seekers Reference
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Job Seekers Reference
 - User-Friendly Interface
4. Exploring eBook Recommendations from Job Seekers Reference
 - Personalized Recommendations
 - Job Seekers Reference User Reviews and Ratings
 - Job Seekers Reference and Bestseller Lists
5. Accessing Job Seekers Reference Free and Paid eBooks
 - Job Seekers Reference Public Domain eBooks
 - Job Seekers Reference eBook Subscription Services
 - Job Seekers Reference Budget-Friendly Options

6. Navigating Job Seekers Reference eBook Formats
 - ePub, PDF, MOBI, and More
 - Job Seekers Reference Compatibility with Devices
 - Job Seekers Reference Enhanced eBook Features
7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Job Seekers Reference
 - Highlighting and Note-Taking Job Seekers Reference
 - Interactive Elements Job Seekers Reference
8. Staying Engaged with Job Seekers Reference
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Job Seekers Reference
9. Balancing eBooks and Physical Books Job Seekers Reference
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Job Seekers Reference
10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
11. Cultivating a Reading Routine Job Seekers Reference
 - Setting Reading Goals Job Seekers Reference
 - Carving Out Dedicated Reading Time
12. Sourcing Reliable Information of Job Seekers Reference
 - Fact-Checking eBook Content of Job Seekers Reference
 - Distinguishing Credible Sources
13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements

- Interactive and Gamified eBooks

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