APPENDIX

Jan 15, 2014

Dear Sir/Madam

I am undertaking a research project to determine the impact of new and innovative recruitment techniques on job-seekers. To this end I kindly request that you complete the following short questionnaire regarding your views and experiences towards latest recruitment practices being followed in recent times. It should take no longer than 10 minutes of your precious time. Your response is of the utmost importance to us.

Kindly return the completed questionnaire to me by email on or before March 20, 2014.

Should you have any queries or comments regarding this survey, you are welcome to contact me via e-mail.

Yours sincerely

Nidhi Malhan
Email: nidhimalhan1@gmail.com
SECTION A – BACKGROUND INFORMATION

This section of the questionnaire refers to background information. This information will allow me to compare groups of respondents. I assure you that your response will remain anonymous. Your cooperation is appreciated.

Your Name (optional):

Gender:

☐ Male  ☐ Female

Marital Status:

☐ Single, Never Married  ☐ Married
☐ Divorced / Separated  ☐ Widowed

Work Experience:

☐ <1 Year  ☐ 1-3 Years
☐ 3-8 Years  ☐ >8 Years

Village/Town/City Name:


State:


Are you actively looking for a job?

☐ Yes  ☐ No

Your exact job-function (eg. Sales / Marketing / Engineering / Teaching / HR / Logistics / BPO / Purchasing / Others)


Section B
This section of the questionnaire explores your views and experiences towards latest recruitment practices being followed in recent times.

1. How often do you visit online job portals like Naukri & Monster to search for job openings in that company?
   - Always
   - Most of the time
   - About half the time
   - Once in a while
   - Never

2. Do you think uploading your resume on online job portals highly increases your chance to get an interview call?
   - Strongly Agree
   - Agree
   - Disagree
   - Strongly Disagree
   - Don't Know

3. How easy or difficult do you find job search on job portals like Naukri & Monster?
   - Extremely Easy
   - Moderately Easy
   - Moderately Difficult
   - Extremely Difficult
   - Can't Say

4. How relevant do you find the job suggestions provided by job portals like Naukri & Monster?
   - Extremely Relevant
   - Very Relevant
   - Slightly Relevant
   - Not Relevant at all
   - Can't Say
5. Do you consider analytics like “visitors to your profile”, “jobs applied by others with similar designation as you” etc provided by online portals useful?

- Extremely Helpful
- Very Helpful
- Slightly Helpful
- Not helpful at all
- Can't Say

6. How useful do you find the “future salary calculators” and “salary benchmarking data” data provided by websites like Glassdoor, Naukri & Monster?

- Extremely Useful
- Very Useful
- Slightly Useful
- Not Useful at all
- Can't Say

7. How often do you visit career websites of companies to search for job openings in that company?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

8. How easy or difficult do you find job search on these career websites of individual companies?

- Extremely Easy
- Moderately Easy
- Moderately Difficult
- Extremely Difficult
- Can't Say
9. How often do you use online shopping websites like flipkart, snapdeal, ebay etc?

- Extremely often
- Often Rarely
- Extremely rarely
- Never

10. Do you think it will be helpful if job portals or corporate career websites provided information on how well your resume fits a specific job opening before you apply for it?

- Extremely Helpful
- Very Helpful
- Slightly Helpful
- Not helpful at all
- Can't Say

11. Do you think it will be helpful if job portals or corporate career websites provided information on when a specific job opening that is not currently available will be available in future?

- Extremely Helpful
- Very Helpful
- Slightly Helpful
- Not helpful at all
- Can't Say

12. Do you think job-descriptions provided on corporate career websites and job portals provide correct and complete information about the job (like role, responsibility, skills/qualifications)?

- Always
- Most of the time
- About half the time
- Once in a while
- Never
13. How often have you used any online resume builder to build or update your resume?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

14. How useful are the resume-templates offered on resume builder?

- Extremely Useful
- Very Useful
- Slightly Useful
- Not Useful at all
- Can't Say

15. How effective are online resume builders in saving time to build resume?

- Extremely Effective
- Very Effective
- Slightly Effective
- Not Effective at all
- Can't Say

16. How often do you tailor/customize your resume to the specific job requirements referenced in the job posting which you apply for by adding specific keywords?

- Always
- Most of the time
- About half the time
- Once in a while
- Never
17. How easy is it for you to tailor/customize your resume to the specific job requirements referenced in the job posting which you apply for using online resume builder?

☐ Extremely Easy
☐ Moderately Easy
☐ Moderately Difficult
☐ Extremely Difficult
☐ Can't Say

18. Do you think your chances of your getting shortlisted at companies using “Automated Resume Screeners” or “Applicant Tracking Systems” are lower than at companies not using them?

☐ Strongly Agree
☐ Agree
☐ Disagree
☐ Strongly Disagree
☐ Don't Know

19. How often have you been asked by a company to fill a survey about your satisfaction with the hiring process after completing the interviews and selection process?

☐ Always
☐ Most of the time
☐ About half the time
☐ Once in a while
☐ Never

20. Do you receive and read e-newsletters sent by companies, where you worked earlier or attended an interview, promoting their products, products and successes?

☐ I receive many of them and read most of them regularly
☐ I receive many of them and don't read them regularly
☐ I receive few of them and read them regularly
☐ I receive few of them and don't read them regularly
☐ I don't receive them at all
21. Have you attended interviews over video conference using apps like Skype etc?

- Yes
- No

22. Do you think it will be better to have video interviews instead of interviews conducted at employer’s office?

- Much better
- Slightly better
- About the same
- Worse
- Can't Say

23. Do you think it will be better to have video interviews instead of telephonic interviews?

- Much better
- Slightly better
- About the same
- Worse
- Can't Say

24. Do you think most jobs at your level get filled through company's internal job posting or referral candidates only?

- Always
- Most of the time
- About half the time
- Once in a while
- Never
25. How easy or difficult do you find searching and applying for jobs on your present company’s internal job posting website?

- Extremely Easy
- Moderately Easy
- Moderately Difficult
- Extremely Difficult
- My present company does not have any such website

26. Which of the following information about your social networking profiles have you included in your resume to give recruiters a way to access more information about you? (You can select multiple options if you have included them in your resume or leave all blank if you have not included any.)

- Facebook
- LinkedIn
- Google+
- Twitter
- Other (please specify)

27. Do you and your contacts share information regarding job openings on social networking sites like Facebook / LinkedIn?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

28. How frequently do you follow companies or organizations on social networking sites like LinkedIn and Twitter for information related to jobs?

- Always
- Most of the time
- About half the time
- Once in a while
- Never
29. How often do recruiters or job consultants contact you over your social networking profiles like Facebook / LinkedIn?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

30. Do you promote your present employer’s products, services or events on social networking sites?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

31. How often do you use your mobile phone for job search?

- Always
- Most of the time
- About half the time
- Once in a while
- Never

32. How do you find mobile apps of job portals as compared to their standard version seen on computers and laptops?

- Much better
- Slightly better
- About the same
- Worse
- Can't Say
33. Which of the following evaluations have you undergone during job interviewing and selection process?

- Online examination
- Puzzles
- Video gaming
- Behaviour profiling / personality profiling

34. Do you consider puzzles appropriate as a selection method for your type of job?

- Yes
- No
- Can't Say

35. Do you think personality-profiling questionnaire filled during job selection process is an effective tool to judge your personality and make a hiring decision?

- Extremely Effective
- Very Effective
- Slightly Effective
- Not Effective at all
- Can't Say

36. Are you a part of any talent community of any company through which you receive emails or notifications of job opportunities that match your interests and other recruiting-related information from that company?

- Yes
- No
- I don't know about talent communities

Thank you for your time and co-operation in completing this questionnaire.