APPENDIX A

Survey Questionnaire A- Perceived quality of employees, wider choice through E-recruitment

E-recruitment

This questionnaire refers to E-recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about your self and the company.

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Location

Public/Private

I sincerely thank you for giving your valuable time and feedback
**PART A**

Kindly answer the following by ticking the right choice.

Where,

A – Always; O – Often; S – Sometimes; N – Never; NT – Neutral

And,

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree; NT – Neutral.

1. Your organization uses following sources of recruiting

<table>
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<tr>
<th>Source</th>
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<td>d Campus Placements</td>
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<td>e Employee Referrals</td>
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2. E-recruitment helps in improving the efficiency of recruitment process

   S.A ___  A ___  D ___  S.D ___  NT ___

3. E-recruitment leads to restructuring of recruitment operations

   S.A ___  A ___  D ___  S.D ___  NT ___

4. E-recruitment facilitates ease in building and managing database of received applications

   S.A ___  A ___  D ___  S.D ___  NT ___
5. E-recruitment helps in developing positive image of the organization

   S.A ___   A ___   D ___   S.D ___   NT __

6. E-recruitment provides better exposure of the applicants as recruiters can request additional candidate’s information

   S.A ___   A ___   D ___   S.D ___   NT __

Following items are related to Company’s Website* used for recruiting. Tick the correct choice in view of your personal experience.

*Company’s website means, “Its own website with a link for job posting/career options where candidates can log into for current openings”.

1. Your company’s website provides an interactive feature to the candidates

   A ___   O ___   S ___   N ___   NT __

2. Your company regularly updates the website

   A ___   O ___   S ___   N ___   NT __

3. Your company’s website deals with the employment related inquiries of the candidates

   A ___   O ___   S ___   N ___   NT __

4. Your company’s website provides relevant information about the job to the candidates

   A ___   O ___   S ___   N ___   NT __

5. Your company’s website provides relevant information about the organization to the candidates

   A ___   O ___   S ___   N ___   NT __
6. Your company’s website furnishes instructions for submission of applications to the candidates

A___ O___ S___ N___ NT___

Following items are related to general job boards* used for recruiting. Tick the correct choice in view of your personal experience.

* Job boards means, “website that specializes in advertising positions vacant. It is a database carrying a number of jobs from a number of employers linked to a website at the front-end. For example- naukri.com, timesjob.com, monster.com, etc”.

1. Your organization uses niche job boards\(^1\) for E-recruitment

A___ O___ S___ N___ NT___

2. Your organization uses location specific job boards for E-recruitment

A___ O___ S___ N___ NT___

3. Your selected job boards provides training to use their online services

A___ O___ S___ N___ NT___

4. Your selected job boards is able to maximize effectiveness of your recruitment process

S.A___ A___ D___ S.D___ NT___

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\(^1\) Niche job boards are typically small websites clearly focused on a customer of a particular market.
5. Your selected job boards provides measures to spread awareness of your vacancy to target groups

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6. Your selected job boards provides features/services such as

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<td>b e-mail with acquaintances alert service</td>
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<td>d Resume database feature</td>
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PART B

Kindly answer the following by ticking the right choice.

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree; NT - Neutral.

Following items are related to quality of applicants* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Quality of applicants means, “Getting relevant applications from the candidates that can make sure a good fit with the company”

1. E-recruitment helps in maximizing the job match to ensure a good fit of employees with your company

   S.A ___  A ___  D ___  S.D ___  NT __

2. E-recruitment helps in locating better candidates

   S.A ___  A ___  D ___  S.D ___  NT __

3. E-recruitment leads to placing right people to the right job

   S.A ___  A ___  D ___  S.D ___  NT __

4. Information provided about the organization helps the job searcher to make a better decision about how well they fit

   S.A ___  A ___  D ___  S.D ___  NT __

5. E-recruitment leads to target applicants interested in a specific industry or profession

   S.A ___  A ___  D ___  S.D ___  NT __
6. E-recruitment reduces number of less qualified applicants

   S.A ___  A ___  D ___  S.D ___  NT __

7. E-recruitment leads to attract individuals otherwise inaccessible

   S.A ___  A ___  D ___  S.D ___  NT __

8. E-recruitment leads to decline the chances of rejecting the applications

   S.A ___  A ___  D ___  S.D ___  NT __

9. E-recruitment leads to target the anticipated applicants

   S.A ___  A ___  D ___  S.D ___  NT __

PART C

Following items are related to wider choice of candidates* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Wider choice of candidates means, “Getting ample number of applications from diverse geographical locations”.

1. E-recruitment helps in reaching people in variety of locations

   S.A ___  A ___  D ___  S.D ___  NT __

2. E-recruitment is useful for organizations whose social network is incomplete

   S.A ___  A ___  D ___  S.D ___  NT __

3. E-recruitment is useful for organizations that move in new locations

   S.A ___  A ___  D ___  S.D ___  NT __
4. E-recruitment is useful for organizations that are beginning new activity

S.A ___  A ___  D ___  S.D ___  NT ___

5. E-recruitment provides large pool of applicants who need minimal training

S.A ___  A ___  D ___  S.D ___  NT ___

6. E-recruitment is useful for organizations that require recruiting for

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<td>b  Middle level positions</td>
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<td>c  Higher level positions</td>
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7. E-recruitment help ensure compliance with Equal Employment Opportunity (EEO) standards

S.A ___  A ___  D ___  S.D ___  NT ___

8. Internet allows employers to reach large pool of candidates 24 hours a day and 7 days a week

S.A ___  A ___  D ___  S.D ___  NT ___

9. E-recruitment offers an easy way to reach a broad audience of job seekers

S.A ___  A ___  D ___  S.D ___  NT ___

10. Your company post jobs on multiple job boards at a time

S.A ___  A ___  D ___  S.D ___  NT ___

11. Internet make jobs available to a world wide audience

S.A ___  A ___  D ___  S.D ___  NT ___
12. Your company’s website is able to locate the right candidate worldwide

S.A ___  A ___  D ___  S.D ___  NT ___

13. Your selected job board is able to locate the right candidate worldwide

S.A ___  A ___  D ___  S.D ___  NT ___
APPENDIX B

Survey Questionnaire B - Resources utilized for E-recruitment.

This questionnaire refers to E-Recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about your self and the company.

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Location

Public/Private

I sincerely thank you for giving your valuable time and feedback
PART A

Following items are related to cost* involved in recruiting. Tick the correct choice in view of your personal experience.

*Cost means, “All costs that are involved in acquiring applications from the prospective employees”.

Kindly answer the following by ticking the right choice.

Where,

VH – Very High; H – High; L – Low; VL – Very Low; NT - Neutral.

1. Cost involved in posting a job on job board/company website is

   V.H ___   H ___   L ___   V.L ___   NT___

2. Cost of package deals (such as number of jobs posted and time period for advertising) offered by E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT___

3. Cost of additional advertising services such as banners or link to your corporate website provided by E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT___

4. Finders fees\(^2\) for E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT___

5. Average cost per recruitment campaign\(^3\) through E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT___

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\(^2\)The financial incentives given to job boards for referring candidates. The finder's fee is based on a percentage of a successful candidates first year's salary
\(^3\)Recruiting campaign includes posting job openings on niche and general job boards; using corporate website for job postings; and searching resumes posted online by candidates
6. Annual expenditure on recruitment through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

7. Return on investment through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

8. Company's actual expenses through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

9. Ongoing promotional costs of vacancies through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

10. Cost involved in maintaining of database through E-recruitment is
    V.H ___  H ___  L ___  V.L ___  NT__

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**PART B**

*Items on the next page are related to time* involved in recruiting. *Tick the correct choice in view of your personal experience.*

*Time means, “The duration which is involved in acquiring applications from the prospective employees”.

1. Time involved in advertising a job on job board/company’s website is
   V.H ___  H ___  L ___  V.L ___  NT__

2. Time involved in recruitment process cycle through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

3. Time involved in searching resumes through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__
4. Time involved in screening of resumes through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

5. Time taken for communication between job seeker and provider through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__

6. Time taken to fill each vacancy through E-recruitment is
   V.H ___  H ___  L ___  V.L ___  NT__
APPENDIX C

Survey Questionnaire C- Employee Job Search Behaviour.

E-recruitment

This questionnaire refers to E-recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about your self and the company

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Public/Private

I sincerely thank you for giving your valuable time and feedback
PART A

Kindly answer the following by ticking the right choice.

Where,

A – Always; O – Often; S – Sometimes; N – Never; NT – Neutral.

And,

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree; NT – Neutral.

1. Do you use following as a main source for searching job

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<tr>
<th>Source</th>
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<th>NT</th>
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<tbody>
<tr>
<td>a Internet</td>
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2. E-recruitment helps in improving the efficiency of job search process

   S.A ___   A ___   D ___   S.D ___   NT__

3. E-recruitment helps in developing positive image of the candidate

   S.A ___   A ___   D ___   S.D ___   NT__

4. E-recruitment provides better exposure of the applicants as recruiters can request additional candidate’s information

   S.A ___   A ___   D ___   S.D ___   NT__
Following items are related to Company’s Website* and Job board** used for recruiting. Tick the correct choice in view of your personal experience.

*Company’s website means, “Its own website with a link for job posting/career options where candidates can log into for current openings”.

**Job boards means, “website that specializes in advertising positions vacant. It is a database carrying a number of jobs from a number of employers linked to a website at the front-end. For example- naukri.com, timesjob.com, monster.com, etc”.

5. Does company’s website provides an interactive feature to you
   A ___   O ___   S ___   N ___   NT__

6. Does company’s website deals with the employment related inquiries of the candidates
   A ___   O ___   S ___   N ___   NT__

7. Does company’s website provides relevant information about the job to the candidates
   A ___   O ___   S ___   N ___   NT__

8. Does company’s website provides relevant information about the organization to the candidates
   A ___   O ___   S ___   N ___   NT__

9. Your selected job boards provides satisfactory service to you
    S.A ___   A ___   D ___   S.D ___   NT__

10. Your selected job boards provides training to use their online services
    S.A ___   A ___   D ___   S.D ___   NT__
11. Your selected job boards is able to maximize effectiveness of your job search process

S.A ___ A ___ D ___ S.D ___ NT__

PART B

Kindly answer the following by ticking the right choice.

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree; NT - Neutral.

Following items are related to quality of recruiters* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Quality of recruiters means, “Getting relevant job offers from the recruiters that can make sure a good fit with the company”

1. E-recruitment helps in maximizing the job match

S.A ___ A ___ D ___ S.D ___ NT__

2. E-recruitment helps in locating better recruiters

S.A ___ A ___ D ___ S.D ___ NT__

3. E-recruitment leads to placing right people to the right job

S.A ___ A ___ D ___ S.D ___ NT__

4. Information provided about the organization helps the job searcher to make a better decision about how well they fit

S.A ___ A ___ D ___ S.D ___ NT__
5. E-recruitment reduces number of less attractive recruiters
   S.A ___ A ___ D ___ S.D ___ NT ___

6. E-recruitment leads to attract recruiters otherwise inaccessible
   S.A ___ A ___ D ___ S.D ___ NT ___

7. E-recruitment leads to target the anticipated recruiters
   S.A ___ A ___ D ___ S.D ___ NT ___

Following items are related to wider choice of recruiters* through E-recruitment. Tick the correct choice in view of your personal experience.

*Wider choice of recruiters means, “Getting ample number of job offers from diverse geographical locations”.

8. E-recruitment helps in reaching people in variety of locations
   S.A ___ A ___ D ___ S.D ___ NT ___

9. E-recruitment is useful for job seekers whose social network is incomplete
   S.A ___ A ___ D ___ S.D ___ NT ___

10. E-recruitment is useful for job seekers that move in new locations
    S.A ___ A ___ D ___ S.D ___ NT ___

11. E-recruitment is useful for job seekers that are beginning new activity
    S.A ___ A ___ D ___ S.D ___ NT ___
12. E-recruitment is useful for job seekers that require job for

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<th>Positions</th>
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13. E-recruitment help ensure compliance with Equal Employment Opportunity (EEO) standards

S.A___ A___ D___ S.D___ NT___

14. Internet allows job seekers to reach large pool of recruiters 24 hours a day and 7 days a week

S.A___ A___ D___ S.D___ NT___

15. E-recruitment offers an easy way to reach a broad audience of recruiters

S.A___ A___ D___ S.D___ NT___

16. Do you post application on multiple job boards at a time

S.A___ A___ D___ S.D___ NT___

17. Internet make your application available to world wide organizations

S.A___ A___ D___ S.D___ NT___

18. Your selected job board is able to locate the right organization world wide

S.A___ A___ D___ S.D___ NT___
Following items are related to cost* involved in recruiting. Tick the correct choice in view of your personal experience.

*Cost means, “All costs that are involved in acquiring applications from the prospective employees”.

Kindly answer the following by ticking the right choice.

Where,

**VH** – Very High; **H** – High; **L** – Low; **VL** – Very Low; **NT** - Neutral.

19. Cost involved in searching a job online

   V.H ___   H ___   L ___   V.L ___   NT ___

20. Cost of package deals (such as number of companies applied for and time period for resume accessing) offered by E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT ___

21. Finders fees⁴ for E-recruitment is

   V.H ___   H ___   L ___   V.L ___   NT ___

22. Average cost per job search campaign⁵ through internet is

   V.H ___   H ___   L ___   V.L ___   NT ___

23. Overall budgeted expenses through internet is

   V.H ___   H ___   L ___   V.L ___   NT ___

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⁴The financial incentives given to job boards for referring organizations. The finder's fee is based on a percentage of a successful candidates first year's salary

⁵Job search campaign includes posting resume on niche and general job boards; using corporate website for resume postings; and searching jobs posted online by organizations
Items on this page are related to time* involved in recruiting. Tick the correct choice in view of your personal experience.

*Time means, “The duration which is involved in acquiring applications from the prospective employees”.

24. Time involved in searching a job on internet is

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25. Job search process cycle time through internet is

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26. Organization search time through internet is

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27. Time for screening of jobs through internet is

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28. Time taken for communication between job seeker and provider through internet is

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