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(71)Name of Applicant :  
**1)Dr. U. J. Supraveen**  
 Address of Applicant :Assistant professor, Business Management, St. Joseph's Degree and P. G. College, Hyderabad-500029 -----  
**2)DR. NEERAJ JAIN**  
**3)Dr. Shabnam Siddiqui**  
**4)Dr Suresh Reddy Jakka**  
**5)Dr. Neeraj Shukla**  
**6)Dr.R.NARMADA DEVI**  
**7)Mr AMAL JOSEPH**  
**8)Dr. Brijesh Awasthi**  
**9)DR. BIPASHA MRIDHA GHOSH**  
**10)Dr Firoz Husain**  
**11)Mr.J Logeshwaran**  
**12)Dr. V.Kannan**  
 Name of Applicant : NA  
 Address of Applicant : NA

(72)Name of Inventor :  
**1)Dr. U. J. Supraveen**  
 Address of Applicant :Assistant professor, Business Management, St. Joseph's Degree and P. G. College, Hyderabad-500029 -----  
**2)DR. NEERAJ JAIN**  
 Address of Applicant :ASSOCIATE PROFESSOR, MANAGEMENT , HIMGIRI ZEE UNIVERSITY DEHRADUN, DEHRADUN -----  
**3)Dr. Shabnam Siddiqui**  
 Address of Applicant :Associate Professor, Department of Commerce and Management, FMS-WISDOM, Banasthali Vidyapith, Tonk -----  
**4)Dr Suresh Reddy Jakka**  
 Address of Applicant :Assistant Professor, Department of Business Management, University College of Commerce & Business Management, Mahatma Gandhi University, Nalgonda -----  
**5)Dr. Neeraj Shukla**  
 Address of Applicant :A.Prof., Commerce, Khwaja Moinuddin Chishti Language University, Lucknow -----  
**6)Dr.R.NARMADA DEVI**  
 Address of Applicant :Associate Professor , Mathematics, Vel Tech Rangarajan Dr Sagunthala R & D Institute of Science and Technology, Avadi, Chennai-600062 -----  
**7)Mr AMAL JOSEPH**  
 Address of Applicant :Postgraduate Student, Research and Postgraduate Department of Commerce, Henry Baker College Melukavu, Kottayam -----  
**8)Dr. Brijesh Awasthi**  
 Address of Applicant :Professor , School of Management and Commerce , Poornima University , Jaipur -303905 -----  
**9)DR. BIPASHA MRIDHA GHOSH**  
 Address of Applicant :ASST. PROFESSOR, ENVIRONMENTAL SCIENCE, NSHM KNOWLEDGE CAMPUS DURGAPUR, DURGAPUR -----  
**10)Dr Firoz Husain**  
 Address of Applicant :Assistant Professor, Commerce and Business Management , Integral University , Lucknow -----  
**11)Mr.J Logeshwaran**  
 Address of Applicant :Research Scholar, Department of Electronics and Communication Engineering, Sri Eshwar College of Engineering, Coimbatore -----  
**12)Dr. V.Kannan**  
 Address of Applicant :Managing director, CLDC Research and Development No.997, Mettupalayam Road, Near X-Cut Signal,R.S.Puram, Coimbatore-641002 -----

(57) Abstract :

Human resources are the most important asset of an organization. The success or failure of an organization depends on the competency of the employee working in that organization. Without creative work and positive contribution from employees, the organization cannot progress. For this there is a need to recruit dedicated workers. Recruitment means right person, right job, right time, right post, according to their skill and aptitude for selection. Organizations are moving from traditional recruitment to e-recruitment. The present study focuses on the benefits and challenges of e-recruitment and its impact on the employees and the organization. The main challenge of e-recruitment is the judgmental error during the process which can make it less reliable. It was also found that e-recruitment has an impact on the performance and satisfaction level of the employees. Moreover, it reduces the cost and improves the efficiency of the organizations.

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