Evaluation on the Implementation of E-Recruitment Application within E-Government System for the Republic of Yemen

Prepared by: Gamal Abdulnaser Al-Kawsi

ABSTRACT

Recruiting via the internet, or e-recruitment, is a phenomenon that has led to the appearance of a new market in which there was unparallel level of interaction between employer and employee. Despite the rapid growth in the use of e- recruitment methods and technologies in recent years, there has been a need to evaluate the effectiveness of e-recruitment in Yemen that will help the Yemeni government in developing strategies for e-recruitment and identify the delivering benefits for them.

The aim of this research was to carry out evidence-based research to answer the following questions:

•What are the overall trends in e-recruitment? What are the related benefits and challenges by implementing it in Yemen?

•What are the e-recruitment strength and weaknesses methods that are being used, and what are the experiences from organizations implementing them?

•How to evaluate the success of e-recruitment in Yemen?

There were six chapters at the research: Introduction, which discussed the need of the Yemeni government to evaluate the implications of e-recruitment to their staffing process, also the scope of the research was defined by setting the objectives of the research in a way to answer the research questions.

Literature review, discussed raised of e-recruitment in recruiting people which most of the organizations believing on the benefits of e-recruitment, There are saving in cost can be achieved by adopting such a strategy. Also developing the organizations insight into jobseeker behaviors will enhance the effectiveness of human resource program, and the use of this approach will make the management processes more efficient .The review also showed that some of the organizations are facing difficulties by applying such strategy like the cultural approach of the organization, the lack of knowledge within the HR community.

The third chapter was the methodology of the research, it discussed the methods chosen to carry out the research, the design chosen and sampling method used are also explained, also the ethical issues and accessibility of data for the research were illustrated.

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The followed chapter talked about e-recruitment methods in practices , which examined in more detail the various elements of recruitment for which the internet is being used, drawing on both the information from the interviews discussion withe-recruitment service provider, in addition to international research. From findings, the use of online methods is currently more common at the front end of the process. With online selection and assessment, there are fewer adopters, although the opportunities are available to transfer much of the selection process online.

The fifth chapter brought together the findings from surveys, interviews and discussions with managers and staff from Yemeni organizations, staffing department at the ministry of civil service and procurement and suppliers of e- recruitment service in Yemen, to provide a detailed insight into trends, practice and experience of e-recruitment in Yemen, also to evaluate the effectiveness ofe-recruitment methods in Yemen. From the findings of this chapter the key benefits of online recruitment as experienced by Yemeni organizations are reduced costs, reduced administration and access to a wider pool of applicants. Difficulties experienced include having too many candidates apply, technical problems, and a risk of poorer quality communication with applicants.

The last chapter of this research summarized the main findings from the research, and then considered the implications of these findings for the role of the ministry of civil service and procurement. The chapter finished with recommendations for the Yemeni government in implementing the e-recruitment and conclusion that consists the key message of the research.