

# **An Investigation and Development of Effective Online Recruitment System: A Case Study in Agensi Pekerjaan OSR Management Sdn. Bhd.**

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## **ABSTRACT**

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Human resource is considered as essential department in many organizations to sustain a competitive advantage among their competitors. Now a day, many organizations are seeking to improve the employee's performance by training, motivation and better recruitment and selection etc. This project will focus in e-recruitment which is a part of employee's recruitment. E-Recruitment refers to the process of finding the possible candidates for a job or function through use of e-recruitment agencies.

The implementation of E-Recruitment system embedded with decision support system which will help the organization to search for potential candidates through huge database of employees resumes which gives the employers a high percents of finding their required employee based in their requirements.

The main purpose of implementing this project is that e-recruitment websites are helpful in many ways for the organization such as a last-minute opportunity, low company profile and lack of knowledge or affordability while, the traditional recruitment process requires expertise in a field of recruiting strategies.

In this project the author will focus in OSR Consulting Snd. Bhd. case study. OSR current recruitment process is focused in recruiting executives, due to the future plan of OSR to recruit low level employees such as Clark. OSR will face difficulties by using current recruitment process, although OSR management doesn't involve e-recruitment system in their searching process. According to OSR future plan in expanding their recruitment process and the evolution of E-recruitment systems around the globe especially Malaysia increase the necessity of developing e-recruitment system.