

# A Comparative Study of Job Associated E-Recruitment Companies in Malaysia

Prepared by: Li Nan

## ABSTRACT

---

With the development of Internet usage and related technologies, it has changing the way of people searching for a specific job or a company heir an employee from labuor market. Nowadays, more and more companies published their recruitment information on own web sites or throughout job associated e-recruitment companies. Currently, there were over 100 of job associated e-recruitment companies in Malaysia, some of include: JobStreet, JobsDB, JobLinkAsia, JobStar and so on. However, majority of public or e-recruitment services' users have less knowledge about how to evaluate or select the suitable services providers from such a huge "candidate" pool. At the same time, there was less studies concern on how to evaluate the performance of job associated e-recruitment services providers, and recommend for suitable evaluation criteria.

In order to overcome such problems, this study which named "A Comparative Study of Job Associated E-recruitment Companies in Malaysia" had been conducted. Current study has selected three recommended job associated e-recruitment companies in Malaysia as the main investigate targets, which were JobStreet, JobsDB, and JobLinkAsia. Through the comparison analysis JobStreet was been concluded as the best performer in Malaysia job associated e-recruitment industry according to the data collected from INTI-UC final year students. Furthermore, the evaluation criteria importance rank has been conducted as well based on users' perception. Lastly, a board performance-enhancement recommending has been made toward improving the overall performances of job associated e-recruitment companies in Malaysia.