

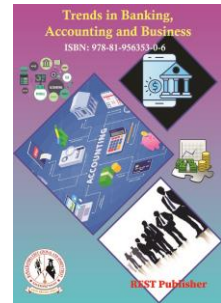


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## **A Study on Online Hiring and Hiring Tool sat Gabriel India Limited Hosur**

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**Abstract:** Online hiring revolutionizes the recruitment process by leveraging internet-based technologies to streamline the identification, attraction, evaluation, and onboarding of candidates. Key components include job boards, applicant tracking systems (ATS), and video interviewing platforms, which automate and enhance various stages of hiring. Social media and professional networks also play a critical role in sourcing and vetting talent. These digital tools increase the efficiency, accuracy, and reach of recruitment efforts, making it easier for organizations to find and hire suitable candidates quickly. The rise of online hiring reflects broader trends towards remote work and digital transformation, necessitating adaptive and tech-savvy hiring strategies. Hiring tools encompass a range of technologies designed to enhance and streamline the recruitment process. Key tools include applicant tracking systems (ATS), which automate job postings, resume screening, and interview scheduling; video interviewing platforms for remote interviews; and AI-driven software that improves candidate matching and reduces bias. Other essential tools involve assessment and testing platforms, background check services, and social media integrations for sourcing candidates. These technologies collectively improve the efficiency, accuracy, and scalability of hiring, enabling organizations to attract, evaluate, and onboard talent more effectively in a competitive job market.

**Keywords:** online hiring, hiring tools, ATS, recruitment

### **1. INTRODUCTION**

If you are currently applying for a job, then the chances are that you will need to sit a recruitment and selection test as part of the process. These tests aim to provide a potential employer with an insight into how well you work with other people, how well you handle stress, and whether you will be able to cope with the intellectual demands of the job. Recruitment and selection tests are only part of the selection process and you will still be asked to complete an application form, send in a copy of your resume and attend at least one interview. All of these things will tell the employer something about you and help them to choose the most appropriate candidate for the vacancy. Recruitment and selection tests can be split into personality tests and aptitude/ability tests. The principle behind personality tests is that it is possible to quantify your personality characteristics by asking you about your feelings, thoughts and behaviour. Personality has a significant role to play in deciding whether you have the enthusiasm and motivation that the employer is looking for and whether you going to fit in to the organization, in terms of your personality, attitude and general work style? Personality tests can be applied in a straightforward way at the early stages of selection to screen-out candidates who are likely to be unsuitable for the job. E-selection is the perfect online service bundle tool for workforce selection processes. E-selection instantly provides an accurate picture of a candidate's fitness for filling a specific position, of your colleagues' strengths and weaknesses, and of their inherent potential. As tools that assist in the tasks of HR professionals, our tests are suitable not only for choosing among external candidates, but they will also be useful in your company's

## 2. SCOPE OF THE STUDY

This can be used in educational institutions as well as in corporate world.  
Can be used anywhere any time as it is a web-based application.  
No restriction that examiner has to be present when the candidate takes the test.  
Design to facilitate Administrator and User.  
Online Assessment is designed for educational institutes like schools, colleges and private institutes to conduct logic tests of their or employees on regular basis

## 3. OBJECTIVE OF THE STUDY

To study about the online assessment & hiring tool  
The market size and future growth  
Identify overall cost and time saved by the organization  
Major players globally and their country wise focus  
To allow automatic grading and manual grading which can be recorded per test  
To minimize the Human Resource cost  
To get well qualified person for the suitable position.

## 4. LITERATURE REVIEW

Whitford, M. (2000), This U.S. based study states the benefits of internet for recruitment, the distress being maintenance of employee. The internet plays a vital role in closer recruitment. *International Journal of Applied Research* 2016; 2(11): 528-531 ~ 529 ~ *International Journal of Applied Research*

(Cober et al., 2000), Online recruiting can also produce cost savings and higher applicant earnings. Companies have reported savings of 95% when changing from modern to online recruiting causes and discrete companies have generated as many as 10,000 applicants through their recruitment web sites to fill less than 1000 jobs.

(Cober et al., 2000), According to the current research on the recruitment, the Web is increasing in use both as a source of applicants for organizations and as a job search device for individuals looking for employment. As many as 90% of large organizations in the United States have incorporated the Web in their current recruitment practices.

Lin and Stasinskaya (2002), These suggestions have been sustained by the CIPD (2006), in that 71% of their survey respondents used e-recruitment to reduce recruiting costs, 60% to extend the selection pool and 47% to improve the speed of time to employee.

Eleanna Galanaki, (2002), Online recruitment is a new tool, at the removal of the HR departments, which has known a impressive success in very short time. This paper presents the findings of some expressive research, involving UK IT companies. The research tries to identify the effect that the perceived characteristics of the research have on the decision of companies to recruit through the Internet. The attributes tested are cost efficiency; recruitment cycle time; response rate; quality of response; impact on the image of the company; directing of specific niches; targeting of the passive job-seeker; worldwide coverage; essential resources, time and effort to implement; attraction of the mean to the job seekers (especially IT professionals and young graduates); risk of excess of answers; and impact of the size and reputation of the company. The paper provides an insight on how the companies recognize and value online recruitment.

Boswell, Roehling, LePine, & Moynihan, (2003), attentive on opportunities to meet people and site visit measures. A theoretical paper on Managerial challenges of recruitment: extending the life cycle of new economy employees by Smith and Rupp (2004), studied the application of technology to recruiting and retaining knowledge workers in an ecommerce, information intensive environment.

## 5. RESEARCH METHODOLOGY

Research design is the plan, structure to answer whom, when, where and how the subject is under investigation.

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Here plan is an outline of the research scheme & which the researcher has to work. The structure of the research is a more specific outline and the strategy out, specifying the methods to be used in the connection & analysis of the data. Quantitative research design: Quantitative research is implemented in cases where it is important for a researcher to have statistical conclusions to collect actionable insights. Numbers provide a better perspective to make important business decisions. Quantitative research design is important for the growth of any organization because any conclusion drawn on the basis of numbers and analysis will only prove to be effective for the business. Further, research design can be divided into five types Descriptive Research Design, Experimental Research Design, Correlational Research Design, Diagnostic Research Design, and Explanatory Research Design Descriptive.

Research Design: The type of research design used in this study is the descriptive research design. It is a theory-based research design which is created by gather, analyses and presents collected data. By implementing an in-depth research design such as this, a researcher can provide insights into the why and how of research.

Data collection: The main source of information for this study is based on the data collection. Data collected are both primary and secondary in nature.

Primary data: Primary data have been directly collected from company and through the mail forms. Secondary data: Secondary data have been collected from the Company website and other websites, journals, books, blogs. Types of questions: Open ended question, Close ended question, multiple choice question. Tools used: Percentage analysis: Percentage analysis refers to a special kind of ratio analytical method with the help of absolute figures.

Chi-square test: The chi - square test, written as  $\Psi^2$  - test, is a useful measure of comparing experimentally obtained results with those expected theoretically and based on the hypothesis. It is used as a test statistic in testing a hypothesis that provides a set of theoretical frequencies with which observed frequencies are compared, in general chi-square test is applied to those problems in which we study whether the frequency with which a given event has occurred, is significantly different from the one expected theoretically. Chi- square test is not concerned with any population distribution and its observation. Chi square analysis:

**TABLE 1.** (kind of support is provided for your customers)

	Observed no	Expected no	Residual
Email & chat	11	12.5	-1.5
Call	12	12.5	-.5
Onsite	12	12.5	-.5
All the above	15	12.5	2.5
Total	50		

**TABLE 2.** Test Statistics

	Support is provided for your customer
Chi square	.720
Df	3
Asymp.sig.	.868

0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 12.5.

## 6. FINDINGS

1. There are 2 analysts who have given it a strong buy rating and 1 analyst have given it a buy rating.
2. It manufactures shock absorbers, struts and front forks with the widest range of ride control products in India.
3. MAHLE Behr Gas Springs.
4. Car Front Shock Absorber.
5. 3 Wheelers Shock Absorbers.
6. Struts 4 Wheelers SUV's Car.
7. Passenger Cars Shock Absorbers.
8. Struts 4 Wheelers Passenger Cars.

## 7. SUGGESTIONS

Gabriel India is forecast to grow earnings and revenue by 21.3% and 10.4% per annum respectively. EPS is expected to grow by 21.4% per annum. Return on equity is forecast to be 20% in 3 years. MAHLE Behr Front Fork Components. Candidates must aware about the e-recruitment process because the companies are moving towards online hiring. Sometimes companies choose wrong hiring tools; they must analyze properly and select the hiring tools.

## 8. CONCLUSION

The project A Study on Online Hiring & Hiring Tools was useful to know more about technology hiring and other software. The study reveals that even more companies tend to move on online hiring with their tools to select the right candidate for right job and also reduce Human Resource cost. Only people in urban know about online hiring and other locality was not somehow reached. In Site of this study people can easily attend online hiring at anywhere and also some limitation is there.

## REFERENCES

- [1]. Job Boards: Websites like Indeed, Glassdoor, and LinkedIn are popular for posting job listings and finding candidates.
- [2]. Applicant Tracking Systems (ATS): Tools like Greenhouse, Lever, and Workday streamline the hiring process by managing job postings, applications, and candidate communications.
- [3]. Assessment Tools: Companies like Criteria Corp and SHL offer pre-employment assessments to evaluate candidates' skills and fit for the role.
- [4]. Video Interviewing Platforms: Platforms such as Hire Vue, Spark Hire, and Zoom are used for conducting remote video interviews.
- [5]. Freelance Platforms: Websites like Up work and Freelancer are great for hiring freelancers for short-term projects or tasks.
- [6]. Background Check Services: Companies like Checker and Good Hire provide background check services to verify candidates' credentials and ensure they meet hiring criteria.
- [7]. Employee Referral Programs: Tools like Team able and Role Point help companies leverage their employees' networks for recruiting top talent.