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Among various internal and external sources of recruitment, e-recruitment is an emerging source. It is considered as an external source of recruitment as it supplies manpower from outside the company. Any kind of company, either small industries or large industries, needs to recruit candidates to fill vacant places. There are many jobs available in industries which require lot of manpower as per job description. Employing people through e-recruitment can have various pros and cons for company. Individuals who are searching for jobs can also have some benefits and limitations. As it is a vital process in itself to fill up vacancies in the company, it is regarded to be done with care and conscious mind.

One of the most important advantages of e-recruitment is that it has narrowed world connected with International web. Global exposure provided with the use of internet has made it possible to reach to every corner of the world. Easy communication services have made to contact with anyone who is geographically dispersed from you. Job seekers can find it more beneficial to search for jobs through job portals. Employers can also post jobs on portals.

When compared with manual search for job seekers, companies need to have more contacts with recruitment agencies. They need to pay higher to these agencies and are not guaranteed with required candidate pool to come to you. On the other hand you will be facilitated with free unlimited job postings on job portals online. This way of recruiting candidates is more cost effect as it offers you online services with minimum payments. You are allowed to register for free on these job sites and you can also view profiles of job seekers, their details and contacts. When you become paid member you will get more benefits than an unpaid member. It costs very less, but benefits very much. When considered for job seekers, they can also register for free and view jobs posted by various companies.

Using internet for recruitment purpose has an additional benefit of saving time for any transaction. Resumes and CV can be viewed, scrutinizes and shortlisted by employers online just by login on to job portal. This task requires very short period of time. They can even contact candidates online through email or chat and can conduct online interviews which will require very short period of time. It reduces time, money and efforts to call all of the job applicants at a certain place and conduct interviews. A lot of time is also saved due to electronic advancements of internet. Indeed it is a reliable way to have e-recruitment for companies having low budgets.

An automated recruitment process enables recruiters to post number of career opportunities and grab number of candidates having relevant qualifications. As it works throughout the day, recruiters can access and analyze resumes at any convenient time. It has been proved to be an outstanding tool for employers and job seekers.

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[Rohitlrabatti](#) - About Author:

Rohit Irabatti is the author of this article. He has been demonstrating his writing skills by writing the articles for human research from last two years. He also has a keen interest in writing stuff for job related topics. He has written various articles on a [Jobs](#). He specialized in coverage of HR marketing.

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