

**Technology Adoption in HR: E-Recruiting & Training**

Student's Name

Department, Institutional Affiliation

Course

Instructor's Name

Assignment Due Date

## **Technology Adoption in HR: E-Recruiting & Training**

A vast majority of firms use modern technology in their operations in one form or another. The human resource department's primary roles include managing the firm's workforce to ensure optimal productivity, employee and firm-owners satisfaction, compensation preparation, and regulatory compliance (Delery & Roumpi, 2017). However, in order to manage a workforce, a firm must first acquire it by recruiting, interviewing, and training suitable candidates. The human resource department can leverage e-recruiting and training technology to ensure high-quality, inclusive, time-saving, and reliable hiring processes.

E-recruiting and training technologies are a variety of IT tools that enable one to leverage digital web-based technology to conduct hiring processes, including position advertisement, application sorting, applicant communications, interviewing, admission, onboarding, and training (Johnson & Stone, 2019). Companies can affordably advertise job positions through web-based portals instead of using expensive traditional print or media advertising methods. In addition, such cheap advertising also benefits the company, as it is a means for communicating and expanding its brand identity among individuals interested in the firm. Moreover, web-based technology has a more extensive reach, allowing firms to reach a global pool of talent, unlike alternative advertising methods that have lower reach while being more costly.

Since internet job advertisements can have a massive reach, firms can receive numerous applications, which makes the applicant review process more difficult. HR department can utilize artificial intelligence software that comes with the e-recruitment package to identify the highest quality candidates based on the company's applicant attribute requirements (Geetha & Bhanu, 2018). Furthermore, HR can also utilize e-recruitment tools to conduct interviews online rather

than have applicants appear physically, increasing efficiency and reducing time wastage and costs. Moreover, e-recruitment tools can help HR conduct onboarding events where successful candidates get to learn more about the firm's internal processes to understand what is required of them. Finally, HR can utilize e-recruitment and training tools to provide online training to new hires, reducing training costs while increasing flexibility and tracking ability.

## References

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