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An Investigation into the Satisfaction of Online Requirements for Nanjing Taitong Science and Technology Co., Ltd.

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Abstract

Background and Aim: Technology has improved communication, cost, and competitiveness in HR processes, such as E-HRM, HRIS, and online recruitment. This paper aims to study the level of perceived satisfaction with the online requirement of Nanjing Taitong Science and Technology Co., Ltd and to study the guidelines for developing satisfaction with the online requirement of Nanjing Taitong Science and Technology Co., Ltd.

Materials and Methods: This research is a quantitative research method. The total sample size for the research will be 133 new employees of Nanjing Taitong Science and Technology Co., Ltd. Questionnaire was used as a tool to collect data in this study, and the researcher constructed a questionnaire from the related concept and theory. Statistical values such as mean and standard deviation were used for data analysis to define the information that was presented.

Results: The findings of the study revealed that each of the variables exhibited a high level, with a mean score of 3.85 and a standard deviation of 0.65. The study identified four management support concepts for Nanjing Taitong Science and Technology Co., Ltd., including an empowered project team, a collaboration between HRM and IT, and learning opportunities. Lack of management support was identified as a major obstacle to its adoption.

Conclusion: The study identified four management support concepts for Nanjing Taitong Science and Technology Co., Ltd., but lack of management support was a major obstacle. The administrator and HR manager of Nanjing Taitong Science and Technology Company should be embraced by firms to ensure they are informed of job information, implement activities to improve skills, and promote existing employees through work re-assignment.

Keywords: Employee Satisfaction; Online Requirement; HRM

Introduction

Science and technology, competition, and stakeholder demands have created a dynamic corporate environment in today's society (Kamkankaew et al., 2022). This has made businesses dynamic. Businesses need a competitive edge to survive these developments. Being flexible and aware of consumer needs can help achieve this. To gain market share, a lot of resources—intellectual, human, financial, and physical—must be invested. Only this can attain this advantage. They must be unusual, precious, original, and irreplaceable. The resource-based worldview hypothesis values human capital because it is scarce and hard to replicate (Allen, Mahto & Otondo, 2007). Successful companies know that investing in their staff helps them achieve their goals and stay ahead of the competition (Bratton & Gold, 2007). This boosts the company's future prosperity. Human resource management (HRM) is the process of maximizing an organization's employees to achieve its goals (Brewster & Holt, 2000). To maximize the business's potential to fulfill its aims and objectives. Managers who must ensure that staff follows the company's stated ideals and procedures can face ethical issues.

The Internet has many benefits, including cost-effectiveness, speed, global reach, and ease of use, but it also has drawbacks, such as an overabundance of applications, privacy concerns, discrimination, and technological issues (Kappelman, McKeeman & Zhang, 2006). Its efficacy needs further study. Technology has improved communication, cost, and competitiveness in HR processes. Electronic human resource management (E-HRM) uses online channels to help HR departments with their operations, policies, and plans (Malinowski et al., 2005). The Human Resources Information System (HRIS) is a secure database that delivers valuable data for corporate decisions (Parry & Tyson, 2008). Human resources technology allows teams to collaborate regardless of location or time. Online recruitment includes posting jobs online, accepting applications, looking for candidates, and verifying their profiles. A recent study has focused on online recruitment or internet-only recruitment (Singh & Finn, 2003; Parry & Tyson, 2008).

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Online resources assist HR teams in hiring more. Internet recruitment has been examined by Chinese scholars (Krishnan & Singh, 2006). Online job boards have supplanted traditional recruitment tactics due to their low cost and extensive availability (Malinowski, Keim & Wietzel, 2005). Businesses can adapt their recruitment strategy to their changing demands. In my nation, online recruitment problems include network data veracity, technology and service system completeness, and the complexity of managing diverse data sets (Maurer & Liu, 2007). Online recruitment irregularities, lack of transparency, and incompetence are common.

Maurer & Liu (2007) suggested ways to improve online recruitment science. He explains how organizations may use social media recruitment to uncover talent in the Internet age. Based on Shenzhen SME case studies. Most worldwide online recruitment studies aim to improve the process for employers and job seekers. Online recruitment's outcome, strategy, and cost are rarely examined nationwide.

This study aims to advance the scientific development of online recruitment of employees of small and medium-sized enterprises (SMEs) by understanding the most pressing issues affecting some SMEs, such as Nanjing Taitong Science and Technology Co., Ltd. This study advances the scientific advancement of online SME staff recruitment. Online recruitment is more standardized, which helps small and medium-sized businesses attract top talent, grow management and technology, and lower overhead costs to compete in the market and increase economic efficiency. Online recruitment helps small and medium-sized firms acquire top employees, improve management and technology, and save overhead. Online recruiting standardization can also foster fair and reasonable competition among employees, boosting morale and productivity. Online recruitment is growing.

The modest, well-staffed Nanjing Taitong Science and Technology Co., Ltd. studies, implements, and maintains cutting-edge software systems. It offers software products and solutions for many industries, with a focus on insurance and public health information. It employs 168 individuals and values "scientific and technological innovation, wisdom leading." Profits exceeded 60 million yuan this year. To attract suitable applicants, Nanjing Taitong Science and Technology Co., Ltd. offers an online recruitment platform and site. They will assess traffic and page views to anticipate job searchers' basic situations and how many will want to work for the company. Zhaopin and Nanjing Taitong Science and Technology Co. Ltd. will list jobs and download resumes. Nanjing Taitong Science and Technology Co., Ltd. received 200 resumes for their three job adverts.

Businesses can't choose the finest online recruitment channels because Nanjing Taitong Science and Technology Co., Ltd.'s online recruitment system is weak. The "Human Resources Management System" covers internet recruitment, but not enough for separate legislation. Recruiters can only hire online workers through the corporate website and Zhaopin, which are insufficient. The imprecise job description makes it hard for interviewers to evaluate prospects. Finally, content separation in online recruitment is imprecise. Nanjing Taitong Science and Technology Co., Ltd.'s online recruitment information is slow and ineffectual. Potential candidates missed the first posting and missed their chance to submit their résumé because the average period between a job posting and an interviewee is 3.1 days. Internal recruiting information is delayed, resulting in a shortage of qualified candidates. Online interviews for employment at Nanjing Taitong Science and Technology Co., Ltd. take an average of 37.1 days from the time they saw the ad to the time they start working there. This is due to the number of stages and time it takes to bring new personnel through the interview process and into their jobs to start work. The interview process also lacks discipline, consistency, and information transparency. Some personnel specialists with poor professional ethics were biased, deceived, and leaked the employee interview test questions before the human resource management department examined them. Finally, the post-interview score computation link does not examine accounting employees. SME self-image suffers.

The online recruitment of employees is a fruitful new direction for Nanjing Taitong Science and Technology Co., Ltd, but it comes with a large price tag, and the cost per hire continues to rise year after year. Employees are unsure as to why online recruiting is becoming more expensive, and it would be difficult for the company to give all of the facts regarding online recruitment on its portal website.

Research Objective

1. To study the level of perceived satisfaction with the online requirement of Nanjing Taitong Science and Technology Co., Ltd.

2. To study the guidelines to develop satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd.

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Literature Review and Conceptual Framework

Online requirement

Setting up HRM encompasses recruiting, the systematic process of sourcing, selecting, interviewing, and onboarding individuals to fill open positions within an organization (Breaugh & Starke, 2000). Recruitment delivers essential human resources to firms (Boxall & Purcell, 2003; Galanaki, 2002; Malinowski et al., 2005; Parry, 2006; Parry & Tyson, 2008; Singh & Finn, 2003). Strategically, it emphasizes the necessity to attract elite personnel to gain a competitive edge (Parry & Tyson, 2008; Malinkowski et al., 2005). Hiring qualified candidates is the first step to improving an organization's performance and competitiveness. The paradigm of individual performance (Boxall & Purcell, 2003) links employee performance to ability, motivation, and opportunity.

Online recruitment, often known as online recruitment, Internet recruiting, or cyber cruising, involves formally sourcing job openings and applicants through the Internet (Galanaki, 2002). Electronic recruitment has been around since the 1980s (Maurer & Liu, 2007). Online recruitment literature didn't start appearing in human resource journals until the mid-1990s. Online recruitment literature increased due to IT businesses and universities' fast adoption of online recruiting (Bartram, 2000), even if much of it is now outdated. Thus, new online recruitment studies must be produced regularly to identify trends. Internet job boards are used by HR professionals in industrialized nations, along with newspaper ads and employee referrals (Maurer & Liu, 2007). One-quarter or more of job seekers investigate employers and positions online (Smith et al., 2004). Lee (2005) found that all companies listed in Fortune magazine had advertised available positions via online recruitment by 2003.

Many types of jobs—from crafts and labor to managerial and executive positions—are now listed online due to the expansion of Internet recruitment platforms (Maurer & Liu, 2007). For better or worse, the prediction that the internet may well be transforming forever the way corporations recruit employees and the way individuals hunt for jobs has come true in the present labor market. The jobs domain (Galanaki, 2002) suggests that Internet job searches will continue to rise. Corporate recruiters might save a lot of money by not paying to post jobs on commercial job boards, which could drive those boards out of business (Boxall & Purcell, 2003). Thus, recruitment affects company performance. Hiring employees without the appropriate competencies and skills (abilities) could lead to organizational failure or slower growth, affecting both individual performance and the company's human capital resources (Parry & Tyson, 2006). However, recruiting is more successful when it helps organizations locate and hire people with the abilities they need and who can help them succeed (Parry & Tyson, 2008).

Three current trends affect company hiring. First, labor markets tighten (Lievens et al., 2002; Parry & Tyson, 2008). The tight labor market makes hiring top talent difficult. Preexisting recruitment issues also contribute (Parry & Tyson, 2006). Due to labor market constraints and the need to choose suitable entry points, 84% of businesses had problems filling vacancies, according to the Chartered Institute of Personnel and Development (Latus, 2002). Online job boards boost hiring procedures. The first two tendencies boost job competition (Parry & Tyson, 2008). Third, more people are working online (Bartram, 2000; Hayes et al., 2005; Lievens et al., 2002; Parry & Tyson, 2008). Online recruitment, also known as online recruitment, cyber cruising, web-based recruitment, and internet recruiting, originated from technical developments (Galanaki, 2002). Parry (2006) defines online recruitment as recruiting candidates online. The company's website and third-party job boards may be used. Online recruitment is described in several ways, but the premise is the same. Galanaki (2002) defines online recruiting as posting job openings on a company or recruitment vendor's website and allowing applicants to submit resumes electronically. These concepts can be expanded to accommodate all online recruitment settings. Online recruitment can also use banner adverts, smart agents that scan the web, remote interviews, and psychometric or aptitude exams. Interactive technology like search engines, interactive application forms, email autoresponders, and electronic mailing lists can connect corporate databases to the website (Dysart, 1999; Taylor, 2001). Online recruitment goes beyond using the Internet to hire, according to Jones et al. (2002). The company's website provides information on the position, culture, and career opportunities (Jones et al., 2002; Pin et al., 2001).

Employee satisfaction

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Multiple definitions of job satisfaction have been proposed by scholars in the fields of employee motivation and organizational psychology. It's based on factors like whether or not a person enjoys their job and whether or not they feel valued by their superiors and coworkers. It is an attitude variable that provides insight into how people feel about what they do for a living, according to Fu, Ji & Jing (2023). Employment satisfaction is an individual's subjective experience of and attitude toward their employment (Farnham, 2010). It reveals how they feel about the job as a whole and how they feel about specific aspects of it, such as the working conditions, the fairness of procedures, and their relationships with team members and the organization's management (Legge, 1995). When an employee's efforts are proportional to the results of those efforts, the employee experiences job satisfaction (Rodgers, Negash & Suk, 2005). When businesses make an effort to create a pleasant workplace, not only do their employees benefit, but so do the businesses themselves (Ruta, 2005). According to human relations theory, satisfying employees' needs at work would inevitably lead to greater production. It is now understood, however, that the link between contentment and productivity is far more nuanced than was previously believed (Singh, 2021).

The context of Nanjing Taitong Science and Technology Co., Ltd.

Nanjing Taitong Science and Technology Co., Ltd. was formally created in 1996 and restructured in 2000. It is a large-scale professional high-tech firm involved in computer software research and development, application, and service. It has 168 people employed and has earned over 60 million yuan in net profit so far in 2019. The company's focus on "scientific and technological innovation, wisdom leading" and the quality of its products have earned them widespread praise from consumers. To encourage the development and progress of the company's online recruitment activities in a more scientific and optimized direction, it is important to actively establish an online recruitment platform.

The company's portal website has dedicated Technicians carrying out regular maintenance and upgrades. Company Z and Zhaopin have agreed to work together to post job openings and download resumes. In January 2021, Company Z listed three job openings on Zhaopin and received around two hundred applications. Without the involvement of the employing department, the recruitment outcome will hurt the company's human resources and will be driven solely by HR. Without collaboration, it will be hard to screen eligible candidates for the positions in demand.

Recruitment evaluation is a crucial element in the recruitment process to gauge the efficacy of a company's recruitment strategies and inform future improvements. It is difficult to quantify the results of the recruitment and determine the success of the process due to the subjective influence of the interviewer. Expert talent assessment tools can help mitigate potential threats to the recruitment strategy during the selection process. Matching a person with a post requires more than just looking at their resume, and the dangers to the company's projects from hiring personnel whose roles are mismatched are difficult to forecast. The study of talent acquisition can help the business save money on future hiring efforts by highlighting areas where spending can be cut.

The hiring process at most firms consists of a thorough review of applicants' resumes and in-person interviews, with further evaluations performed by HR and the hiring department. An efficient and appropriate evaluation of the recruiting process and its outcomes is impossible without a thorough investigation. Online recruitment has economic advantages over traditional methods, but there is no set budget for evening internet recruitment at Nanjing Taitong Science and Technology Co., Ltd. The HR team runs the online recruitment, and finance isn't involved in the process of reviewing or reimbursing any of the platform's costs.

Based on the concept of theory as presented above, this paper can generate the conceptual framework of this study, as shown in Figure 1.

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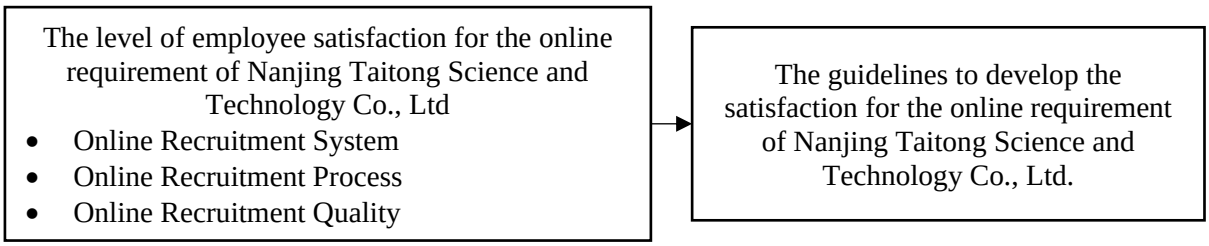

Figure 1 The conceptual framework of this study

Research Methodology

Population and Sample

The term population refers to the total number of people or other entities to which the results of an investigation are intended to be generalized. In 2022, Nanjing Taitong Science and Technology Co., Ltd will have 200 new employees. The 200 new employees of Nanjing Taitong Science and Technology Co., Ltd. who applied for the job by online requirement and had an experience with the online requirement program of the new employee of Nanjing Taitong Science and Technology Co., Ltd. Which were the focus of the study's primary recruitment efforts. To determine the sample size of this study, the number 200 new employees of Nanjing Taitong Science and Technology Co., Ltd. applied for the job by online requirement and have an experience on online requirement program of the new employee of Nanjing Taitong Science and Technology Co., Ltd. identified. The sample size was calculated based on Yamane (1973). As a result, the total sample size for the research will be 133 new employees of Nanjing Taitong Science and Technology Co., Ltd. These will represent the total population. The researcher used an original paper questionnaire to facilitate a sampling approach that applied for the job by online requirement and have an experience in the online requirement program of the new employee of Nanjing Taitong Science and Technology Co., Ltd.

Research Tools

The questionnaire was used as a tool to collect data in this study, and the researcher constructed a questionnaire from the related concept and theory, academic research journals related to studied variables such as online recruitment system, online recruitment process, and online recruitment quality which are shown in Table 1.

Table 1 Research variables and measurements

Research variables	Source	Number of Items
online recruitment system	Bartram (2000) Malinowski, Keim & Wietzel (2005)	14
online recruitment process	Bartram (2000), Rathee & Bhuntel (2017)	7
online recruitment quality	Bartram (2000) Malinowski, Keim & Wietzel (2005)	5

The questionnaire was developed based on three variables. The measure items are close-ended response questions about the perception of the online recruitment system, online recruitment process, and online recruitment quality. For measurement of the perception of the online recruitment system, online recruitment process, and online recruitment quality, the interval scale was used, a five-point Likert Scale, to measure the level of agreement. The five-point Likert scale was ranked below (Likert, 1932):

5 = the highest level of perception
4 = the high level of perception
3 = the moderate perception
2 = the low level of perception
1 = the lowest perception

The width of the class interval was defined by utilizing the formula as follows (Sauro & Lewis, 2011):

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4.21-5.00 = The respondent's acceptance of all variable factors is the highest level of perception
3.41-4.20 = The respondent's acceptance of all variable factors is a high level of perception
2.61-3.40 = The respondent's acceptance of all variable factors is the moderate perception
1.81-2.60 = The respondent acceptance of all variable factors is the low level of perception
1.00-1.80 = The respondent's acceptance of all variable factors is the lowest perception

Cronbach's alpha coefficient was used to do statistical analysis to find the reliability of each variable factor from 36 respondents. The value of Cronbach's alpha must be between $0 \leq \alpha \leq 1$; the higher value means higher reliability and is closely related to the section. Based on the above, Cronbach's alpha (α) of each factor in this research was from 0.660 to 0.841 for 133 test results. Therefore, the reliability of all the indices in the pilot test and the full-scale survey was conducted and was good. Cronbach alpha (α) of all the variables passed the benchmark of 0.65 (Craig & Moores, 2006).

Data Collection

Primary data consisted of information collected straight from respondents. The questionnaire was the research instrument of choice. The researcher read a substantial number of articles, documents, and publications before deciding on a research topic and developing survey questions. As a result, between the months of March 2023, we gathered data from 133 individual questionnaires. Completed questionnaires were double-checked for accuracy using both student and adviser suggestions before data analysis began. Data were entered into a statistical program in its raw form from filled-out surveys for further processing and analysis. After that, we did the calculations, analyzed the data, and summarized up the findings. In this case, secondary data was easily accessible. The research team gathered information from a wide range of resources, such as textbooks, academic journals, paperwork, websites, company profiles, and other documents.

Data Analysis

The completed questionnaire served as the basis for arriving at the weight determined based on the predetermined requirements. Using a statistics tool, the information was saved to a file. To present the first research objective, the calculation of the mean and standard deviation was utilized to investigate the new employee perception regarding their level of online recruitment system, online recruitment process, and online recruitment quality. To present the second research objective, the findings of the first objective of the research will be categorized, and descriptive statistics will be utilized in the process of generating descriptions for the guideline for the satisfaction development of new employees on an online requirement of Nanjing Taitong Science and Technology Co., Ltd.

Statistics Used in Data Analysis

Statistical values such as mean and standard deviation were used for data analysis to define the information that was presented in the form of a descriptive table. These statistical values were utilized as part of the statistics that were employed in the study of the data.

Result

To provide the first research objective of the study the first research objective aims to study the level of perceived satisfaction with the online requirement of Nanjing Taitong Science and Technology Co., Ltd. This section covers the level of perceived satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd, which are satisfaction with the online recruitment system, satisfaction with the online recruitment process, and satisfaction with the online recruitment quality.

Table 2 shows the overall level of agreement with this study

Variables	Mean	SD.	Meaning
satisfaction of online recruitment system	3.89	0.72	high
satisfaction of the online recruitment process	3.80	0.63	high
satisfaction of online recruitment quality	3.88	0.62	high
Total	**3.85**	**0.65**	**high**

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As table 2 provides the level of perceived satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd, which are satisfied with the online recruitment system, satisfaction with the online recruitment process, and satisfaction with online recruitment quality. The results indicated that all of the variables had a high level (mean score = 3.85, SD = 0.65), especially satisfaction with the online recruitment system (mean score = 3.89, SD = 0.72), satisfaction with online recruitment quality (mean score = 3.88, SD = 0.62) and satisfaction of online recruitment process (mean score = 3.80, SD = 0.66).

To provide the second research objective of the study the second research objective aims to study the guidelines for developing satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd. This section covers the guidelines for developing satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd, which is based on the result of the previous section. Four online management support concepts for Nanjing Taitong Science and Technology were found. Empowered project teams, planning content, HRM-IT collaboration, and learning opportunities are management support concepts.

First, the empowered project group—called the steering board in this research—is a worry. Project management should have been delegated to the steering board. Project participants and steering board members felt unsupervised. Regular member turnover, chairmen and project leaders' talents, money worries, and time restrictions hampered this control. Despite its decision-making role, the steering board's makeup led to topical discussions. Steering board members should be able to make and own these decisions. Uncertain roles and responsibilities slowed the project.

HRM-IT coordination was key. New developments complicated the project. Technology choice, information availability, direct communication and comprehension, and cooperation made the undertaking complex. Direct collaboration and communication between HR and IT are difficult due to their distinct plans and views. Miscommunication, frustration, and a project halt followed. The friendship shaped the project. Thus, the employment process needed new recruitment technology. This negates contemporary technology and events. Reports and talent pools failed. Project members should be commended for their perseverance.

The learning and training alternatives were sufficient, notwithstanding disagreements. Application and experience dominated training. Some asked if system users receive enough training on company evolution and use. Training and education should be part of project planning. Despite user training being one of the main barriers to e-HRM adoption, the project team was unprepared while establishing these possibilities. The system strength of Nanjing Taitong Science and Technology Company's online requirement implementation is less visible than its management assistance. Technology layout may be affected by this component. Productivity success was difficult to quantify due to the management report's unreliability. It measured productivity. Nanjing Taitong Science and Technology Company's online productivity was hard to gauge without it. One can judge by observation. Saving time and money was expected. Nanjing Taitong Science and Technology Company's online productivity needs don't save time or money. The administrative burden grew due to delayed technologies. Staffing was delayed.

Second, to meet Nanjing Taitong Science and Technology Company's online quality criteria, the implementation delivers more relevant tools than the prior technology. Nanjing Taitong Science and Technology Company's online quality criterion is consumer usability. Structure and process overviews are provided by the system. Users may do additional jobs with the new tech, new technology improved various areas of Nanjing Taitong Science and Technology Company's online requirements but also hampered recruitment. Hiring is harder due to increased administration duties. Usability is another concern. The Nanjing Taitong Science and Technology Company's online requirement needs many needless tasks and procedures. Creating online requirements takes time. Recruiters acknowledge this is a drawback, but the system's unfriendliness is worse. The system's comprehensiveness, ease of comprehension, and applicant effort.

Users' system appropriation is largely allowed. System appropriation is accepted. "Appropriation" means employing technology to accomplish goals. Nanjing Taitong Science and Technology Company's online product quality criteria are affected by user-unfriendliness. Users don't

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work system-acceptably without tool management reports. Poor tools enable users to "work around the system" to solve problems, polluting the system. Management support strength enablers appear to be the reason technology was created in such a way (online requirement of Nanjing Taitong Science and Technology Company system strength enablers), resulting in poor system performance.

Start with project organization. A steering board with adequate membership underpins the initiative. Project managers must be on this board. Preparedness is also their responsibility. Clear roles and documentation guide and hold project members. They also set project monitoring parameters and allow project changes before it's too late. Preparation prevents issues. A project's first stage sets the stage for the rest, even if it's obvious. Project results include all stages, unlike sprint results, which just examine the finished output.

Second, experience using the right manner. The project's strategy affects Nanjing Taitong Science and Technology Company's online requirements. To modernize recruiting, a corporation chooses a system. Assess your candidate recruitment procedure. This is also attributable to business-IT cooperation and networking in 000. If they agree, they can talk directly. HR and IT may work effectively together but not understand each other. Support will steer this relationship and current recruiting. Both IT and business may not understand each other. Linking these ideas requires a business consultant or analyst. Advising on technology design and improving communication, a "connecting pin."

Thirdly, assist with role and mentality change. The organizational culture must change with new technologies. As new technology threatened to replace its manpower, the Recruitment Service became increasingly averse to working digitally. Jones as al. (2002) report that Nanjing Taitong Science and Technology Company's online requirement turns recruiting into an e-process. Beyond recruiting technology, this change is significant—recruitment Services' function changes. Employees need help during the transition. This can be achieved by reassuring personnel and removing any concerns that could generate resistance. This requires accurate and substantial knowledge sharing. Public scrutiny is needed. This requires correction. Because of their thinking, workers think this action is good and opens doors. Users should understand technology's benefits. Role redefining benefits and workers' job security worries should be addressed. This can involve converting from administrative expert to employee champion, who maximizes employee dedication and capabilities, or strategic partner, who implements business strategy and satisfies customer expectations. This can be emphasized by making employees feel like they own the transition.

Finally, any endeavor involves information collecting. Project suspension and dissatisfaction can be avoided with knowledge. Nanjing Taitong Science and Technology Company may benefit from this knowledge. Include as many people and parties as feasible to improve project results. The steering board and project teams need qualified professionals. Project partners must be carefully selected. Critically assess. Dynamic capacities are approaching postulates, and decisions will depend on their position and future routes. History influences this position. Many current choices are influenced by past decisions. Success doesn't depend on past actions. Nanjing Taitong Science & Technology Company must protect its critical view. When building a skilled team, one may feel unsure. Project management can monitor and adjust this process since they provide a plan and criteria.

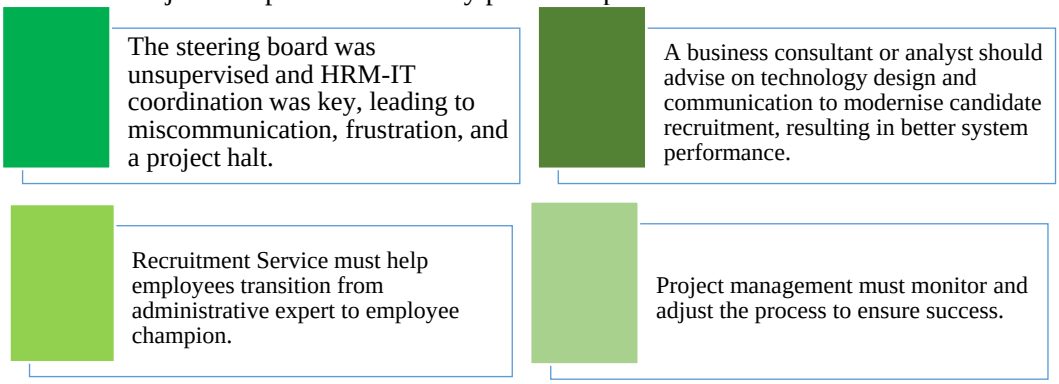

Figure 2 the guidelines to develop the satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd.

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Conclusion

The findings of the study revealed that each of the variables exhibited a high level, with a mean score of 3.85 and a standard deviation of 0.65. Notably, the satisfaction levels of the online recruitment system, online recruitment quality, and online recruitment process were particularly high, with mean scores of 3.89 (SD = 0.72), 3.88 (SD = 0.62), and 3.80 (SD = 0.66), respectively. Defined roles and responsibilities caused ambiguity and inefficiency. The HRM and IT departments' teamwork and results helped the project succeed. Technology selection, information accessibility, communication, comprehension, and collaboration were the factors. The project's methodology changed due to collaboration, requiring the use of new recruitment technologies. Insufficient educational opportunities raised worries about system users' training. Nanjing Taitong Science and Technology Company identified management support for online e-HRM as a major barrier to its adoption.

Discussion

Discussion for the level of perceived satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd, Online recruitment system mean score is 3.89, SD = 0.72. It means the online hiring application should have an easy-to-navigate user interface, a video leading user through the process, a thorough job description, accessible file types, a manual CV form, and a public announcement after an applicant is selected. Shortlisted candidates should receive personalized responses, and the outcome should be announced. Shahad & Dokey (2021) surveyed Saudi private enterprises to see how e-recruitment affects their ability to attract and hire competent candidates. 82 Saudi private sector managers were surveyed online. Electronic recruiting had a noticeable impact on the recruitment process. According to the statistics, most HR managers use electronic recruitment to efficiently acquire more qualified employees. Singh (2021) surveyed employees to evaluate online course efficiency and variables. With a 61% response rate, most respondents believed factor analysis affected training efficacy. This research can assist trainers in developing training that inspires confidence in its efficacy.

The online recruitment procedure mean score is 3.80, SD = 0.66. The website/platform posts extensive, informative job postings. Candidates apply online. Websites or online platforms choose the best candidates for each employment procedure. Candidates that advance to the next interview stage will be announced on the website/online platform. Interview hours and dates will be posted online. The webpage lists hired staff. The website will save all job applications. This complements Orissa & Shahrom's (2022) study on job performance in Malaysia's private and public sectors. All 153 study participants worked from home. Purposeful sampling indicated organizational support, leadership, and work environment. Correlation and regression analysis examined how these components affected employee performance. The study indicated that work atmosphere and leadership significantly affected employee performance. Shirmila (2022) examined IT employees' views on e-training and learning. IT personnel in Chennai were surveyed using a questionnaire. Convenience sampling was the research method. The study found that e-learning is more influenced by perceived benefit, behavioral intention, and ease of use. Due to technological improvements that make knowledge more available and allow people of all ages to learn new skills, virtual training is the best replacement for on-campus face-to-face training. IT workers can increase their knowledge, skills, and talents with a well-designed online training session.

Online recruitment quality scores were 3.88, and SD 0.62. It means online recruitment helped the speaker find a job candidate. They can also match businesses with competent people and raise their interest in a field or job. Erotic capital is crucial to human resource management, as Wojtaszczyk & Syper-jedrzejak (2022) suggested. Empirical research was done to construct a questionnaire to measure how erotic capital affects hiring and evaluation judgments. The research process had three steps: investigating the content, testing the research instrument, and testing the construct against theoretical validity. Erotic capital's model was reliable, valid, and unidimensional after validation. Hofstee et al. (2020) found similar results in a systematic review of e-Employees' emotional and cognitive performance in professional activities. The review concluded that emotions and cognitive functions directly affect people's lives and that the professional community has ignored the cognitive-emotional

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performance relationship. They were controlling emotions that affected concurrent and subsequent cognitive activity, which was surprising.

Discussion for the guidelines to develop the satisfaction for the online requirement of Nanjing Taitong Science and Technology Co., Ltd; this study examined four management support concepts related to Nanjing Taitong Science and Technology Co. Ltd.'s online requirement. The steering board's efficacy could have been improved by stronger supervision and direction, which was influenced by frequent membership changes, chairperson and project leader competencies, financial constraints, and temporal constraints. The project's success was due to HRM and IT collaboration and its effects. Technology, information availability, communication, comprehension, and collaboration were also affected. Nanjing Topeng's e-HRM adoption was hindered by management support for online deployment. These findings support Rathee & Bhuntel (2017) 's claim that an organization owns its people and other human resources. Hire hardworking people to succeed. Businesses are adopting e-recruitment to modernize their employment processes. This study examined the pros and cons of online recruitment and its influence on employees and the company. The study found that computerized recruiting speeds up and saves time. Significantly, it affected employee performance and happiness. Shin, Yuan & Zhou (2017) investigated the situations under which a perceived innovation job requirement enhances employee innovation. Three hundred-eleven employee-supervisor pairs from two Chinese companies were surveyed. Low intrinsic interest in innovation was associated with inventive behavior more than high intrinsic interest. Only when employees saw the job requirement as important due to strong performance-reward expectancy or organizational importance did this positive effect occur. Nadeem & Farooq (2020) also examined Motivation and Managerial Behaviour Achievement among Aligarh Muslim University personnel and its relationships with demographic variables like work experience and gender. The study examines how motivational factors affect management behavioral success. The study found that intrinsic and intrinsic elements and the Achievement method and extrinsic perspective are closely correlated. If the strategy is supported by extrinsically motivating requirements, employees will feel more accomplished regardless of gender. Motivation may have a role in employee success, and further research is needed to determine this and other factors. Technology is utilized to evaluate e-recruitment implementation. The game's participants' satisfaction depends on appropriation accuracy. Meaningful appropriation improves user pleasure and spirit clarity. Users need agreement on technology implementation grounds, user interaction, and organizational support to understand IT. E-recruitment's efficiency, productivity, and cost savings by computerizing typical recruiting operations and using less paper and copies are also mentioned. E-recruitment saves time and helps firms get qualified candidates before their competition. It also regulates recruiting process performance and user and applicant satisfaction. 64% of companies using corporate websites for e-recruitment cited applicant ease of use, and 52% cited company identity. Technical and organizational success in this type of implementation might yield positive results.

Recommendation

Managerial Recommendations

1. The administrator and HR manager of Nanjing Taitong Science and Technology Company should be embraced by firms to ensure they are informed of necessary job information. Corporate websites should include firm information and background and allow candidates to view the progress of their applications. Social network sites should be used to communicate with candidates.

2. The administrator and HR manager of Nanjing Taitong Science and Technology Company should implement activities to improve skills and consider individual needs when assigning tasks in line with self-selection and rotation programs.

3. The administrator and HR manager of Nanjing Taitong Science and Technology Company should promote existing employees through work reassignment to increase their level of responsibility and retain them within the firm. This recommendation is based on low levels of employee turnover.

Further research Recommendations

1. Research could explore the impact of E-recruitment practices on employee retention in multinational corporations, potentially expanding to other business sectors.

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2. The study explored the relationship between E-recruitment practices and employee retention, finding that other factors could play a role.

3 Future research should examine the impact of conventional recruitment practices on employee retention and E-recruitment practices and use alternative methodologies to compare the results.

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