CHAPTER V

CONCLUSION

In this chapter, conclusions from the findings and discussion of the research that have been shown in the previous chapter will be given. This chapter will also explain the limitation of this study and implications for possible future research directions.

5.1 Conclusion

The study aims to discover the relationship between the construct which are perceived ease of use, perceived usefulness, and perceived enjoyment on intention to use e-recruitment. This study focuses on the intention to use e-recruitment of the Economics Faculty undergraduate alumni of Universitas Andalas. This study was conducted using quantitative research involving the main source of gathered data by distributing 202 questionnaires to undergraduate alumni of the Economics Faculty of Universitas Andalas who graduate in the last three years. In analyzing respondents' answers, Smart PLS 3.3.3 was used. The four hypotheses in this study can be concluded as follows:

1. The results of the first hypothesis test shows that perceived ease of use does not influence the intention to use e-recruitment. This finding may be due to respondents might not be interested to apply for jobs through e-recruitment because they regard that is not easy to use applications. Moreover, the respondents in this study being dominated by employed people and already have a steady job, thus, the urge to find a job and the intention to use e-recruitment as a job-seeking platform will be less

2. The results of the second hypothesis test, it is found that perceived usefulness has a significant influence on the intention to use e-recruitment. The significant result of this study means that individuals consider the system is useful for them, therefore, he or she will use e-recruitment to seek jobs. The usefulness of information technology is when the system gives benefits to users such as access to a wider range of information, enhances job search effectiveness, and increases users' productivity when using the system.

3. The result of the third hypothesis test shows that there is a positive and significant result of perceived enjoyment on the intention to use e-recruitment. This means that when people felt enjoy using e-recruitment as their job-seeking platform, they will intrinsically be motivated to engage in using it to seek for jobs.

4. The result of the fourth hypothesis test, it is found that perceived ease of use has a positive and significant influence on perceived usefulness in the e-recruitment context. The significant relationship between perceived ease of use and perceived usefulness indicates that the less effort in using an e-recruitment site as a job-seeking platform will provide benefits and the more likely for respondents to use e-recruitment.

5.2 Implication

Based on the research results, there are several implications that can be obtained. Personal perceptions have an impact on individual behavior as confirmed by this study. The result of perceived usefulness leads to behavioral intention to seek jobs through the internet (e-recruitment). In perceived usefulness,

the statement of Using e-recruitment sites saves me time to submit my resume compared to the traditional method, which has the highest average score. This shows that users have the intention to use e-recruitment because e-recruitment gives an advantage in time-efficient. E-recruitment provides information such as a various position that is available for job seekers, detailed job requirement and other information needed. However, there is still some information that is lacking in e-recruitment sites such as frequently asked questions and feedback services. Projecting a useful or helpful feature in the recruitment websites is an important insight for e-recruitment adoption. Therefore, job providers can improve users intention to use e-recruitment by providing more complete information on the e-recruitment site.

Another variable in the study, which is perceived enjoyment also leads to behavioral intention to use e-recruitment. The indicator of Overall, I enjoyed using e-recruitment sites, which have the highest average score. This shows that, generally, users found that using e-recruitment gives them the feeling of fun and pleasure which makes users intrinsically motivated to adopt and use it. Enjoyment can be felt and developed when users use the system for quite along. Moreover, the respondents from this study are alumni which already felt the experience of using and are actively using e-recruitment as a platform to find jobs. However, there are still people who still do not understand how to use electronics which makes them have no intention to use e-recruitment. To increase the awareness of technology information and bring the enjoyment of using e-recruitment, it is better

to give understanding and learning about how to use e-recruitment sites because not everyone is reliable to use electronics.

In this study, it was found that perceived ease of use is not a determinant for users to seek jobs through online platforms. In other words, perceived ease of use did not influence users to use e-recruitment. Although ease of use does not have significant results, it had a positive relationship with the intention to use e-recruitment. According to respondents' responses who filled the questionnaire, each indicators dimension has a high score. In perceived ease of use, the statement of It was easy to become skillful using e-recruitment sites to find a suitable job vacancy for me, have the highest average score. This shows that users are interested in using e-recruitment because users found it is easy to find a job that fits them. In other words, the simplicity of e-recruitment gives valuable insight to e-recruitment users.

The internet has a great potential in the human resources aspect, and therefore improving, maintaining, and increasing online-based recruitment and selection is needed. Furthermore, this research is expected to contribute to the development of science in the field of human resource management strategy. The findings of this study can be used as a reference by future researchers in relevant discussion in the research. The further development of this research is expected to be able to give an insight or improve the result in accordance with existing suggestions and limitations.

5.3 Limitations

In conducting the research, the researcher realized that the results of this study are not perfect and have many limitations that affect the expected results. Therefore, it is hoped that more attention will be paid to these limitations for further research. Some of the limitations found in this research are described as follows:

1. The respondents of this study were alumni who graduated in the last three years. It is quite hard to distribute the questionnaire due to a lack of alumni contact. The questionnaire was also distributed through groups classes but it was not effective, so the researcher need to find more contact and distribute it personally through personal messages.

2. The questionnaire is fully distributed online, it is quite hard for researcher to maintain the understanding of respondents related to the questionnaire.

3. The independent variable that has a significant result in this study is only perceived usefulness and perceived enjoyment. Hence, it cannot describe in its entirety the factors of intention to use e-recruitment.

5.4 Recommendation for Future Studies

1. It is suggested to use more samples in order to avoid biases answers given by respondents in filling the questionnaires

2. It is hoped that further researchers can add and use comprehensive TAM research involving other variables that have not been measured in this research. By adding other variables that are expected to affect the intention to use, it is expected to better describe the respondents' intention to e-

recruitment as a platform to seek jobs which leads to a better result and more insights to this research.

3. For the next research who is interested in conducting similar research topic, it is better to expand the scope of the research, not just undergraduate alumni of economic faculty but is should cover other areas such as the whole population of the university, or involving other universities to get better understanding about a similar topic and the result of current study can be differ.

4. Undergraduate alumni of the Economic Faculty who graduate in the last three years are chosen as respondents in this study. It is suggested for the next study, the group of respondents is fresh graduate students because they are more likely an active job seeker. Also, it is suggested to investigate a specific group such as Z generation because they are likely to be people who uses the internet more often.

5. In order to increase the usefulness, it is better if e-recruitment sites include more information about frequently asked questions and have a feedback service so that the job seekers can gather more information related to the available position and other important information. Such information leads to increase job seekers' intention to use e-recruitment.