

**A Study on Factors Affecting to Job Seeker's Intention to Use E-
Recruitment: With Special Reference to Final Year Undergraduates of
University of Kelaniya, Sri Lanka**

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In this digital world, jobseekers prefer to use electronic recruitment for job search. The purpose of this study is to evaluate the factors that influence to job seekers' intention to use e-recruitment in Sri Lanka. A questionnaire was drafted for data gathering and primary data were obtained from fifty-seven job seekers those who were final year undergraduate of university of Kelaniya. The proposed research framework is based on the Technology Acceptance Model (TAM) with the extended construct of perceived trust. Simple regression reveals that perceived ease of use and perceived usefulness significantly influences on job seekers' intention to use e-recruitment while perceived trust does not have a significant influence on job seekers' intention to use e-recruitment. The findings of the study would be important to the firms to effectively carry out e-recruitment practices to increase the appropriate pool of applicants and to design a most effective job portal.

Keywords: *E-recruitment, TAM, Perceived Usefulness, Perceived Ease of Use, Perceived Trust, Intention to Use*

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