

Determinants of Sustainable Engagement in E- Recruitment during the Post-Pandemic of Covid-19: Evidence from Final Year Internship Seeking Students of Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka

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Even though the way Human Resource Management functions are carried out has been changed considerably with the emergence of Online Technology, the impact of e-recruitment on candidates' intention to apply for jobs remains understudied. Hence, the purpose of this research study was to investigate the impact of factors affecting on sustainable engagement in e- recruitment during the post-pandemic of Covid-19.

This research was carried out as a cross sectional field study among a sample of 254 Final Year Internship Seeking Students of Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka. Simple random sampling technique was used to select the sample and primary data were collected using a standard questionnaire. Descriptive statistics, inferential statistics, regression and correlation analysis were analyzed using Statistical Package for Social Sciences (SPSS). It is found that, there is a significant impact of perceived usefulness, perceived ease of use and perceived trust on sustainable engagement in e- recruitment of internship seeking university students in the Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka. Further, results show that perceived usefulness, perceived ease of use and perceived trust has moderate and positive impact on sustainable engagement in e- recruitment. Furthermore, these findings are expected to be extremely important for the relevant parties in seeking their job opportunities, both theoretically and practically. Cross validation of the findings of this study in different industries and different point of view, compared among a larger sample, is recommended in future studies, which will add more insights to the substance of the current study.

Keywords: *E-recruitment, Perceived Ease of Use, Perceived Trust, Perceived Usefulness, Sustainable engagement, University Students*

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