

Informatics Institute of Technology

In collaboration, with

University of Westminster (UOW)

Final Year Project 2016/2017

**How Successful is e-Recruitment to the Hotel Industry:
A preliminary study on how to increase the efficiency
and effectiveness of Online Job Advertisement process
through a web-based application.**

By

Arjuna Isadeva Talagune

2012031 / w1473149

Supervised By

Mr. Austen Mascranghe

WORD COUNT 22,107

This report is submitted in partial fulfilment of the requirements for the BSc (Hons)
Information Systems with Business Management degree at the University of
Westminster.

Abstract

Currently the Sri Lankan Hotel industry is facing a lack of trained employees for its labour force. At present Sri Lanka can produce only 2000 graduates per year for the industry, which is 20% required labour force. For the balance labour force the hotel industry should look for alternatives to accomplish their requirements. The other alternative method to full fill the labour requirement is to employ skilled employees from its neighbouring countries.

This is where E-recruitment comes in place. Even though there are many well-established E-recruitment websites locally and internationally, still the recruitment and selection teams contribute most of their time on looking for the most suitable candidate among hundreds of applicants.

To increase the efficiency and effectiveness of the recruitment and selection process, GetVisible has been built with many unique features that has been done using the proposed IS solution. The IS solution is a promising website which has reliable features such as CV verification, a VideoResume, etc. Compared to the IS solution, the ATS system is unaffordable to many small and medium enterprises and it lacks on features that the IS solution is now making up for.