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The Role Of TAM Factors In Predicting Intention To Use E-Recruitment Portals: A Survey-Based Study

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Abstract
The major goal of this study is to empirically investigate psychological variables that may influence people's intentions to utilise an online job search engine in accordance with the theory of planned be- haviour (TPB). Using a convenient sample of 334 graduates, the study's hypotheses were examined using structural equation modelling (SEM). The findings demonstrated that all independent varia- bles—attitude, subjective norm, perceived behavioural control, and self-efficacy—had a significant and favourable impact on people's desire to utilise online job search engines. In particular, it was dis- covered that subjective norms was one of the strongest characteristics to predict respondents' intention to use online recruiting portals in an Indian context, followed by self-efficacy, perceived behavioural control, and attitude. This study has examined various theoretical contributions and practical conse- quences for career counsellors and online recruitment service providers in line with the research find- ings. Some limitations and potential areas for future research are presented in the paper's conclusion.

Keywords: Attitude, Job search, online recruitment, perceivedbehavioural control,Subjective norm, self- efficacy, Theory of planned behaviour.

1. Introduction:

For access to employment information and upload their resumes using Internet technology, job seek- ers use electronic recruitment (e-recruitment) services or third-party recruiting websites (Bartram, 2000; Scheyer& McCarter, 1998). Jobseekers and employers can connect through third-party job search websites like Monster.com (http://www.monster.com), LinkedIn.com (https://in.linkedin.com), and Nakuri.com (https://my.naukri.com). These websites offer Internet-based recruitment services. Undoubtedly, it can be difficult to locate a job that meets your needs. Graduates from universities may find it much harder because they lack professional networks and past work experience (Wang et al., 2017). Job search websites enable direct access to a large resume database for businesses, which shortens the recruiting cycle time. Job searchers can publish their resumes online and conduct job searches by examining a constantly growing database of positions by using job-search websites. Ac- cording to Miller (2001), Pearce &Tuten (2001), Perry, Simpson, NicDomhnaill, & Siegel (2003), and Tomlinson (2002), job-search websites can help both employers and job seekers find practical, afford- able, and efficient solutions. They can also help overcome time and geographic hurdles. The many difficulties, however, include (1) the potentially smaller applicant pool because not all job seekers turn to the Internet as their first option, (2) the exclusion of those who do not look for jobs online, such as online recruitment services appropriate for information technology (IT) jobs and for recent graduates, and (3) inaccurate or incomplete information, such as company recruitment policies that are not expressed in a web-friendly manner (CIPD, 2006). Providers of e-recruitment services are coming under more and more pressure to pinpoint the causes of job seekers' intentions to utilise job- search websites. Therefore, it is crucial to fully comprehend the aspects that influence job seekers' adoption of job search websites. Employers are often charged a fee to list job openings on job-search websites. Typically, job searchers can browse these websites for free and submit their applications. An efficient job search website may be created to meet employer criteria because companies must pay for the service, but it may overlook the demands of job seekers submitting online job applications.If they are unhappy with the functionality or service offered by the job-search website, online job seek- ers are likely to give up and choose alternative job-search strategies, which could reduce the number of companies ready to sign up for the e-recruitment service. However, the knowledge about online job seeker behaviour is sparse and scattered, despite the growing interest among information system (IS) researchers in the Internet recruitment phenomenon. In this study, a collection of variables that affect job seekers' intentions to use job-search websites were theoretically proposed and practically tested.

2. Theoretical background and Hypotheses

By creating a research model to identify the elements influencing job seekers' intentions to utilise job- search websites, this study expands on the TPB (see Figure 1). The TPB first gathers information on behavioural and social control characteristics (Mathieson, 1991). Due to the importance of these qualities in understanding job seeker behaviour (Brown, Cober, Kane, & Levy, 2006; McManus & Ferguson, 2003; Van Hoye&Lievens, 2007), TBP provides the best theoretical framework for this study. Second, TPB used three categories to characterise intentions: attitude (positive or negative feel- ings towards engaging in a behaviour), subjective norm (perceptions regarding the influence of social norms on engaging in a behaviour), and perceived behavioural control (restrictions associated with engaging in a

behaviour) (Ajzen, 1988, 1991). Each of these three components is reflected in the un- derlying belief system, which includes attitudinal, normative, and behavioural control beliefs. This study proposes a decomposed TPB model, where attitudinal belief includes perceived usefulness and perceived ease of use, normative belief includes interpersonal influence and external influence, and perceived behavioural control belief includes perceived ease of use and self-efficacy, using the litera- ture on e-recruitment services and extended TPB (Bhattacherjee, 2000; Cober, Brown, Keeping, & Levy, 2004; Williamson, Lepak, & King, 2003). Below is a detailed explanation of each of the con- cepts in the research model and hypothesis.

2.1 Job search:

For all people, the job search period of career growth is crucial, but for the unemployed it is much more so (Song et al., 2006). It describes how job seekers identify possible employers and apply for paid work with those businesses (de Bruyn& Cameron, 2017). Job searching is defined by Creed et al. (2009) as the time, energy, and resources used for tasks such creating a resume, looking through com- pany websites, reading job adverts, and getting in touch with potential employers. For any nation, un- employment and job searching are now crucial issues of political, social, and economic concern (Manroop& Richardson, 2016).

2.2. Online recruitment website:

Additionally, there are several sources of hiring; in this digital age, web-based hiring has taken the place of traditional hiring methods (Banerjee & Gupta, 2019). Technology and computer applications advancements have significantly influenced the practise of internet recruitment in recent years, and as a result, businesses and job applicants are increasingly using recruitment websites as a part of the hir- ing process (Brahmana&Brahmana, 2013). This rise may be attributable to the time and cost savings that internet recruitment offers over traditional recruitment (Banerjee & Gupta, 2019; Lin, 2010), as well as the simplicity with which a wealth of information about jobs and organisations is accessible (Maree et al., 2019). Furthermore, a wider and more immediate range of contact is available for both companies and job searchers to take advantage of (Williamson et al., 2003). In fact, due to the geo- graphically dispersed nature of job seekers, businesses will need to leverage online recruitment as a source of applicant attraction going forward (Banerjee & Gupta, 2019).

2.3 Role of TPB in Job Search Web Usage:

The TPB has discovered support in the prediction of user behaviours in the IS literature (Hong, Thong, & Tam, 2006; Venkatesh et al., 2000), and has been used by researchers to examine human behaviour in the fields of social psychology (Conner, Kirk, Cade, & Barrett, 2001; Lin & Lee, 2004). TPB (Ajzen, 1988, 1991) contends that behavioural intentions can be reliably predicted by behavior- al attitudes, subjective standards, and perceptions of behavioural control. In recent years, the majority of TPB applications in situations involving the acceptance or adoption of IT have acknowledged the significance of attitudes, subjective norms, and perceived behavioural control in understanding and predicting behavioural intentions (Liao, Shao, Wang, & Chen, 1999; Lin, 2006; Shim, Eastlick, Lotz, & Warrington, 2001). The present research applies the TPB to the context of e-recruitment services, hypothesising that individual attitudes towards using job-search websites, individual perceptions of the opinions of other groups that are significant to an individual, and perceived control over the act of using job-search websites will all influence job seeker intentions. According to Armitage and Conner (2001), one of the most widely recognised theories for forecasting a variety of human behaviours is the TPB. Ajzen (1991) asserts that behavioural intention, which is in turn determined by the three proximal TPB variables (attitude, subjective norm, and perceived behavioural control), is the primary predictor of an individual's actual behaviour. According to Georgiou et al. (2012), "intention" refers to a person's level of willingness to engage in (or refrain from engaging in) the targeted behaviour. Posi- tive or negative feelings about engaging in the behaviour are referred to as attitudes, whilst the degree of social pressure people feel to engage in the behaviour and their willingness to do so are referred to as subjective norms (Zikic& Saks, 2009). According to Yizhong et al. (2017), "perceive behavioural control" refers to people's degrees of confidence that they have the necessary knowledge and skills to carry out a specific action. When used in the context of the present study, the TPB proposes that peo- ple's intentions to use online recruitment websites are predicted by their attitudes towards using the websites (i.e., attitude), the degree of social pressure from their significant others to use these websites (i.e., subjective norm), and other factors as well as their self-assurance in their capacity to use internet job search engines to locate the positions they want (i.e., perceived behavioural control).. On the basis of these findings, the following hypothesis is proposed:

H1: Attitude positively affects intention to use E- Recruitment Portals.

H2: Subjective norm positively affects intention to use E- Recruitment Portals.

H3: Perceived behavioural control positively affects intention to use E- Recruitment Portals.

2.4 The Theory of Self-Efficacy:

As defined by Bandura (1986), self-efficacy is the belief that a person has in their capacity to carry out a particular activity or behaviour. This definition highlights the significance of personal self- efficacy beliefs to enduring and successfully completing the activity. Therefore, rather than simply reflecting fundamental component abilities like web

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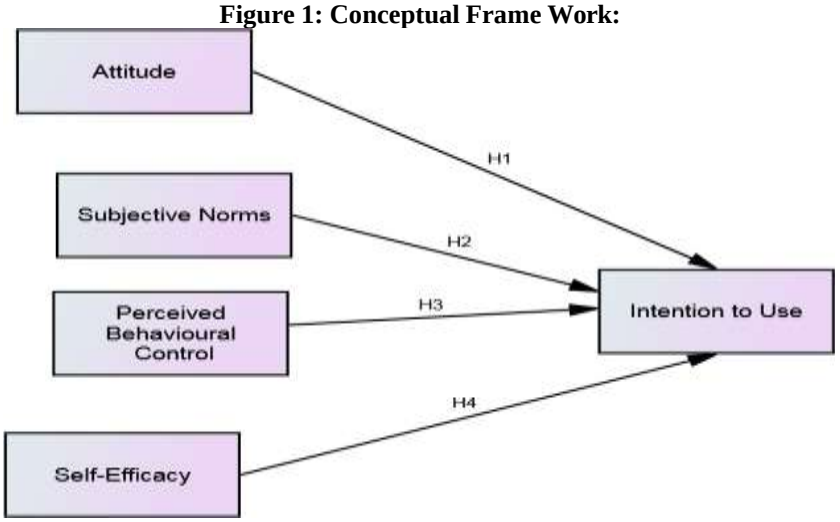
browsing, job-search website self-efficacy re- flects how users see their competence to use the Internet in the execution of the task of online applica- tion for a job (e.g., online job searching and resume uploading). A successful IT deployment and be- havioural control have both been linked to self-efficacy (Compeau& Higgins, 1995; Bandura, 1986). Furthermore, self-efficacy has been claimed to be crucial in understanding the adoption of new IT by Hung et al.According to empirical studies, users who have high levels of self-efficacy are more likely than users who have low levels of self-efficacy to use Internet services (Chan & Lu, 2004; Ma & Liu, 2005). Researchers have also suggested in the literature on recruitment that self-efficacy is a key pre- dictor of job-search activity, effort, and result (Eden &Aviram, 1993; Saks &Ashforth, 2000).
The following theory is put out in light of these findings:
H4: Self-efficacy positively affects related to using E- Recruitment Portals.

2.5 The context of this study

Due to the socioeconomic and cultural differences between these societies, examines about jobless- ness that have been done in western nations cannot be applied to outsiders countries; as a result, the study tested the TPB's effectiveness in forecasting graduating students' intention to use online re- cruitment websites for finding the desired jobs. India currently has a large number of online employ- ment service providers (such as Naukri.com, Indeed, Good space, Glass door, LinkedIn, Fresher worlds, Monster India, JobsRapido, Upwork, Shine, Google Jobs, Times Job, QuikrJobs, Foundit, Jobs for her, etc.) operating there.
According to the Centre for Monitoring Indian Economic (CMIE), the unemployment rate rose from 6.44% to 7.28% in rural areas and from 8.21% to 9.3% in urban areas. Due to the escalating Omicron instances and the fact that many are losing their employment as a result of the COVID-19 epidemic, limits may have been imposed, which could account for these data. As a result, pressure to find job is growing for recent graduates.
Numerous earlier research have confirmed the TPB's effectiveness in predicting people's job search behaviours in developed and developing nations, in line with its recommendations (e.g., Car- mack&Heiss, 2018; Fort et al., 2015; Jung et al., 2016; Yizhong et al., 2017). According to Van Hoye et al. (2015), job search attitude, subjective norm, and perceived behavioural control are particularly important in determining job search intention.
Thus, this study also hypothesised the following for online recruitment research in the context of Indi- an society, based on prior research findings and the claim made by Ajzen (1991) that intention to per- form behaviour is determined by personal attitude, confidence, and social pressure to perform the be- haviour. (shown in Figure 1):

Figure 1: Conceptual Frame Work:



2.6 Objective:

O1: To investigate the impact of attitude on the intention to use E-Recruitment Portals among job seekers.
O2: To examine the influence of subjective norm on the intention to use E-Recruitment Portals among job seekers.
O3: To assess the relationship between perceived behavioral control and the intention to use E- Recruitment Portals among job seekers.
O4:To assess the impact of self-efficacy related to using E-Recruitment Portals among job seekers.

3. Research methods

3.1. Samples and procedure

To gather information via an online survey form, a self-administered questionnaire was created. Prior to performing the final survey, a pilot research with 10 practical samples was carried out to assess the applicability and comprehension of the questionnaire's measuring items. Except for one argument against the requirement that all questions be required, the

pilot test did not reveal any significant con- siderations. The issue was not taken into consideration for the study because it is really one of the ad- vantages of using an online survey form to avoid any missing values in the data set. To complete the survey in its entirety, it took between 10 and 15 minutes. Following the pilot study, a final poll was carried out using a Google form. The questionnaire was completed by 415 graduating students in to- tal, and 334 observations were deemed to be appropriate for the final analysis. It's because 81 obser- vations were discovered to have been disengaged from the questions during the data cleaning proce- dure (answering all the questions at the same degree of agreement or disagreement while ignoring the positive or negative measurement items). 46% of the 334 observations were graduate students, and 54% of them were men. The responders were 23.75 years old on average. The sample size (N=334) used in this investigation meets the minimal sample size criterion for the focus 4 constructs, making it appropriate for structural equation modelling (SEM) (Hair et al., 2009).

3.2 Measures:

The TPB core variables (attitude, subjective norm, perceived behavioural control, and self-efficacy) were considered independent variables while the intention to use online recruitment websites was des- ignated the dependent variable in the current study. The measurement components for each construct (i.e., variable) were chosen in accordance with prior studies that showed them to be valid and reliable. All of the items were scored using a five point Likert scale, with 1 being the strongest disagreement and 7 being the strongest agreement. Four items were chosen from Taylor and Todd's (1995) Attitude, six items from Subjective Norms, and four things from Perceived Behavioural Control. Three ele- ments from Lin's (2010) Intention to Use and four from Compeau, D.R., and Higgins' (1995) Self- efficacy were chosen. As there was no significant link between gender, age, education, and the desire to utilise job search websites in the preliminary analysis, there was no need for a control variable in this study.

Table1: Measurement of EFA and CFA

Constructs & Items	CR	AVE	MSV	Cronbach's alpha	Multicollinearity Tolerance	VIF
Self-Efficacy	0.921	0.745	0.319	0.919	0.655	1.527
SE4	0.895					
SE3	0.862					
SE2	0.893					
SE1	0.800					
Attitude	0.936	0.785	0.187	0.934	0.765	1.307
ATT4	0.928					
ATT3	0.894					
ATT2	0.881					
ATT1	0.839					
Perceived Behavioral Con- trol	0.946	0.816	0.198	0.940	0.795	1.259
PBC4	0.875					
PBC3	0.920					
PBC2	0.931					
PBC1	0.882					
Subjective Norms	0.885	0.608	0.319	0.893	0.639	1.565
SN6	0.781					
SN5	0.819					
SN4	0.792					

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SN3	0.748			
SN2	0.753			
Intention to Use	0.922	0.797	0.162	0.921
IU3	0.695			
IU2	0.824			
IU1	0.908			

*Note: All CFA loadings are significant at ***p< 0.001. PBC = Perceived behavioral control, SN = Subjective norm, ATT = Attitude, IU = Intention to Use and SE= Self Efficacy; PBC1 were deleted because of having poor factor loadings and cross loading for more than one component*

3.3 Analysis

For this investigation, there were four successive analyses. First, preparatory analyses like the com- mon method bias (CMB) test, the normality test, and the multicollinearity test were carried out to evaluate the underlying assumptions of the regression analysis. As this study is exploratory in nature for the job search research in the context of India, exploratory factor analysis (EFA) was done for di- mension reduction. Third, confirmatory factor analysis (CFA) was used to examine the measuring items' reliability, convergent validity, and discriminant validity. Last but not least, route analysis— also known as structural equation modeling—was used to check the study's research hypotheses. The present study's data analysis was conducted using the statistical package for social sciences (SPSS; v24) and analysis of moment structures (AMOS; v24).

4. Results

4.1. Common method bias (CMB), normality and Multicollinearity test

Harman's single fact or test was used to determine whether the survey data for the current study was free from the influence of common method variance (CMV), and the results showed that common method bias was not a major concern for this study (as a single factor accounted for 39.37% of the variance, which did not exceed the threshold of 50% to explain the variance). A first study of the data set revealed no anomalies or significant outliers. Table 1's collinearity data also demonstrated that no independent variable had a multicollinearity issue, as demonstrated by variance inflation factors (VIF) that were less than 10 and tolerance values that were greater than.10 (Hair et al., 2009).

Table 2. Means, standard deviations and correlations among the studied variables

	Constructs	Mean	SD	ATT_TOTAL	SN_TOTAL	PBC_TOTAL	SE_TOTAL	IU_TOTAL
1	ATT_TOT AL	15.1587	5.02	1				
2	SN_TOTA L	22.0060	6.21	.42**	1			
3	PBC_TOT AL	15.0838	4.89	.30**	.40**	1		
4	SE_TOTA L	15.5479	5.04	.41**	.53**	.38**	1	
5	IU_TOTA L	11.3563	3.77	.20**	.35**	.33**	.34**	1

4.2. Exploratory factor analysis (EFA)

Principle component analysis (PCA) and the varimax rotation method were used to carry out the EFA. The following criteria were used to choose the factors and items: Eigen values above or equal to 1, factor loadings above 0,50, and no cross loadings over the cutoff of 0.40. The findings demonstrated that 1 item for each construct of attitude, intention, perceive behavioural control, and self-efficacy had lower factor loadings and cross loadings, hence those items were not taken into account in the study's final analysis.

4.3. Confirmatory factor analysis (CFA)

CFA was used to verify the validity and reliability of the measurement items used in the current inves- tigation. By evaluating the composite reliability (CR), Cronbach's á, and average variance extracted (AVE) values, construct reliability was investigated. The CR and Cronbach's coefficients for each study construct ranged from.89 to.95 and.89 to.94, respectively, above the minimum requirement of.70 (table 1). Additionally, all of the components' AVE values above the minimum threshold of.50 and varied from.60 to.81, demonstrating the constructs' convergent validity (Fornell&Larcker, 1981). Additionally, the maximum shared variance (MSV) for each construct (given in Table 1) is lower than the AVE for that construct. The factor loading maintenancesthe measurement items for each construct

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ranged from .69 to .93 and were logically and statistically significant (p<.001), indicating support for convergent validity (Anderson &Gerbing, 1988).

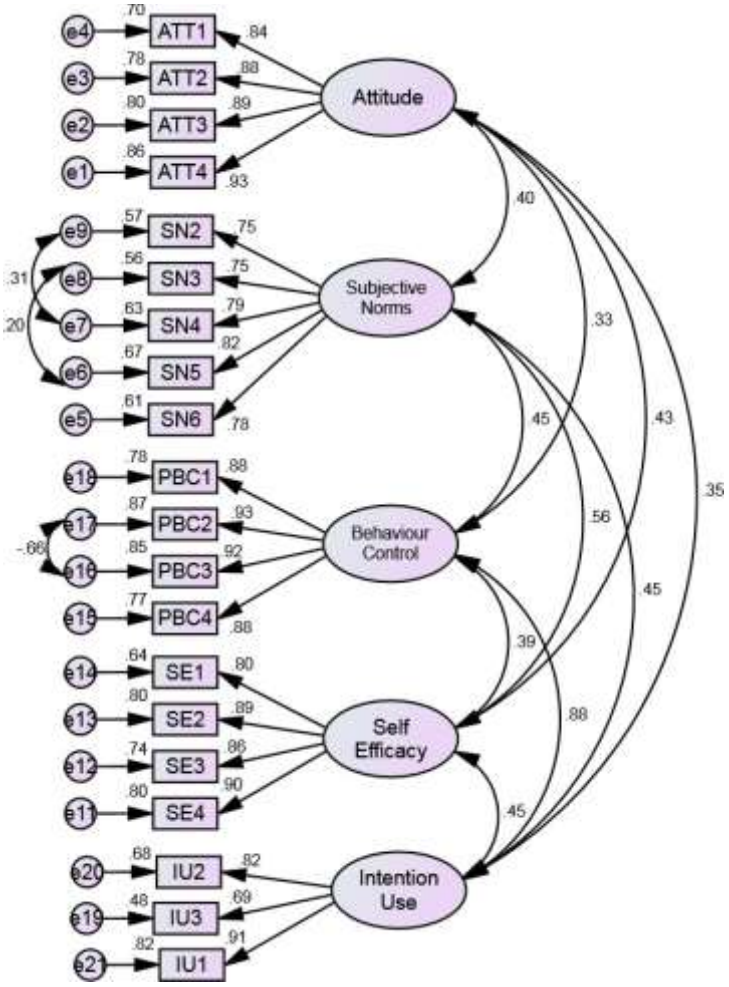

Figure 2: Measurement Model

As the chi-square (2) statistic is sensitive to sample size (Van Hoye et al., 2015), some established fit indices were taken into consideration to evaluate the construct's reliability and validity, including the ratio of 2to degree of freedom (2/df), comparative fit index (CFI), goodness of fit index (GFI), the standardised root mean square residual (SRMR), and the root mean square error of approximation (RMSEA). The CFA fit indices for the current study showed an adequate model fit (i.e., 2/df = 3.36, CFI =.94, GFI =.91, SRMR =.04, RMSEA =.08), indicating that the model accurately describes the data.Path analysis (Structural model test)

Assuming that the quantitative model adequately described the data, it was next transformed into a structural model by linking the latent construct in accordance with the present study's research hy- potheses. The appropriateness of the structural model was evaluated using a comparable set of fit in- dicators. As was already mentioned, the structural model had no controls. The structural model's re- sults showed similar fit statistics to those from the CFA, indicating that it is appropriate for testing the study hypotheses (see Figure 3). As a result, all study hypotheses were evaluated using the structural model's standardised route coefficient.As anticipated, all of the study's variables had a positive and substantial correlation with one another (Table 2). The structural model's standardised path coeffi- cients demonstrated that all of the study's independent variables—attitude, subjective norm, perceived behavioural control, and self-efficacy—positively and significantly influenced the dependent variable, or intention to use e-recruitment portals (see Figure 3). It should be noticed that the whole variance of the dependent variable was explained by all the independent factors jointly in 48% (R2). Since all of the research hypotheses (H1, H2, H3, and H4) of the current study were validated by the route analy- sis results, that is to say, Individuals' intentions to utilise e-recruitment portals to discover their ideal occupations can be considerably and favourably influenced by attitude, subjective norm, perceived behaviour control, and self-efficacy.

5. Discussion

The major goal of the current study was to apply the theory of planned behaviour to anticipate peo- ple's intentions to

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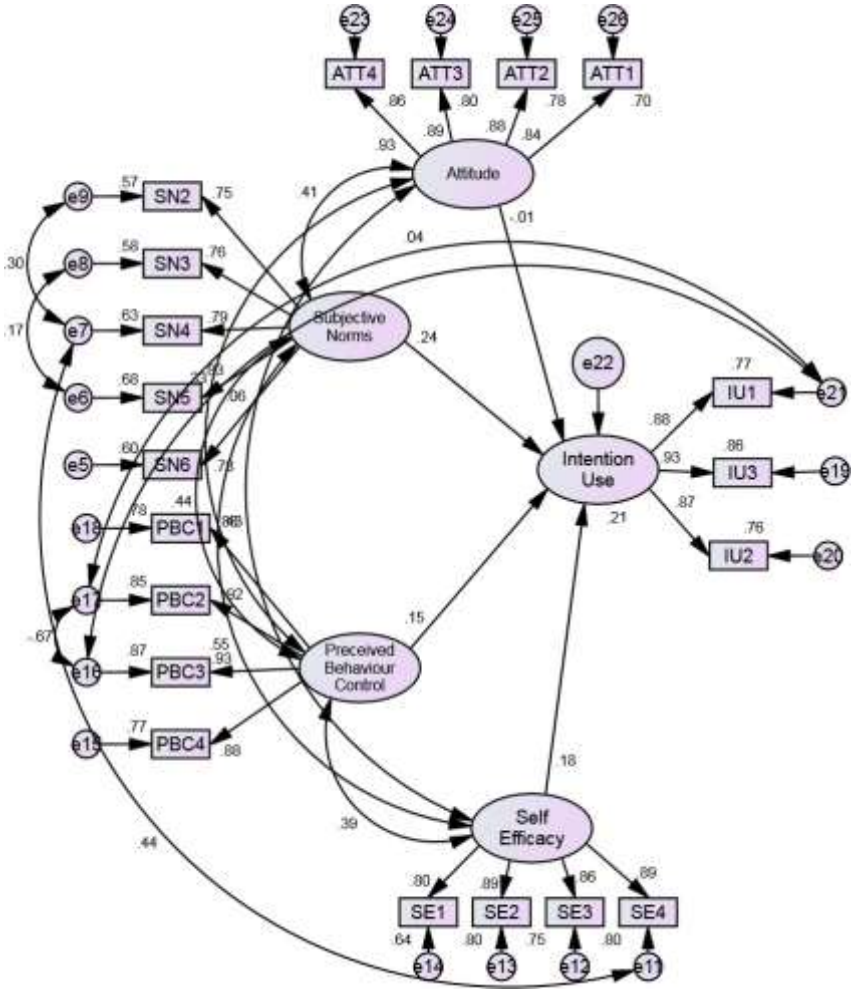
use e-recruitment portals and websites. The study found that all of the variables (subjective norm, attitude, perceived behavioural control, and self-efficacy) significantly influenced stimulus intention within the framework of the research model. In the recruitment literature, these findings are not frequently found. For instance, prior research (e.g., Carmack&Heiss, 2018; Fort et al., 2015; Yizhong et al., 2017) demonstrated the significant and positive connections between all of the TPB core characteristics and intention. But it should be highlighted that in the research model, Subjective Norms was the most powerful component to anticipate intention (=.24, p .001), followed by self-efficacy (=.18, p .001) and perceived behaviour control (=.15, p .001). The intention to utilise e- recruitment portals for job searching was the lowest but strongly predicted intention at the end of the analysis, as shown in Figure 3.

Subjective norm was anticipated to be the most powerful predictor of intention in the current research paradigm, followed by self-efficacy in the context of a collectivistic nation like India, albeit this was not hypothesised. For instance, Song et al.'s (2006) study in China (a collectivistic society) discovered that subjective norm was the most important factor influencing the intents of Chinese job seekers to look for employment. This discrepancy in the results could have a number of causes, including the assessment items chosen for the current study. Previous studies (e.g., Fort et al., 2015) point to the importance of measurement items in the literature on job searches that is inconsistent.



The features of the study's sample could be another strong argument. The average age of the respond- ents, as previously mentioned, was 23.51, which falls into the category of Gen Z's demanding person- ality, which may be useful for the current study. The study's most worrying issue is the respondents' effect on their job search and their family's income since these factors put pressure on job seekers who have the responsibility of taking care of their families both negatively and favourably.

6. Implications

The career counsellors and vendors on online job boards can use this study's theoretical contributions and practical applications. First, as far as the researcher is aware, there isn't much research on job seeking in Tamil Nadu, India. The TPB was practically applied in this study's focus on job search re- search in the context of a particular area in Tamil

Nadu, Cuddalore, India. The study supported the TPB for recruitment literature's effectiveness in Tamil Nadu, India. As a result, this study offers a foundation for future research that will explore if the current research findings are generalizable. Second, by understanding the psychological factors that may influence job seekers' intentions to use re- cruitment websites, consultant experts, in particular the providers of e-recruitment services, can plan and reorganise the website's features in a way that will appeal to both current users and potential us- ers. Offering resume writing services, up-to-date information on the organization's openings, and im- proved website navigation would complement the websites' already useful capabilities.

Following that, the findings showed that service providers can affect job searchers' intentions to use online recruiting websites by taking advantage of social networks to amp up social pressures (i.e., subjective norm and efficacy). The "word of mouth" and the "word of mouse" (i.e., social networking sites like Facebook, Twitter, YouTube, LinkedIn, etc.) can both be given weight

7. Limitations and future research directions

The research has significant restrictions, though. The primary method of data collection was a self- administered questionnaire, which had the drawback of being employed in a single location and at a single time, limiting the generalizability of the research findings (Podsakoff et al., 2003). Making generalisations based on these data requires caution. Therefore, to make the results more reliable and applicable, future research may take into account a longitudinal study. Additionally, the study did not take into account the TPB's complete behavioural model. Past research has suggested that intention may not necessarily translate into behaviour (see, for example, Sheeran& Webb, 2016). Therefore, the results of the current study could alter if the actual behavioural component was included. Following these lines, future studies may take into account the whole model of the TPB to provide more substan- tiated insights to the decision-makers in recruiting policies. Next, as was already indicated, compared to the other three categories, attitude demonstrated a weak but substantial positive effect on intention, indicating the need for additional research to support the study's findings. Future studies could add value to the current model by taking into account some external factors such adjetivo cultural aspects and examining their function in the theoretical framework of the TPB in the context of area and coun- try. Last but not least, no external variable to the initial TPB model was taken into account in this in- vestigationIn accordance with Ajzen (1991), any variable outside of the original TPB model can only indirectly, not directly, affect the intention and behaviour. Thus, it would make sense for future re- search to take into account distal or external variables to analyse its function in the TPB.

8. Conclusion

In conclusion, our study demonstrated that any TPB core variable that is adjacent to it has a favoura- ble and significant impact on users' intentions to use e-recruitment portals. In more detail, although attitude was not a significant factor, subjective norms were the most important predictor of people's intentions to use e-recruitment portals in the situation. However, a compelling case can be made that the TPB's core viewpoint applies to recruitment research in the area. Despite the limitations highlight- ed above, these findings do not seriously undermine the study's goals.

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Appendix: Questionnaire Items

SI. No	**Items**	**7**	**6**	**5**	**4**	**3**	**2**	**1**
Attitude								
1	ATT1: Using job-search website is a good idea							
2	ATT2: Using job-search website is a foolish idea (Reversed code)							
3	ATT3: I like the idea of using job-search website for finding an appropriate job							
4	ATT4: Using job-search website would be a pleasant experience							
Subjective Norms								

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5	SN1: Most people who are important to me would think I should use Internet banking.							
6	SN2: My family who are important to me would think I should use Internet banking.							
7	SN3: My relatives who are important to me would think I should use Internet banking.							
8	SN4: My friends who are important to me would think I should use Internet banking.							
9	SN5: My superiors who are important to me would think I should use Internet banking.							
10	SN6: My co-workers who are important to me would think I should use Internet banking.							
Perceived Behavioral Control								
11	PBC1: I would be able to operate Internet banking.							
12	PBC2: I have the resources to use Internet banking.							
13	PBC3: I have the knowledge to use Internet banking.							
14	PBC4: I have the ability to use Internet banking.							
Self- Efficacy								
15	SE1: I have a high level of confidence in my ability to adapt to new features and updates in e -recruitment portals.							
16	SE2: I feel capable of overcoming any challenges or obstacles that may arise when using e -recruitment portals. (I.e. Computer, In- ternet…)							
17	SE3: I am confident that I can utilize e-recruitment portals to pre- sent my qualifications and skills effectively to potential employ- ers.							
18	SE4: I believe that my experiences and knowledge make me well- equipped to maximize the benefits of using e-recruitment portals.							
Intention to use								
19	IU1: If I want to find a job, I intend to use job-search website to find a job							
20	IU2: If I want to find a job, it is likely that I will register to be- come a member of job-search website							
21	IU3: If I want to find a job, it is likely that I will send a resume to job-search website							