Use Behavior Analysis Of Job Seekers Using The E-Recruitment System In The Special Region Of Yogyakarta

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ABSTRACT

E-Recruitment is a job search platform for job seekers. In the modern era, organizations adapt human resource recruitment systems to remain viable. Where the success of e-recruitment depends on the large number of uses of the e-recruitment platform and the organization getting competent human resources. The aim of this research is to determine the influence of performance expectancy, effort expectancy, social influence, facilitating conditions on behavioral intention, and behavioral intention on the use behavior of job seekers using e-recruitment in the Special Region of Yogyakarta. This type of research is quantitative descriptive, namely research that uses mathematical models, theories and/or hypotheses related to natural phenomena. The sample in this study used a purposive sampling technique, where the sample population in the Special Region of Yogyakarta was 210 job seekers who had used e-recruitment. Based on the results of research conducted by researchers in the Special Region of Yogyakarta, what was found was that performance expectancy, effort expectancy, social influence, facilitating conditions together have a significant influence on behavioral intention, and behavioral intention influences the use behavior of job seekers using e- recruitment in the Special Region of Yogyakarta with a p value < 5%, meaning that if performance expectancy, effort expectancy, social influence, facilitating conditions increase, interest in using e-recruitment will also increase, and the higher the level of behavioral intention, the use of e-recruitment behavior will also increase.

INTRODUCTION

The global industry is currently entering the digital era, characterized by the emergence of new digital technologies that push organizations toward digital transformation (Kraus et al., 2022). This digital transformation involves the integration of various digital technologies, such as social networks, mobile, big data, social media, and analytics. The goal is to enhance business activities, improve stakeholder experiences, and ensure business continuity (Gigauri, 2020). In this context, Human Resource Information Systems (HRIS) emerge as one of the innovations helping organizations access, store, manipulate, analyze, retrieve, and distribute information.

This contributes to the increased effectiveness of human resource planning and recruitment (Fenech et al., 2019).

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In Indonesia, the adoption of e-recruitment systems is continually evolving. The use of e-recruitment also indirectly contributes to company branding (Gracia et al., 2018. However, despite the numerous benefits offered by this system, there are still several challenges in adopting and effectively using e-recruitment systems. Therefore, it is important to conduct research combining the UTAUT 2 Model with the Indonesian context to understand the factors influencing user behavior in utilizing e-recruitment systems.

The importance of recruitment as a crucial element in organizational operations cannot be ignored, considering its direct impact on the quality of human resources (Brahmana, 2019). However, even though many companies use e-recruitment systems, job seekers may not be able or willing to utilize this system optimally. Various studies show that many factors influence user behavior in accepting and using technology, one of which is user acceptance of technology (Venkatesh et al., 2003).

The UTAUT 2 Model is a further development of the UTAUT model, which studies the acceptance and use of technology in the consumer context (Venkatesh et al., 2012). The purpose of the UTAUT 2 model is to identify three important constructs in technology acceptance and use research, both for general and consumer use, modify some existing relationships in the UTAUT model, and introduce new relationships (Venkatesh et al., 2012). The UTAUT (Unified Theory of Acceptance and Use of Technology) model has been widely used in research to understand user behavior towards technology. This model identifies four main factors influencing technology adoption and use, namely perceived usefulness, perceived ease of use, social influence, and behavioral control beliefs.

LITERATURE REVIEW

Recruitment can be defined as the steps taken to search for and acquire job applicants for positions announced by an organization (Dessler, 2020). Holm (2010) comprehensively describes e-recruitment as "the arrangement of recruitment processes and activities through the use of technology and human intermediaries, allowing collaboration and interaction without being limited by space and time, to identify, attract, and influence qualified candidates".

The use of the Internet as a platform for job seekers searching for employment is increasingly evolving and has significantly impacted the way employers and prospective employees interact and find each other (Pavon & Brown, 2010). E-recruitment is an advertisement or commercial job vacancy information packaged online to recruit employees and find the staff they need (Shalahuddin et al., 2022).

Gamage (2019) states that transforming traditional recruitment methods into online recruitment methods has become a current trend in the recruitment process. Online e-recruitment is effective in terms of reducing recruitment and selection costs. Rani (2016) notes that changing individuals' mindsets and behaviors towards new initiatives is usually not an easy task. Due to the novelty of the e-recruitment concept in HRM, job seekers still rely on traditional recruitment methods (Galhenaa and Liyanageb, 2014).

Unified Theory Of Acceptance And Use Of Technology (UTAUT)

The Unified Theory of Acceptance and Use of Technology (UTAUT) was first proposed by (Venkatesh et al. 2003). According to Venkatesh et al. (2003), the UTAUT model is a framework for understanding technology acceptance and usage. The primary goal of research using UTAUT is to help organizations understand how users react to the introduction of new technologies.

Venkatesh et al. (2012) identified seven constructs that appear to be significant direct determinants of behavioral intention or use behavior in one or more of the models. These constructs are performance expectancy, effort expectancy, social influence, facilitating conditions, attitude toward using technology, and self-efficacy. After further testing, four main constructs were found to play a crucial role as direct determinants of behavioral intention and use behavior: performance expectancy, effort expectancy, social influence, and facilitating conditions. The other constructs were not significant as direct determinants of behavioral intention. Additionally, there are four moderators: gender, age, voluntariness, and experience, which are positioned to moderate the impact of the four main constructs on behavioral intention and use behavior.

Performance Expectancy

Performance Expectancy refers to the degree of confidence users feel that a particular technology will benefit their performance (Ramdhani et al., 2017). It is also defined as the level of ease experienced when using a system (Ofori et al., 2018).

According to Davis (1989) in the development of the Technology Acceptance Model (TAM), performance expectancy is the belief that a technology can enhance their job performance. This theory assumes that individuals are more likely to accept and use technology if they believe it will help them perform tasks more effectively and efficiently. In this context, performance expectancy reflects users' perceptions of how well the technology will assist them in achieving their work goals.

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Effort Expectancy

Effort Expectancy, according to Venkatesh et al. (2012), is defined as the ease of using a system, which can save time and effort for an individual during activities. Sair & Danish (2018) define it as an individual's perception of the ease of using technology, encompassing how easily a person can use the technology and the amount of effort required to do so.

Jelena and Hong (2016) describe effort expectancy as "the degree of ease associated with consumers' use of technology." In this context, effort expectancy reflects the extent to which consumers perceive the simplicity or ease of using the technology. Effort expectancy is equivalent to Perceived Ease of Use in the Technology Acceptance Model (TAM) ((Venkatesh et al. 2003). The variable of ease of use (Effort Expectancy) is one of the key variables in the UTAUT model for predicting factors influencing technology adoption (Dzulhaji, 2020). Thus, the easier a system is to use, the higher the likelihood of its adoption and subsequent use (Venkatesh et al., 2003).

Social Influence

Social Influence refers to an individual's perception that important people in their life recommend the use of a new technological system (Davis, 1989 ; Venkatesh, 2022). Social influence represents the extent to which an individual believes that those around them consider the use of a new system to be important (Ramdhani et al., 2017).

According to Chen et al. (2015), social influence involves the phenomenon where individuals change their behavior due to the influence they receive from others. It encompasses the relationships established between two entities in the context of performing an action (Peng et al., 2017). In this context, individuals may adapt or change their behavior to align with the perceived norms or social expectations of their surrounding environment or group. In other words, social influence creates a dynamic where interactions between individuals play a crucial role in altering or affecting the behavior, decisions, or views of the concerned entities in specific situations.

Facilitating Conditions

Facilitating Conditions refer to the degree of comfort a person feels when using a technology system due to the existing conditions or infrastructure (Al-qeisi et al., 2015).

Facilitating conditions are used to measure how these conditions can facilitate individuals, thereby influencing their interest and behavior in using an application (Ferghyna et al., 2020).

Facilitating Conditions pertain to the extent to which people believe that organizational and technical infrastructure exists to support the system (Venkatesh , 2003). Studies such as Alraja (2016) describe that social influence and facilitating conditions can be considered indicators of electronic system adoption.

Behavioral Intention

Hidi and Renninger (2006) Interest is defined as a person's enthusiasm or interest in a particular activity, subject or field. Interest in applying for a job is a process of a person's interest in having a job which begins with all efforts to search for job vacancy information that can be obtained from internal and external sources of the company, determining a choice and then making a decision on which company to apply for (Reputasi et al., 2015).

According to Namkung and Jang (2007), behavioral intention can also be interpreted as a person's response to a company because of the satisfaction he gets from the company and is willing to recommend and invite other people to use it. In Lily Purwianti (2017) research, she also argues that when a product has good and profitable behavioral intention, it can be predicted that the company will be able to survive and win competition among its peers. Behavioral intention is determined by two factors, namely attitude toward the behavior and subjective norms concerning that behavior (Indrawati & Putri, 2018).
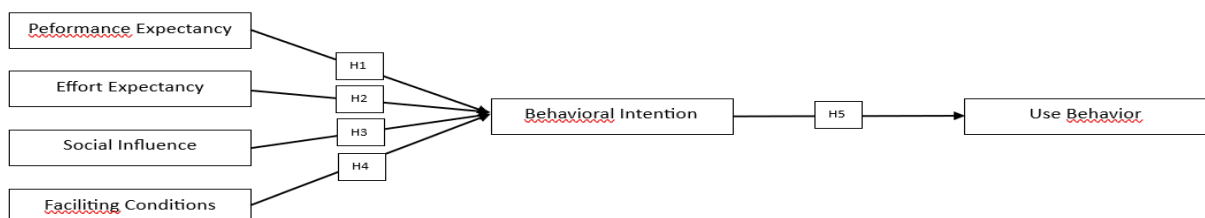
Use Behavior

Use behavior refers to the extent to which an individual engages with a technology or information system, often measured by how frequently, intensely, and consistently it is used (Venkatesh et al. 2012). According to Ajzen (2011), this use behavior is understood as the result of behavioral intentions, which are influenced by an individual's attitude towards the behavior, subjective norms, and perceived behavioral control, in line with the Theory of Planned Behavior. (Shin & Kim, 2013) stated that in mobile technology, usage behavior is dynamic and develops along with the adoption of new features and innovations, not only focused on initial use, but also on user involvement that continues to develop over time.

METHODS

This study employs a quantitative approach due to its high level of objectivity. In the quantitative method, hypotheses are tested through data collection, and statistical criteria are applied to evaluate actions, allowing for empirical testing (Hair et al., 2010). The data generated in this study is quantitative, obtained through a survey using a questionnaire. The study's population consists of job seekers who have used e-recruitment, with a sample size of 210 respondents. Data collection in this research is conducted using a questionnaire, and the scale used is a 7-point Likert scale to measure attitudes and opinions, ranging from strongly disagree (STS), disagree (TS), somewhat disagree (KS), neutral (N), somewhat agree (CS), agree (S), to strongly agree (SS).

Figure 1

Based on the conceptual framework above (Figure 1), the hypotheses in this study are as follows:

H1: Performance expectancy positively influences behavioral intention to use e-recruitment.
H2: Effort expectancy positively influences behavioral intention to use e-recruitment.
H3: Social influence positively influences behavioral intention to use e-recruitment.
H4: Facilitating conditions positively influence behavioral intention to use e-recruitment.
H5: Behavioral intention positively influences actual use of e-recruitment.

RESULTS

Convergent Validity Results

According to Chin (1998), an indicator is considered to have good validity if its loading factor value is ≥ 0.70. From the analysis results shown in the figure above, it is evident that out of the 20 items comprising the overall variables, all 20 items have a loading factor value > 0.70. Therefore, it can be concluded that all indicators can be considered valid. To clearly present the loading factor values, the exogenous construct data are presented in the following table:

Table 1 Outer Loadings Test Results

Variable	Item Code	Loading Factor
Performance Expectancy (X1)	X1.1	0.864
	X1.2	0.829
	X1.3	0.801
	X1.4	0.824
Effort Expectancy (X2)	X2.1	0.806
	X2.2	0.807
	X2.3	0.762
Sosial Influence (X3)	X3.1	0.800
	X3.2	0.781
	X3.3	0.842
Facilitating Conditions (X4)	X4.1	0.835
	X4.2	0.823
	X4.3	0.866
Behavior Intention (Y1)	Y1.1	0.806
	Y1.2	0.760
	Y1.3	0.839
Use Behavior (Y2)	Y2.1	0.811
	Y2.2	0.800
	Y2.3	0.806
	Y2.4	0.845

Source: SmartPLS Output Outer Loading

Based on the estimation results of the loading factors in the table above, the item values produced by the constructs Performance Expectancy (X1), Effort Expectancy (X2), Social Influence (X3), Facilitating Conditions (X4), Behavioral Intention (Y1), and Use Behavior (Y2) have met the standard values for convergent validity as the loading factor values are greater than 0.5. Therefore, it can be concluded that all the constructs can be considered valid.

Discriminant Validity (Cross Loading)

Discriminant validity tests the validity of the model by looking at the cross loading and AVE values. Cross loading must be more than 0.7 or AVE greater than the correlation between constructs. If the AVE of each construct is greater than the correlation between constructs, then the model is valid (Hair et al., 2010). The results of the discriminant validity analysis are presented in the following table.

Table 2 Cross Loading

	X1	X2	X3	X4	Y1	Y2
X1.1	0.864	0.043	0.583	0.480	0.596	0.523
X1.2	0.829	-0.005	0.525	0.551	0.549	0.570
X1.3	0.801	0.037	0.521	0.440	0.532	0.477
X1.4	0.824	0.002	0.565	0.520	0.580	0.579
X2.1	0.091	0.806	0.065	0.147	0.142	0.154
X2.2	-0.008	0.807	0.105	0.113	0.157	0.111
X2.3	-0.042	0.762	0.039	0.038	0.099	0.019
X3.1	0.560	0.019	0.801	0.482	0.695	0.500
X3.2	0.468	0.133	0.781	0.531	0.719	0.565
X3.3	0.577	0.073	0.842	0.623	0.738	0.642
X4.1	0.475	0.091	0.558	0.835	0.563	0.756
X4.2	0.533	0.137	0.518	0.823	0.569	0.753
X4.3	0.507	0.110	0.625	0.866	0.652	0.869
Y1.1	0.584	0.086	0.720	0.534	0.806	0.570
Y1.2	0.466	0.154	0.663	0.536	0.760	0.572
Y1.3	0.584	0.173	0.752	0.631	0.838	0.663
Y2.1	0.592	0.098	0.582	0.644	0.637	0.847
Y2.2	0.478	0.091	0.559	0.837	0.573	0.762
Y2.3	0.531	0.134	0.519	0.825	0.567	0.754
Y2.4	0.509	0.113	0.623	0.866	0.653	0.868

Source: SmartPLS Output Cross Loading

Based on the table, the cross-loading values indicate that the correlations between each variable and its items are greater than the correlations with other constructs. These results demonstrate that the measurement tool has achieved good discriminant validity.

Cronbach's Alpha
Table 3 Cronbach's Alpha

	Cronbach's Alpha
X1	0.849
X2	0.710
X3	0.734
X4	0.794
Y1	0.722
Y2	0.832

Source: SmartPLS Output Cronbach's Alpha

Based on the results in Table 4.8, the values of Cronbach's Alpha and composite reliability indicate that the Cronbach's Alpha for each variable is above 0.7, which is the standard threshold for reliability. This means that the Cronbach's Alpha values fall into the category of highly reliable, as Hair et al. (2020) suggest that Cronbach's Alpha values between 0.71 and 1.00

are considered highly reliable. Therefore, these results indicate that the variables measured in this study demonstrate high internal consistency and can be relied upon for data analysis.

Composite Reliability
Table 4 Composite Reliability

	Composite Realibility
X1	0.898
X2	0.835
X3	0.850
X4	0.879
Y1	0.844
Y2	0.883

Source: SmartPLS Output Composite Reliability

The results of composite reliability in this study have met reliable standards, and the composite reliability values for each variable are higher compared to the Cronbach's Alpha values for each variable. Thus, it can be concluded that the questionnaire in this study has fulfilled reliability criteria.

R-Square Test
Table 5 R-Square Test

	R Square	R Square Adjusted
Y1	0.826	0.822
Y2	0.565	0.563

Source: SmartPLS Output R-Square

According to Hair et al. (2020), the standard R^2 value of 0.67 is considered strong, while an R^2 value of 0.33 falls into the moderate category, and an R^2 of 0.19 is classified as weak. The R^2 value obtained for variable Y1 is 0.826, which falls into the strong category. Meanwhile, the R^2 value for variable Y2 is 0.565, categorizing it as moderate because it exceeds 0.33.

Q2 Predictive Relevance
Table 6 Q-Square Test

|	SSO	SSE	Q^2 (=1- SSE/SSO)
X1	840.000	840.000	
X2	630.000	630.000	
X3	630.000	630.000	
X4	630.000	630.000	
Y1	630.000	305.364	0.515
Y2	840.000	535.493	0.363

Source: SmartPLS Output Q-Square

Q-Square (Q^2), or predictive relevance, functions to measure how well the observed results correspond to the research model. The value used for Q^2 ranges between 0 and 1, where a Q^2 value closer to 0 indicates that the research model is less effective, while a Q^2 value closer to 1 indicates that the research model is more effective. According to Hair et al. (2020), a Q^2 value of 0.35 is considered a strong model, 0.15 is a moderate model, and 0.02 is a weak model. The Q^2 values for the dependent variables obtained in this study are 0.515 and 0.363, which indicate that the Q^2 values are in the strong category, as they are above 0.35, and thus the observations in this study are considered to have good results.

Hypothesis Test

Hypothesis testing is used to determine whether there is an effect of exogenous variables on endogenous variables. The testing criteria state that if the significance level is 5% or 0.05, it indicates a significant effect of the exogenous variable on the endogenous variable. The results of the model after bootstrapping are shown in the image below:

Figure 2 Bootstrapping Analysis Results
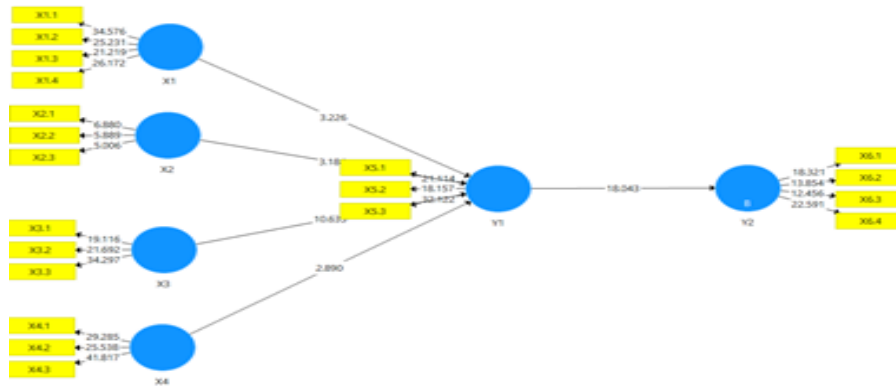
Hypothesis testing is used to determine whether there is an effect of exogenous variables on endogenous variables. The testing criteria state that if the p-value < significant alpha of 5% or 0.05, it indicates a significant effect of the exogenous variable on the endogenous variable. The results of the significance testing and the model can be seen in the following image and table.

Table 7 Hypothesis Test

Variable Relationships	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (|O/STDEV|)	P Values	Results
X1 -> Y1	0.129	0.126	0.038	3.374	0.001	**Accepted**
X2 -> Y1	0.084	0.086	0.027	3.186	0.002	**Accepted**
X3 -> Y1	0.692	0.688	0.060	11.437	0.000	**Accepted**
X4 -> Y1	0.153	0.158	0.051	2.982	0.003	**Accepted**
Y1 -> Y2	0.752	0.757	0.041	18.452	0.000	**Accepted**

Source: SmartPLS Output Hypothesis test

From the table above, the P Values obtained are < 0.05, with Performance Expectancy at 0.001, Effort Expectancy at 0.002, Facilitating Conditions at 0.000, Social Influence at 0.003, and Behavioral Intentions at 0.000. These P-Values indicate that the variables Performance Expectancy, Effort Expectancy, Social Influence, and Facilitating Conditions significantly affect Behavioral Intention. Furthermore, Behavioral Intention significantly affects Use Behavior.

DISCUSSION

Performance Expectancy (X1) To Behavioral Intention (Y1)

The results of the research show that the Performance Expectancy of job seekers has a significant influence on the Behavior Expectancy using E-Recruitment, it is proven that the p value of 0.001 is smaller than 0.05, so Ho is rejected and Ha is accepted, meaning that the Performance Expectancy of job seekers in the Special Region of Yogyakarta has a significant influence. on Behavior Expectancy using E-Recruitment.

This research shows that the more effective E-Recruitment is, the greater the interest of job seekers in using company applications or websites as a job search tool. In other words, the

results of this research illustrate that the higher the level of efficiency of E-Recruitment, the greater the interest of job seekers in utilizing this technology in applying for jobs. Interest in using an information system refers to a user's desire or intention to continue using the system, with the belief that they can access the information they need. Previous research by Christiono and Brahmana (2018) on marketplace users also supports this, where marketplace users' interest is triggered by the marketplace's ability to help users carry out buying and selling transactions. According to Davis (1989) in the development of TAM, performance expectations are individuals' beliefs about the ability of technology to improve their performance. The results of research by Chao (2019) also found that performance expectations influence behavioral intentions because users' expectations of the system match their needs.

Effort Expectancy (X2) To Behavioral Intention (Y1)

In the second hypothesis test, it was found that the relationship between the Effort Expentancy variable and Behavioral Intention had a p-value of 0.002 with a significance of 0.05. From these results it can be concluded that the second hypothesis is proven, meaning that Effort Expentancy has an influence on the Behavioral Intention of job seekers in adopting E-Recruitment in D.I Yogyakarta Special Region.

These results are in line with previous research by Zainol et al. (2017), shows that there is a strong and significant positive relationship between Effort Expectancy and acceptance of mobile learning from universities in Malaysia. Kadim & Sunardi (2021) Financial Management System (QRIS), Abdou & Jasimuddin (2020) E-Learning Technologies, Ivanova & Yeon Kim (2022) Use of Mobile Banking in Central Asia, Purwanto & Loisa (2020) Mobile Banking System in Indonesia also shows that there is a positive relationship between Effort Expectancy and Behavior Intention. From the explanation above, it can be concluded that Effort Expectancy is the ease felt by job seekers when using E-Recruitment services.

Social Influence (X3) To Behavioral Intention (Y1)

In testing the third hypothesis, it was found that the relationship between the Social Influence and Behavioral Intention variables had strong significance, with p-values of 0.000 at a significance level of 0.05. These results confirm that Social Influence has a significant influence on the Behavioral Intention of job seekers in adopting E-Recruitment in the Special Region of Yogyakarta. These results are in line with research conducted (Abdullah et al., 2018; Arista & Abbas, 2022; Cheng, 2020; Almaiah et al., 2019) which states that Social Influence has an influence on Behavioral Intention. From this explanation it can be concluded that Social Influence (social factors) from a job seekers environment to use E-Recruitment in looking for or getting a job.

In the context of E-Recruitment, social influence can shape job seekers' perceptions of the usefulness and credibility of the platform. Recommendations from people close to you, such as family, friends, or coworkers, can provide additional legitimacy to the use of E-Recruitment. Job seekers tend to feel more confident and motivated to use the platform if there is positive support and advice from their social environment.

Facilitating Conditions (X4) To Use Behavior (Y2)

The results of the fourth hypothesis test show that the relationship between the Facilitating Conditions variable has a significant impact on Behavioral Intention, with p-values reaching 0.003 and significance at the 0.05 level. This indicates that the fourth hypothesis can be accepted, which means that supporting conditions or environments (Facilitating Conditions) play an important role in determining job seekers' Behavioral Intention towards the adoption of E-Recruitment in the Special Region of Yogyakarta (DIY).

The perspective presented by Al-qeisi et al. (2015) and Ferghyna et al. (2020) highlight the importance of Facilitating Conditions in the context of technology use. Al-qeisi et al. (2015)

emphasized that an individual's level of comfort in using a technological system is greatly influenced by the conditions or infrastructure available. Meanwhile, Ferghyna et al. (2020) revealed that the concept of Facilitating Conditions is used to create an environment that facilitates individuals in carrying out certain activities or making certain decisions, including in the use of applications or technology.

These findings are also in line with research studies (Onibala et al., 2021; Baxi et al., 2023;Arista & Abbas, 2022; Cheng, 2020; Almaiah et al., 2019) which indicate that Facilitating Conditions have a significant influence on Behavioral Intention. From the results of this research, it can be concluded that the facilities provided by E-Recruitment influence job seekers' interest in using the platform. Therefore, the development of supporting facilities and conditions in E-Recruitment can be considered an effective strategy to increase the interest of job seekers and strengthen the adoption of this platform among job seekers.

Behavioral Intention (Y1) To Use Behavior (Y2)

The influence of Behavioral Intention (Y1) on Use Behavior (Y2) obtained an estimated coefficient value of 0.752 and T Statistics of 18.452 and P Values of 0.000<0.05, so it can be concluded that there is a significant influence between Behavioral Intention (Y1) and Use Behavior (Y2) Job Seekers use E-Recruitment in D.I Yogyakarta Special Region. Thus, the hypothesis "H5: Behavioral Intention influences Use Behavior" is proven and accepted.

These results are in line with previous research findings (Onibala et al., 2021; Baxi et al., 2023;Arista & Abbas, 2022; Cheng, 2020; Almaiah et al., 2019) which show that Facilitating Conditions have a significant influence on Behavioral Intention. Therefore, by paying attention to these factors, organizations and E-Recruitment developers can increase the Behavioral Intention of job seekers, thus encouraging wider and more effective use of this technology in the recruitment and workforce placement process. From the results of this test, it can be concluded that job seekers will use the E-Recruitment platform when they have a strong intention to apply for jobs through the system. This concept is also strengthened by the theory which states that interest in applying for a job starts from the process of searching for information about job vacancies to making decisions regarding the company to be applied for, as explained by (Reputasi et al., 2015). This shows that Behavioral Intention has a significant role in motivating individuals to use E-Recruitment.

CONCLUSION

1. Performance Expectancy has a significant effect on Job seekers' Behavioral Intention when using e-recruitment, meaning that if Performance Expectancy increases, Behavioral Intention will also increase as seen from the t test where the P-Value value is 0.001 < 0.05.
2. Effort Expectancy has a significant effect on the Behavioral Intention of job seekers in using e-recruitment, meaning that if Effort Expectancy increases, Behavioral Intention will also increase as seen from the t test where the P-Value value is 0.002 < 0.05.
3. Social Influance has a significant effect on the Behavioral Intention of job seekers in using e-recruitment, meaning that if Social Influance increases, Behavioral Intention will also increase as seen from the t test where the P-Value value is 0.000 < 0.05.
4. Facilitating Conditions have a significant effect on the Behavioral Intention of job seekers in using E-Recruitment, meaning that if Facilitating Conditions increase, Behavioral Intention will also increase as seen from the t test where the P-Value value is 0.003 < 0.05.
5. Behavioral Intention has a significant effect on the Use Behavior of job seekers in using E-Recruitment, meaning that if Behavioral Intention increases, Use Behavior will also increase as seen from the t test where the P-Value value is 0.000 < 0.05.

SUGGESTION

For researchers who are interested in continuing research on the same topic, it is recommended to refine the research approach with a more comprehensive model. This can be done by expanding the theoretical basis used, adding leading theories in the field, increasing the number of research respondents to get a more representative sample, and adding more varied variables according to the problems faced by job seekers in using E- Recruitment.

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