

EMPLOYERS' ON-LINE RECRUITMENT AND SCREENING PRACTICES

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ABSTRACT

We find that not all employers use on-line search tools when they post their vacancies on on-line job boards, even though the tools that are offered by the job boards are free and purportedly facilitate search. Drawing on descriptions of vacancies collected from the on-line job board , we find that the on-line recruitment and screening tools that are offered by are more likely to be used when employers actively engage in search or use the job board frequently. Consistent with a standard search model, both vacancy and employer attributes explain the duration of a vacancy's posting on . (JEL J2, M1)

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10