EMPLOYERS' ONLINE SEARCH: AN EMPIRICAL ANALYSIS

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ABSTRACT

Drawing on job postings at an online job board, we find that employers who have to fill their vacancies immediately specify fewer job requirements, provide more details about the job application process, and are quicker to withdraw their vacancies from the job board than employers with job openings that do not have to be filled immediately. These findings offer new insights into the role of vacancy costs in determining how employers search for workers online.