DISCOVERY

Factors influencing the awareness of young job seekers towards online job portals in Nigeria

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ABSTRACT

The 21st century is evident with significant technological transformations. These transformations have significant influence particularly on the patterns and procedures of the organization recruitment program. It is pertinent to note that the swift transformation is not only evident in the organizations, but also on the job seekers particularly during the activity of job search. Online job portals give room for conducting online recruitment, and this has to turn out to be the essential platform for tracking best, competent, and proficient seeker (talent). Thus, it is of the essence to conduct a study and discover the factors influencing the awareness of young jobseekers towards online job portals among First Bank job applicants in Lagos State. The study employed a survey research design and convenience sampling method to elicit information through a questionnaire instrument from 538 respondents. Factor Analysis was employed for data analysis using SPSS version 21. The study found that Quality of Information, Prospective Career Information, Quality of System, Perceived Usefulness, Perceived Ease of Use, Extended Services, and Perceived Trustworthiness are the factors influencing the awareness of young jobseekers towards online job portals with emphasis on

Jobs.delon.ng and Jobberman.com in Nigeria. This implies that young job seekers in the recent time are conscious of the opportunities embedded in the online job portal.

1. INTRODUCTION

The process of penetrating and searching for a forthcoming job candidate and inspiring them to apply for job opportunities within an organization is referred to as Recruitment. Baber (1998) is of the view that recruitment is one of the essential duties of Human resources which HR as centers on structuring the strength and the optimum utilization of human capital in an organization. With the intensification of technology that is evident on the advancing level of the internet, Edgeley (1995) noted that there were predictions that the recruitment process in the upcoming years will be achievable on the internet.

Online recruitment or Electronic recruitment (E-recruitment) is the adoption of technology (which comprises of internet and web-based equipment) for conducting recruitment activities. As a result of technology, many organizations have been able to penetrate and search for the most suitable candidate that is fit for a particular vacancy. This is carried out by making advertisements through job postings on their portal and other external job portals. Some of the job portals are linked with social networking platforms thereby any job being posted on the job websites will automatically be displayed on the social network platforms.

These job portals are networking platforms that enabled both job seekers to hunt for jobs in different organizations and investigate the reliability or trueness of the job postings. As a consequence, this platform bridges the lacuna between job seekers and recruiters. The advantages of these modern services in terms of cost and time effectiveness is better than using the habitual methods of recruitment. Despite these wide advantages, Crossley and High house (2005); Seema and Smrita (2018) noted that there is a scarcity of researches conducted in the subject matter and in a manner in which the job seekers hunt for jobs through the internet means and the level of satisfaction derived.

Also, Chapman and Webster (2003) found that many organizations adopt the modern technological process for recruiting to attain effectiveness and improve effectiveness to realizing efficiency, and at a minimal cost incurred during searching for the best candidate. In this stage, most organizations do miss it because of the singleness factor of the online exam that is most relied on by organizations. If the applicants do not perform excellently well in the exam because of some unforeseen situations such as epileptic power supply, unstable internet service, among others such applicants will not move to the next phase of recruitment. As a result of this, the best talent may be missed in the process. It is pertinent to note that there is an increasing rate of internet adoption by many organizations, but the efficiency of the process is still debatable.

In recent times that recruitment selection is becoming critical by human resources, there are diverse electronic recruitment websites that have turned out to be highly significant platforms for job hunters; also, there are different awareness of job hunters towards the websites. On this note, this present study was set to examine the factors influencing the awareness of young jobseekers towards online job portals for recruitment, with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria because they were ranked by Vanguard (2020) as the popular online job portals.

Delon Jobs was established in the year 1992 and later merged with Monster in 1995. They offer special services such as free weekly live webinars to teach Nigerian on career development. They dish out information through LinkedIn, Facebook, and Instagram to about a hundred thousand followers. Jobberman was established in 2009 by Nigerians but was wholly acquired in 2015 by One Africa Media (OAM). In 2016, OAM merged with Ringier Africa to become Ringier One Africa Media (ROAM). They offer the biggest job searching platforms in Nigeria, Ghana, and some African countries. The mostly focus on IT jobs.

Apart from job search for applicants, the two online job searching platforms provide diverse extended services, such as guiding resume writing, resume review, connecting to mobile messages among others. All these services are accessible to meet the client's objective and satisfaction for job applicants.

2. LITERATURE REVIEW

Internet recruitment also referred to as online recruitment is a form of recruitment dynamics that entails posting job adverts, acceptance of job resumes, and designing databases for a human resource with prospective and existed candidates (Schreyer and McCarter, 1998). The level of high quality (website) portal is determined by the design, outlook, appeal, and color mixtures. These are major components that attract viewers to a website. Also is the information on the headline, such as wages, salaries, bonuses, and the company brand name (Zusman and Landis, 2002).

In the perspective of the authors, internet recruitment is a form of electronic recruitment that is achieved with the use of technology in the recruitment processes. With this, organizations will be able to post job vacancies on websites. An online job portal is a tool that is widely employed by organizations and recruitment agencies to conduct a simple, smooth recruitment process. With an online job portal, employers can meet prospective employees. The advantage of this system is the time and cost-effectiveness at the end of job seekers and the organization.

Concerning this study, employment job portals "Jobs.delon.ng" and "Jobberman.com" in the Nigerian context are both adopting this strategy to gain a significant number of viewers (young graduates) to their websites by stressing positions and salary. In the study of Lievens and Harris (2003), five diverse viewpoints of job boards, company websites, e-recruiting, approaches, and relationship recruiting that are about online recruitments were stated. Lee (2005) further noted that online recruitments deal with the posting of job advert and instructions about the application for the advertised positions on the websites. LinkedIn, Face book, Twitter, Employee Blogs, Job Portals, and Company website are the present methods of online recruitments that emanate as a result of technological advancement.

With just at a mouse click, job applicants can simply search for and apply for the advertised positions which match the profile. This is achievable through online recruitment. The commonly chosen tools that are employed by the job applicant when gathering job information is the use of a company website (career section) and online job platforms such as Jobs.delon.ng and Jobberman.com. The career section of the company website would be a valuable tool for discovering talent, particularly for bigger organizations that have established brands in the market.

For new and small organizations that have not been rooted in the market, they often employ online job portals to dish out their job openings and to create a talent pool. In Nigeria, some bigger organizations do contract this service to online job portals. It is crucial to study the response of online job applicants towards online recruitment with an emphasis on Jobs.delon.ng and Jobberman.com Job Portals.

Empirical Review

Allen, Mahto, and Otondo (2007) conducted a study on the effects of information, organization brand, and attitude towards a website on applicant attraction. They found that internet recruitment is very convenient, effective, and efficient because it saves costs when compared with conventional recruitment approaches. It was also observed that profit and non-profit organizations are delving into online recruitment as a major means of attracting talented employees. In the same study, it was revealed that the attitudes of online job seekers are greatly influenced by available online information on the company's website.

Thompson, Braddy, and Wuensch (2008) conducted a study on electronic recruitment and the advantages of organizational web appeal. The study found that ease of navigating an online website is a crucial factor influencing the willingness of online job seekers to hunt a particular job. This implies that the more complicated the site of an online vendor, the more online job seekers will consider and switch to another online portal. If the website contains certain attributes that help customers for quick, simple, and seamless search, and quickly return to front pages, online job seekers will prefer it. It is essential to note that the characteristics of online job platforms and online recruitment methods would influence the awareness of online job seekers about the company. Also, the magnetism of a company online job advertisement would transform the behavior of online job applicants toward the company. Hence, online recruitment is identified to be a more helpful method over the old recruitment approach.

In the study of Dhamija (2012), an attempt was made to examine the impact of the electronic dynamics of human resource management. It was revealed that the management of human resources is essential to achieving the effectiveness of entire organization management. Also, technology has a significant influence on the practices, and procedures of human resource management, and this has resulted in the creation of innovations such as HR accounting, HRIS, E-HRM, and E-Recruitment.

In the review of Banerjee and Tiwari (2013) on the factors affecting job-seekers' perceived credibility of online job advertisements, it was found that online recruitment has resulted in the lack of credibility, while old media such as newspapers are known to be more credible and suitable. In the study, the emphasis was made on the message of credibility under electronic recruitments. Meanwhile, the point of attention was to comprehend the two major areas of realistic employee testimonials, and that of company independent channels for hosting online job advertisements. These are areas that are not yet fully explored in the context of the electronic recruitment platform.

Moghaddam, Rezaei, and Muslim (2013) examined the awareness of online job seekers and their behavioral intention towards online recruitment. The study focused on different dimensions of Information Content Qualities (ICQ), Interactivity (INT), Website Ranking (WER), Vividness (VID), Ease of Navigation (EN), Attractiveness and Effectiveness (EFE), and Search Engine Optimization (SEO) on the awareness of online job seekers and behavioral intention (BI). Partial Least Square (PLS) path modeling approach was employed for data analysis and found that electronic recruitment is an indispensable practice within organizations in different

industries, by considering the scope and importance of human resource capacities for erecting a competitive position in the organization.

Kumar and Priyanka (2014) carried out a study on the factors influencing the electronic recruitment process. They adopted the Technology Acceptance Model and gathered primary data using a questionnaire from four hundred graduating students in several universities in Bahrain. In the study, simple percentages, mean, standard deviation, multiple regressions, factor analysis, and path analysis were adopted for data analysis. The study revealed that there is a significant nexus between Perceived Usefulness (PU), Attitude towards Usage (ATU), and Behavioural Intention (BI) to adopt an electronic recruitment system.

Patwardhan (2016) investigated the factors influencing job seekers' interaction with the online job platform of Monster.com. The study found that the job portal successfully delivers service offerings and attract client's satisfaction of online job seekers. Also, there is a positive awareness of online job seekers that interact with the job portal. The summary of the empirical review is shown in Table 1 below:

Table 1. Summary of empirical review

Author(s)	Year	Topic	Findings
Allen, Mahto, and Otondo	2007	Effects of information, organization brand, and attitude towards a website on applicant attraction	Online recruitment is a convenient, effective, and efficient approach because it saves costs when compared with the conventional recruitment approach.
Thompson, Braddy, and Wuensch	2008	A study on electronic recruitment and the advantages of organizational web appeal	Ease of navigating an online website is a crucial factor influencing the willingness of online job seekers to hunt a particular job.
Dhamija	2012	Impact of electronic dynamics of human resource management	The management of human resources is essential to achieving the effectiveness of entire organization management.
Banerjee and Tiwari	2013	Factors affecting job-seekers' perceived credibility of online job advertisements: a review	Online recruitment has resulted in a lack of credibility, while old media such as newspapers are known to be more credible and suitable.
Moghaddam, Rezaei, and Muslim	2013	Awareness of online job seekers and their behavioral intention towards online recruitment	Electronic recruitment is an indispensable practice within organizations in different industries, by considering the scope and importance of human resource capacities for erecting a competitive position in the organization.
Kumar and Priyanka	2014	Factors influencing the electronic recruitment process	There is a significant nexus between Perceived Usefulness (PU), Attitude towards Usage (ATU), and Behavioural Intention (BI) to adopt an electronic recruitment system.
Patwardhan	2016	Factors influencing job seekers' interaction with online job platforms of Monster.com.	The job portal successfully delivers service offerings and attract client's satisfaction of online job seekers. Also, there is a positive awareness of online job seekers that interact with the job portal.

Source: Authors' Compilation (2020)

Online recruitment is known to be the newest competitive means of discovering talents in the modern era. Through the influence of the internet, the conventional methods of recruitment have been revolutionized. Today, most of the organizations are experienced with the usage of email. In this study, an attempt was made to explore the essential criteria employed in invaluable recruitment.

This study aims to identify the factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria. The results of this study will be useful for Jobs.delon.ng and Jobberman.com and

for other job portals to successfully deliver service offerings that will attract user's satisfaction particularly the online job seekers. It will enhance robust appreciation and good awareness of online job seekers that interact with the job portals. It will unravel the attitudes of job seekers when interacting with the job portals, and finally, it will reveal the tendency of decision making by job seekers on whether to spend further resources, particularly their money, effort, and time on the job portals while hunting for job opportunities.

3. METHODOLOGY

This section elucidates the methods that were adopted in realizing the aim of this research. This study will employ a quantitative approach that entails a form of survey research as a research design to explore the observable fact and presents a well robust explanation to the identified problems that the study seeks to address. It further gives details on the following as structured in the research: Research design, Population of study, Sampling technique, Data collection, and Method of data analysis that were adopted in the study.

This study employed a survey research design, which focuses on identifying the factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria. Data were collected from primary sources through a convenience sampling technique that was targeted at applicants of First Bank recruitment in Lagos Nigeria.

According to Zikmund (2003); Adeniran, Stephens, and Akinsehiwa (2020), the various error allowances were determined and the suitable one was chosen based on the discretion of the researcher. The chosen error allowance of 0.04 was employed to establish the sample size as shown in the equation below:

The formulae for achieving sample size $n = \frac{Z^2}{4E^2}$

where; n = Sample size; Z = Z score for the confidence interval (2.05); E = Error allowance (0.04). When inserted into the formula, Sample Size was 656.6406, and approximately 657. It is therefore crucial that the questionnaire distribution will target six hundred and fifty-seven respondents who are applicants of First Bank recruitment in Lagos Nigeria.

Data was collected over a period of 7 days through a self-constructed questionnaire. Only filled responses were taken as valid. Respondents were asked to fill the questionnaire based on their experience as regarding the online job portal with emphasis on Jobs.delon.ng and Jobberman.com. The questionnaire was framed from earlier studies, by incorporating variables such as Perceived Ease of Use (PEU), User-Friendliness (UF), Fairness Awareness (FP), and Information (I). The questionnaire instrument was divided into demographic characteristics section, and items perceived section. The item perceived section was achieved with a 5-point Likert Scale. Factor Analysis was employed for data analysis using SPSS version 21.

Regarding the recommendations of the sample size for factor analysis, Adeniran, Stephens and Akinsehinwa (2020); Comrey and Lee (1992) provide the following guidance concerning the determination of sample size adequacy: such that the sample size of hundred is poor; a sample size of two hundred is fair; a sample size of three hundred is good; a sample size of five hundred is very good, and sample size of one thousand or more is excellent. In this study, the sample size of six hundred and fifty-seven (657) is adequate for factor analysis and reporting as rooted in earlier studies.

According to Adeniran, Stephens, and Akinsehinwa (2020), in the situation whereby the observed variables are X_1, X_2 .... X_n, the common factors that are widespread are F_1, F_2 ... F_m and the unique factors are U_1, U_2 ...U_n, the variables may be expressed as linear functions of the factors:

$X_1 = a_{11}F_1 + a_{12}F_2 + a_{13}F_3 + ... + a_{1m}F_m + a_1U_1$
$X_2 = a_{21}F_1 + a_{22}F_2 + a_{23}F_3 + ... + a_{2m}F_m + a_2U_2$
...
$X_n = a_{n1}F_1 + a_{n2}F_2 + a_{n3}F_3 + ... + a_{nm}F_m + a_nU_n$ .... (equation 1)

Each of these equations is a regression equation; factor analysis seeks to find the coefficients a_{11}, a_{12} ... a_nd which best reproduce the observed variables from the factors. The coefficients a_{11}, a_{12} ... a_nd are weighted in the same way as regression coefficients because of some reasons: the variables are standardized, and the constant is zero, therefore it is not shown.

For instance, the coefficient a_{11} shows the effect on variable X_1 of a one-unit increase in F_1. In factor analysis, the coefficients are referred to as loadings (a variable is noted to load on a factor) and, when the factors are uncorrelated, they also depict the

correlation between individual variables and a given factor. In the above model, a_{11} is said to be the loading for variable X_1 on F_1, a_{23} is said to be the loading for variable X_2 on F_3, etc. When the coefficients are not correlated, that implies that the factors are not correlated, and the addition of the squares of the loadings for variable X_1, namely $a_{112} + a_{122} + ... + a_{132}$, depicts the proportion of variance of variable X_1 which is accounted for by the common factors. This is referred to as communality. The higher the communality for each variable, the more realistic a factor analysis solution was. Also, the higher the difference, the less realistic the factor solution was towards the preservation of information shown in the correlation matrix.

4. RESULTS AND DISCUSSION

The targeted participants in the investigation were approved to voluntarily take part in the exercise. In furtherance to that, the aim of the study was made comprehensible to them. An intensive and joint effort was ensured to realize confidentiality, secrecy, and anonymity of information given by the respondents; also they were assured that all information elicited from them was used solely for this study. Research assistants were educated regarding the etiquette in research to ensure absolute compliance with research ethics during the process of conducting the study.

From the sample size calculated to about six hundred and fifty-seven (657) which equals to the total copies of questionnaires administered by the researcher targeted at the applicants of First Bank recruitment in Lagos Nigeria, five hundred and thirty-eight (538) which is about 82 percent copies of questionnaire were valid and returned for data analysis and reporting. The remaining (119) copies of the questionnaire were not used in the data analysis because of different invalidity issues. Hence, all the valid questionnaires returned were processed for data analysis, and the response rate was shown in Table 2.

Table 2. A response rate of respondents

Questionnaire	Frequency	Percentage
Administered	657	
Returned	538	82
Not Returned	119	18

Field Survey (2020)

Fadare and Adeniran (2018) posit that a response rate of fifty (50) percent copies of questionnaire returned is adequate for data analysis and reporting; a response rate of sixty (60) percent copies of questionnaire returned is good for data analysis and reporting and a response of seventy (70) percent or more copies of questionnaire returned is excellent for data analysis and reporting. Hence, the response rate of eighty-two (82) percent copies of the questionnaire returned for this study is excellent for data analysis and reporting.

Factor analysis was adopted to achieve this aim. Many variables have been proposed to explain the complex interconnections and interrelationships of variables (Nimalathasan, 2009). In this regard, the few fundamental variables that are germane to this study remained to be determined.. Factor analysis is a statistical model technique that belongs to the family of the General Linear Model (GLM) procedures (Spearman, 1904). Factor analysis entails the following such as correlation matrix, communality, eigenvalues, factor rotation, factor loadings, entire variance explained, and others.

Demographics of Respondents

The descriptive Statistics which are discussed in the study consist of profiles of the respondents represented in percentages as shown in Table 3.

Table 3. Demographic Characteristics of the Respondents

Demographic Features	Number of Respondents	Indices	Frequency	Percentage
Gender	538	Female	237	44.05
		Male	301	55.97
Age	538	Below18	00	00
		18 - 21	92	17.1
		22 - 24	337	62.6
		25 - 28	109	20.3

		Graduate	65	44.4
Highest Qualification	538	Post Graduate	239	43.5
		Others	234	12.1

Source: Field Work (2020)

Table 3 above depicts the demographic characteristics of the respondents based on gender, age, and highest qualification. Out of 538 respondents, 55.97 percent were male and 44.05 percent were female. 62.3 percent of the respondents were in the age group of 22 - 24 and 20.3 percent were in the age group of 25 -28. These two groups were the main contributor to the study. 44.4 percent of the respondents were graduates of the first degree, followed by post-graduate who was 43.5 percent.

Statistical Package for the Social Sciences (SPSS) version 21 was employed for data analysis. Exploratory factor analysis (EFA) technique was employed to extract the factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria.

Table 4 depicts the Kaiser-MeyerOlkin (KMO) measure of sampling adequacy. The value of the KMO Measure is 0.696. With KMO, the size of the experimental correlation coefficient was compared with the size of the prejudiced correlation coefficient. The value of 0.696 implies that the figure falls between the acceptable range of min 0.6 and max. 0.9. Bartlett's test of sphericity is used to determine whether the population correlation matrix is the identity matrix. The presence of an identity matrix implies the correctness of factor analysis. As regarding the Chi-square value of 1786.783, with Degree of Freedom 194 at a significance of 0.000 which is less than 0.01 implies that it is appropriate to proceed for factor analysis to examine the factors for the study.

Table 4: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.693
Bartlett's Test of Sphericity	Approx. Chi-Square	1786.783
	Df	194
	Sig.	0.000

Source: SPSS Version 20 (2020)

From Table 5, the findings reveal that the total variance explained by identified seven factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria. These factors were extracted for the study because their eigenvalue was greater than "1". The extracted factors were able to explain 59.366 percent of the variance.

Table 5: Total Variance Explained

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.672	9.570	9.570
2	2.613	9.414	18.989
3	2.603	8.522	27.506
4	2.579	8.495	36.001
5	2.532	7.928	43.929
6	2.371	7.842	51.771
7	2.268	7.595	59.366
Extraction Method: Principal Component Analysis			

Source: SPSS Version 20 (2020)

From Table 6 seven factors were extracted using factor analysis and were labelled as factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria. The names of the factors were shown. The first factor which was labelled Quality of Information Available on the Job Portal consists of the following items which are accurate job information, relevant job information, consistent job information, up to date job information, and appropriate job information.

The second factor which was labelled Prospective Career Information consists of the following items that are aware of future career opportunities, the opportunity to current career information, accessibility to career information, increased knowledge of future career opportunities, increasing chances of finding an appropriate job, and opportunity to better career decisions.

The third factor which was labelled Quality of System consists of the following items which are easy navigation, timely response, and dynamics to job seeking. The fourth factor which was labelled Perceived Usefulness consists of the following items which are finding an appropriate job, effectiveness to the searching job, and most useful for searching job.

The fifth factor which was labelled Perceived Ease of Use consists of the following items which are ease of being skillful, easy to use, and no mental effort. The sixth factor which was labelled Extended Services consists of the following items which are comprehensive job search, prompt email alert, and employer review feature. The seventh factor which was labelled Perceived Trustworthiness consists of the following items which are the assurance of security, privacy protection, and security guaranty.

Table 6: Factor Loading

Factor/ Item	Factor Loading
Quality of Information Available on the Job Portal	
Accurate information	0.814
Relevant information	0.753
Consistent information	0.721
Up to date information	0.663
Appropriate information	0.531
Prospective Career Information on the Job Portal	
Awareness of future career opportunities	0.527
Access to current career information	0.832
Finding career information mostly on the job portal	0.885
Increase level of knowledge of future career opportunities	0.792
Increase chances of finding a suitable job	0.648
Better career decisions because of the information obtainable	0.731
Quality of Job Portal System	
Easy navigation	0.598
Proper/ timely feedback response	0.892
Dynamics of searching jobs	0.714
Perceived Usefulness on Job	
Increasing chances of getting a job	0.672
Effective for getting a suitable job	0.681
Useful for securing a job	0.541
Perceived Ease of Use when Using the Job Portal	
Enhance skilfulness	0.818
Easy to use	0.726
No mental effort	0.854
Extended Services for Job Seekers	
Comprehensive job search facility	0.773
Provision of email alert services	0.352
Employer review feature	0.815
Perceived Security on Job Seekers' Privacy	
Security on the job portal is assured	0.794
Job portal is able to protect privacy	0.751
High security guarantee	0.684

Source: SPSS Version 20 (2020)

From the findings, it was revealed that factors influencing the awareness of young jobseekers towards online job portals and online recruitment are Perceived Ease of Use (PEU), Perceived Usefulness (PU), Prospects and opportunities in career, Quality of

system, Extended Services (ES), and Perceived credibility. The finding of this study implies that young job seekers in the recent time are conscious of the opportunities embedded in the online job portals.

5. CONCLUSION

The 21st century is evident with significant technological transformations. These transformations have significant influence particularly on the patterns and procedures of the organization recruitment program. It is pertinent to note that the swift transformation is not only evident in the organizations, but also on job seekers particularly during the activity of job search. Online job portals give room for conducting online recruitment, and this has to turn out to be the essential platform for tracking best, competent, and proficient seeker (talent). Thus, it is of the essence to conduct a study and discover the factors influencing the awareness of young jobseekers towards online job portals among First Bank job applicants in Lagos State.

The study employed a survey research design and convenience sampling method to elicit information through a questionnaire instrument from 538 respondents. Factor Analysis was employed for data analysis using SPSS version 21. The study found that Quality of Information, Prospective Career Information, Quality of System, Perceived Usefulness, Perceived Ease of Use, Extended Services, and Perceived Trustworthiness are the factors influencing the awareness of young jobseekers towards online job portals with emphasis on Jobs.delon.ng and Jobberman.com in Nigeria.

The findings imply that young job seekers in the recent time are conscious of the opportunities embedded in the online job portal. The result of this study will be contributed to the body of literature on human resource management.

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Conflict of Interest

The authors declare no conflicts of interests any matter related to this paper.

Data and materials availability

All related data have been presented in this paper.

Peer-review

External peer-review was done through double-blind method.

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