

An Examination of Social Networks on the Recruitment Process in the United Arab Emirates

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Abstract

This study evaluates the effects of social networks on the recruitment of professional staff to Ras Al Khaimah's government and private sector within the United Arab Emirates (UAE). Questionnaires were administered to human resources employees who work at various levels of Ras Al Khaimah's government and private sector. A quantitative methodology was utilized for this study. The paper conducted a factor analysis for dimension reduction on the findings of a questionnaire submitted to selected businesses with Ras Al Khaimah in the United Arab Emirates. Findings indicated 5 underlying factors driving answers to the 24 questions included on the questionnaire. These 5 factors were labeled as (1) general perception, (2) convenience, (3) reliability, (4) international recruitment and (5) branding and marketing. These 5 underlying factors indicated that relationships exist between the variables.

Keywords: Social networks, Recruitment, Highly-Qualified Employees, Ras Al Khaimah

1. Introduction

The Emirate of Ras Al Khaimah (RAK) is the fastest growing and most northern emirate in the U.A.E. (Alhebsi, Pettaway, & Waller, 2015). Over the past decade RAK has become a destination for many tourist and investors. Numerous light and medium manufacturing firms, as well as, service industries are located throughout RAK. To maintain professional standards these firms seek highly trained professionals. The human resource departments in these organizations have often relied on traditional methods such as classified ads and recruitment agencies to recruit new employees. However, the use of these mediums has decreased over time. Subsequently, younger college graduates have begun to depend heavily on the use of social networks while actively pursuing employment opportunities. The use of the internet social networks sites over the past ten years has grown exponentially. For this reason companies and recruiters, throughout the region have had to utilize social networks to identify potential highly qualified candidates.

RAK government and semi-private sectors are routinely involved in the process of recruiting highly qualified employees. Social networks can positively influence the recruitment processes and can aid in the employment process for both of these sectors (De Run, Manickam, & Jee, 2010). The increased use of social networks in other Emirates' may contribute to increased growth within both governmental and semi-private sectors in RAK. In recent years, many highly qualified individuals have begun to utilize social networks. For governmental and semi-private entities in RAK to remain competitive in attracting the interest of qualified applicants, consideration of ever emerging technology is a must.

2. Review of the Literature

This study examines the current practices within the RAK governmental and the semi-private sectors in utilizing social networks to recruit qualified human capital. Additionally, this study analyzed the underlying factors that support the use of social networks in the recruitment practices in RAK government and semi-private sectors. Many companies seek to find highly qualified employees. Noe (2012) explained that companies spent large amounts of money, resources and time in their recruitment efforts. Much of their efforts utilized various strategies to recruit new employees. Many companies, both public and private worldwide have found success in using social networks and have integrated these technologies into their daily operation (Headworth, 2011).

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