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THE INTERSECTION OF JOB SEEKERS' PREFERENCES AND RECRUITMENT PRACTICES: A SYSTEMATIC REVIEW OF MARKET TRENDS AND CAREER DECISIONS

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ABSTRACT
The current global scenario persists around the varied dynamics of job search, career decisions, job market trends, and recruitment practices. The research underscores the critical role of career decisions in bridging the gap between job seekers and employers, illustrating how informed career choices can enhance job search effectiveness and recruitment efficiency. The study employs a systematic literature review methodology, analyzing various sources from 1991 to 2024 to present a holistic view of the subject. The findings reveal a significant transition in job market dynamics, with a shift in employers' approach toward designing job patterns that consider job seekers' choices, work preferences, and career decisions. This shift has ensured job seekers can fulfill their job-related requirements through various means, including digitization and artificial intelligence. However, the study also notes the challenges posed by socioeconomic conditions, which can lead to rising unemployment levels and a mismatch between career choices and available job opportunities. The article's limitations include its reliance on open-access articles and a restricted number of databases, which may constrain the comprehensiveness of the findings. Nonetheless, the research contributes significantly to understanding the interplay between job search, career decisions, job market trends, and recruitment practices.

KEYWORDS: *Career Decisions, Job Market, Job Search, Recruitment, and Job Seekers.*

1. INTRODUCTION

Job Search

Finding a job can be a complicated process. In addition to the significant financial blows that come with unemployment, those seeking employment encounter several significant information-related obstacles. They must consider how much work to put in, which platforms to utilize, and what jobs to focus on, such as those related to a certain industry, vocation, or region. The lack of feedback and information about crucial aspects of the job search process, such as a person's responses to search effort, dependence on pathways, or the extent to which job outcomes depend on search breadth, further complicates the process of finding a job. Apart from the informational obstacles, the job search tests people's resolve and self-assurance. A job seeker must overcome discouragement from refused applications and additional personal disappointments that joblessness and the job search process frequently bring around them, in addition to the overall sorrow and despair produced by losing a job **(Altmann et al., 2018).** The main issue with job searching is technical. To search for a job efficiently, one must have accurate ideas about many components of the process; on the other hand, inaccurate beliefs about, say, the positive impact on one's search effort, can result in less-than-ideal search behavior **(Babcock et al., 2012).**

Times have changed considerably. With the advent of contemporary technologies and networks, job seekers can locate a job hassle-free. A survey conducted among job searchers revealed that between 2003 and 2014, the percentage of respondents who preferred online applications over conventional ones increased from 48% to 88%. According to statistics from the German Socio-Economic Panel (GSOEP), unemployed job searchers are more likely to use the internet to hunt for work if they are younger and more qualified. There isn't much data available yet to indicate how much more people having access to the internet has led to a boom in online job applications and a squeeze of different job search platforms **(Gurtzgen et al., 2021).**

Career Decision

Given the critical role careers play in a person's social, financial, and psychological well-being, they rank among the most significant decisions people make in their lives.Most people find these decisions difficult and unpleasant, which may result in career uncertainty. As career decisions involve acquiring and analyzing data and then applying that information to contrast the pertinent options. An effective career decision-making theory puts forward procedures, approaches, and relevant tools for reaching a decision and ought to facilitate the formulation of testable hypotheses. Career decisions often center on opting for a field of education or training, choosing a job, shifting from one job to a different one, and at what age and when to cease working. The traits widespread across all these choices involve contrasting relevant alternatives, assessing them, and turning up a reasonable outcome, which usually spans electing one of the substitutes (or rank-ordering them) **(Argyropoulou et al., 2007).** While there are situations in which pursuing many options is permissible (such as when it comes to recreational pursuits), most of the time, selecting one

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option precludes the others (e.g., one can't be the dean of two departments). Moreover, it is frequently essential to make concessions since one's "dream job" is either unrealized or unachievable, and one's optimal employment is the one that is closest to their ideal one. People frequently rely on their instincts to determine which course of action to take. In fact, for some people, the conclusion of a more methodical decision-making process may coincide with their instinctively favored option, while for others, the results of a systematic procedure may not **(Vertsberger and Gati, 2015).**

Types of Career Decisions

A decision maker's lack of cohesive career preferences is the primary source of uncertainty in two types of career decisions: (a) decisions founded on ambiguous or uncrystallized preferences; and (b) decisions based on insufficient information, which frequently results from uncertainty about the future (e.g., "Will the assurance of advancements following a year in the newly acquired position be honored?"). When thinking about future job markets (For example, "Will my organized employment (for instance., accountant) disappear due to technological alterations?"), as well as future preferences (e.g., "Will my enthusiasm in social networking sites still motivate me a few years from now?"), the individual's uncertainty plays a role. When choosing a career, one must consider both kinds of uncertainty **(Gati and Kulcsar, 2021).**

Job Market

The increased levels of expertise required for entry-level jobs are among the most significant changes to the labor market. Many unemployed job seekers, particularly young people with lengthy joblessness, no college education, or no work experience, find it difficult to even have their applications examined. These individuals, who make up an unusual number of youngsters, those from working-class backgrounds, are compelled to accept jobs poorly suited to their skill sets or longer periods of unemployment, resulting in an ineffective use of human resources throughout the economy. Due to these factors, the labor market has become more divisive, leaving elderly Millennials without the financial means to support themselves and making individuals who have the worst time finding employment worse off. Intending to plug industry-based disparities in skills and better understand the labor market prospects for college alumni by program of study, the Government is linking labor market data with higher education data. Additionally, this helps educational institutions, university programs, and administrators better understand the financial worth of college programs and make decisions about funding, expansion, and appraisal. Finally, this helps learners, parents, and staff by providing consumer information. By developing their curricula and programs, these systems also enable universities to encourage program and course coordination with the labor market **(Hanson and Gulish, 2016).**

Recruitment

Modern hiring practices demand that workers perform tasks that can't be completed by virtual robots or mechanized with today's technologies. As a result, the focus of HR recruitment has shifted significantly in recent years, and concentrated on recruiting staff members whose special talents can generate significant understanding. Nearly all significant corporations use e-recruitment techniques. In addition to being an amalgam of traditional and digital techniques, recruitment processes can also be fully mechanized. However, the majority of contemporary hiring procedures are mixed, using the conventional approach of conducting in-person interviews via video conferences and preliminary screening using Internet surveys.

Employers today submit job ads on digital channels, including online job portals, akin to newspapers. Organizations can use video conferences for distant interviews and hire candidates from these sessions. Job seekers should be well-versed in these digital services because digital web services are the foundation of emerging patterns in the HR hiring method. Following the introduction of digitization and the internet's quick global dissemination, most job seekers may now more easily search for new positions from the warmth of their dwellings **(Jayaraj et al., 2023).**

2. RESEARCH OBJECTIVES

- To identify the relationship between career-related variables including Job search, Career decisions, Job market, and Recruitment trends.
- To acquire a profound understanding of contemporary Job-market dynamics.

3. LITERATURE REVIEW

Vest and Murrmann (1992) examined the relationship between job seeker gender and the importance placed on work-related attributes among hospitality program graduates in the United States. Their study identified significant gender differences in preferences for job characteristics, with female job seekers placing greater emphasis on growth, control, and constraints factors compared to their male counterparts. These findings suggest that gender influences the perceived value of job and organizational characteristics, reflecting changes in sex role socialization. The study highlights the need for organizations to consider gender-specific preferences in their recruitment strategies to enhance their attractiveness to potential employees. **Turban et al. (1993)** investigated job attribute preferences and their influence on job offer decisions among applicants of a large chemical company. They found that while applicants ranked the type of work as the most preferred job attribute, the reasons for accepting or rejecting job offers varied. Specifically, job offers were often rejected due to location and accepted due to the type of work. The study highlighted that job preferences were more aligned with reasons for accepting rather than rejecting job offers, suggesting a non-compensatory decision process where applicants eliminate jobs lacking certain attributes before making a final decision. This research underscores the importance of understanding job attribute preferences to improve recruitment strategies and job offer acceptance rates. **Cable and Judge (1994)** explored the influence of pay preferences on job search decisions, emphasizing the role of person-organization fit. Their study, involving 171 job-seeking college students, revealed that organizations offering high pay levels, flexible benefits, individual-based pay, and fixed pay policies were more

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attractive to job seekers. They found that the attractiveness of these pay policies was heightened when there was a greater alignment between individual personality traits and compensation system characteristics. This research underscores the importance of understanding job seekers' pay preferences to enhance organizational attractiveness and effectiveness. **Hogler et al. (1998)** analyzed the growth of Internet recruiting and its legal implications, highlighting the potential for disparate impact on certain groups, particularly ethnic minorities. They discussed how technological advancements in electronic recruiting could streamline human resource management but also emphasized the legal challenges posed by the disparate impact theory of discrimination. The authors suggested that while online recruiting offers significant advantages in terms of accessibility and efficiency, it may inadvertently exclude protected groups who lack access to necessary technology. They concluded by recommending strategies for employers to avoid legal issues and maintain diversity objectives within their organizations. **Thomas and Wise (1999)** conducted a study examining the relative importance of various job, organizational, diversity, and recruiter characteristics on organizational attractiveness, particularly focusing on differences by race and gender. Their findings indicated that job factors were most critical in job seekers' evaluations, followed by organizational characteristics, diversity programs, and recruiter characteristics. Notably, women and minorities placed higher importance on diversity factors and recruiter characteristics compared to their counterparts. This study underscores the necessity for organizations to consider individual differences in recruitment strategies to attract a diverse workforce effectively. **Boswell et al. (2003)** investigated the dynamic process of job choice, emphasizing the importance of both job attributes and recruitment practices in influencing job seekers' decisions. Their longitudinal field study tracked job seekers through various stages of the job search process, revealing that factors such as company culture, nature of work, and advancement opportunities were consistently significant in job choice decisions. Additionally, the study highlighted the impact of recruitment practices, such as the behavior of organizational representatives and the quality of site visits, on applicants' perceptions and decisions. The findings suggest that effective recruitment practices can enhance applicant attraction by signaling positive organizational characteristics, while negative experiences during recruitment can lead to job offer rejections. **Chapman et al. (2005)** conducted a comprehensive meta-analytic review examining the predictors of applicant attraction and job choice, highlighting the critical role of job and organizational characteristics, recruiter behaviors, and perceptions of the recruitment process. Their findings revealed that applicant attitudes and intentions significantly mediated the relationships between these predictors and job choice outcomes. The study also identified the moderating effects of applicant gender, race, and applicant versus nonapplicant status on recruiting outcomes. This research underscores the importance of understanding various factors influencing applicant attraction to enhance recruitment strategies effectively. **Argyropoulou et al. (2007)** examined the dimensions of career indecision among Greek high school students, identifying four key factors: absence of structure, need for career guidance, diffusion of interests, and personal conflict. Their study classified students into three clusters—decided, exploring possibilities, and undecided—each differing in self-efficacy, coping strategies, and vocational interests. The findings highlighted the complex, multidimensional nature of career indecision and underscored the importance of tailored career counseling interventions to address these varied needs. **Gilbert et al. (2008)** introduced a multidimensional work preference research instrument, the Work Preference Indicator (WPI), which has significantly contributed to the understanding of career self-management. Their study utilized repeated samples to identify 17 empirically derived constructs related to work preferences, such as learning styles, work interests, work values, and temperament. The WPI's development involved rigorous statistical applications, including exploratory and confirmatory factor analyses, to ensure measurement invariance and construct validity. The findings indicated significant differences in work preference scores across various occupational choices, highlighting the tool's potential in aiding career decision-making and enhancing job satisfaction through better person-environment fit. The study also emphasized the need for continuous research to further validate the WPI across diverse demographic and cross-national samples. **Sullivan and Baruch (2009)** critically examined the evolution of career theories, highlighting significant shifts from traditional, linear career paths to more dynamic, non-linear models such as the protean and boundaryless career frameworks. They discussed how environmental changes, including globalization and technological advancements, have reshaped organizational structures and career trajectories. The review emphasized the increasing importance of self-directed career management and intrinsic rewards, as individuals now take greater responsibility for their career development. Additionally, they identified emerging career concepts like hybrid careers and the kaleidoscope career model, which integrate various aspects of traditional and contemporary career theories. Sullivan and Baruch also called for further empirical research to explore these evolving career models, particularly in non-Western contexts and among underrepresented workforce segments. **Gomes and Neves (2010)** investigated the impact of applicants' prior experiences on organizational attractiveness, revealing that individual contextual factors such as previous work experience (PWE) and previous response to job advertisements experience (PRA) significantly moderated the relationship between job and organizational attributes and perceived attractiveness. Their study, which involved 227 participants from the marketing field, utilized linear regression methodology to test the hypotheses. The findings indicated that more experienced applicants tend to focus on job knowledge and organizational attributes, while less experienced applicants prioritize organizational characteristics over job specifics. This research underscores the importance of tailoring recruitment strategies to different applicant profiles based on their prior experiences, thereby enhancing the efficacy of organizational attraction efforts. **Ng et al. (2010)** conducted a comprehensive study on the career expectations and priorities of the millennial generation, revealing that Millennials prioritize individualistic job aspects, seek rapid advancement, and value work-life balance. Their research, based on a national survey of Canadian university students, highlighted that Millennials have realistic

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expectations for their first job and salary but desire meaningful work and opportunities for skill development. The study also found that demographic factors such as gender, race, and academic performance influence these expectations, though they explain only a small proportion of the variance. These insights are crucial for employers aiming to attract and retain millennial talent by aligning job offerings with their values and expectations. **Boswell et al. (2012)** reviewed the diverse contexts and objectives of job search behaviors, highlighting the importance of understanding these variations for model building and research interpretation. They identified three primary contexts: new entrants seeking their first jobs, job losers seeking reemployment, and employed job seekers looking for new opportunities. The authors emphasized that job search is a motivated and self-regulated process influenced by individual attributes, situational factors, and specific search objectives. Their integrative analysis underscored the critical role of context in interpreting job search antecedents, processes, and outcomes, and suggested that future research should consider these contextual differences to better understand job search behavior. **Arni (2015)** conducted a field experiment to explore the impact of labor market policies on job seekers' behavior, revealing significant insights into the mechanisms of job search assistance and training programs. The study demonstrated that targeted coaching programs for older job seekers increased job finding rates by 9 percentage points, primarily through reduced reservation wages and enhanced search efficiency. Additionally, the intervention positively influenced short-term motivation, self-confidence, and realistic job expectations. These findings underscore the importance of detailed behavioral evaluations in designing effective labor market policies. **Jain and Bhatt (2015)** explored the significance of employer branding in the competitive job market, emphasizing its role in attracting and retaining talent. Their study, conducted among business school students in Delhi and the National Capital Region, revealed that employer branding factors such as stability, work-life balance, and job security are perceived differently across gender and age groups. They found that private sector organizations are generally preferred over public sector ones, but specific factors like company stability and leave structures are more valued in the public sector. The research highlighted the need for organizations to understand and address these preferences to build a strong employer brand and attract the best talent. **Vertsberger and Gati (2015)** examined the effectiveness of various sources of support in career decision-making among young adults. Their study revealed that individuals often seek help from easily accessible sources, even if they perceive them as less effective. The research highlighted that those with lower career decision-making adaptability tend to seek help more frequently. Additionally, a two-year follow-up indicated that receiving help reduced the likelihood of changing one's major. This study underscores the importance of understanding help-seeking behaviors and the factors influencing the use of different support sources in career decision-making. **Hanson and Gulish (2016)** explored the challenges Millennials face in transitioning from college to career, highlighting the impact of economic recessions and structural changes in the job market. They noted that Millennials have taken longer to achieve financial independence compared to previous generations, partly due to increased entry-level job requirements and a lack of employer-provided training. The authors emphasized the need for policymakers to expand access to higher education and strengthen the connections between education and careers to address these issues. Their findings underscore the importance of adapting educational and labor market policies to better support young adults in their career development. **Altmann et al. (2018)** conducted a large-scale field experiment in the German labor market to examine the impact of information provision on job seekers' employment prospects and labor market outcomes. Their study revealed that distributing a brochure with job search strategies and information about the consequences of unemployment had moderately positive effects, particularly for individuals at risk of long-term unemployment. The brochure increased employment and earnings by approximately 4% for this group, highlighting the potential of targeted information as an effective policy tool. These findings contribute to the broader literature on labor market interventions, suggesting that low-cost informational treatments can significantly improve employment outcomes for vulnerable job seekers. **Mhamdi et al. (2020)** presented a job recommendation system that leverages job profile clustering and job seeker behavior to enhance the job matching process. The system collects job offers from various job search websites and extracts meaningful attributes such as job titles and technical skills. These job offers are then grouped into clusters based on common features, allowing job seekers to find other jobs within the same cluster that they might like. The system uses a combination of content-based filtering and collaborative filtering to provide personalized job recommendations, thereby addressing the challenges of data overload and the time-consuming nature of recruitment. **Büyükbaşaran (2020)** investigated the labor market consequences of incomplete information regarding workers' job search processes and optimal occupational matches. The study utilized a search and learning model to analyze how search outcomes inform workers about their job-finding abilities and suitable occupations. It was found that workers with less experience in job searching tend to have longer unemployment durations and are more likely to change occupations upon reemployment. Additionally, the study provided explanations for shifts in the Beveridge curve and the phenomenon of discouraged workers. These findings highlight the importance of understanding the role of information and learning in job search behavior and occupational choice. **Gürtzgen et al. (2021)** examined the impact of broadband internet expansion on the reemployment prospects of unemployed job seekers in Germany. Their study utilized regional variations in DSL availability to address endogeneity issues and found that broadband internet significantly improved reemployment rates, particularly for males after the initial months of unemployment. The authors highlighted that internet access primarily influenced job seekers' behavior by increasing online job search activities and the number of job applications. This research contributes to the literature by providing empirical evidence on the positive effects of digital information technologies on job search outcomes, emphasizing the role of reduced information frictions in enhancing labor market efficiency. **Gati and Kulcsar (2021)** reviewed the complexities of career decision making, emphasizing its critical role in vocational psychology.

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They highlighted the process of compiling and comparing alternatives to identify the best career choice, discussing normative, descriptive, and prescriptive decision-making models. The authors underscored the importance of a systematic approach to career decisions, addressing challenges such as career indecision and the need for compromise. They also explored the potential of AI-based career decision-support systems to enhance decision quality in an unpredictable job market. This comprehensive review provides valuable insights into improving career decision-making processes and adapting them to modern challenges. **Kelley et al. (2023)** conducted a randomized control trial to evaluate the impact of digital platforms on employment outcomes among vocational training graduates in India. Their study revealed that access to digital platforms led to an increase in reservation wages and a decrease in employment, suggesting voluntary unemployment among youth. The findings indicated that while digital platforms initially raised job seekers' expectations, the lack of desirable job offers led some to adjust their expectations and resume working. This research highlights the importance of managing job seekers' expectations and providing accurate information about labor market opportunities to enhance the effectiveness of digital platforms in improving employment outcomes. **Ng et al. (2023)** explored the dual role of human capital in the job search process for new labor market entrants, revealing its complex effects. Their study, grounded in goal system theory, found that while human capital positively influences the number of interview invitations, it can also negatively impact job search intensity by interfering with self-regulatory behaviors. This nuanced understanding challenges traditional views that solely highlight the benefits of human capital, suggesting that higher academic achievements may inadvertently reduce the frequency of job search activities. These findings underscore the importance of balancing human capital development with effective job search strategies to optimize employment outcomes. **Banerjee and Sequeira (2023)** examined the impact of spatial mismatches and high search costs on youth unemployment in developing countries, particularly focusing on Johannesburg, South Africa. Their field experiment revealed that reducing search costs through transport subsidies led to more intensive job searches and adjustments in job-seekers' beliefs about employment prospects. However, when jobs did not materialize quickly, job-seekers lowered their reservation wages and settled for lower-paying jobs closer to home, without increasing their overall employment likelihood. This study underscores the complex interaction between search costs and beliefs, highlighting the need for policies that address both spatial mismatches and informational frictions in the labor market. **Martin Jayaraj et al. (2023)** explored the evolving trends in HR recruitment and their impact on job seekers. They highlighted that the digitization of recruitment processes, driven by factors such as increased competition, the COVID-19 pandemic, and the demand for skilled labor, has significantly transformed traditional hiring practices. The study emphasized the shift towards e-recruitment, which includes the use of online job portals, social media, and AI technologies, enabling remote hiring and improving efficiency. However, it also noted potential drawbacks, such as the disadvantages faced by job seekers lacking measurable skills. The authors concluded that while modern recruitment practices offer numerous benefits, they also necessitate a balanced approach to ensure equitable opportunities for all job seekers.

Career Decision as an Intervening Variable in the Process of Job Search and Recruitment

The extensive literature search on the associated topics spanning job search, job market, career decisions, and recruitment articulated career decisions as a decisive factor in the process of job search and recruitment in a chronological manner. Since job search and recruitment are two contradictory parameters of a single aspect, i.e., the process of filling a vacant position. But the former is from the perspective of a job seeker and the latter comes under the purview of a job provider. Here, enters the career decision variable that forms the center stage in integrating these contrasting forces. A job seeker would look for a prospective job based on his/her career choice and associated decision. All the efforts would be directed at searching for a lucrative job that could completely suffice their career requirements.

Likewise, career decisions are substantial enough for job providers as well. The entire gamut of recruitment and placements is based on the career choices of the prospective employees. The current job market trends reveal a shift in the approach of employers who now design the job structure, pattern, and allied factors relying on the needs of sought-after candidates. Gone are the days, when employees would contend with the prevailing perks and job conditions. With the evolving job market, present-day employers conduct detailed inquiries and surveys governing the career choices and decisions of the candidates entailing the recruitment process accordingly.

4. RESEARCH METHODOLOGY

The research techniques deployed to investigate the current area were based on a Systematic literature review of the existing literature. For this purpose, the authors conducted a chronological study between 1991 and 2024. Additionally, inclusive and exclusive standards were employed to facilitate the smooth presentation of facts. The research data was obtained from frequently used databases such as Google Scholar, Science Direct, and Dimension. For this purpose, only open-access research and review articles were included in the study. The literature comprised subjects such as social science, business management, and accounting. The publication title covered Social Science and Humanities, Journal of Business Research, and Journal of Innovation and Knowledge. The last step entailed the final screening by way of filtering out all the research studies whose abstract were irrelevant with the current study.

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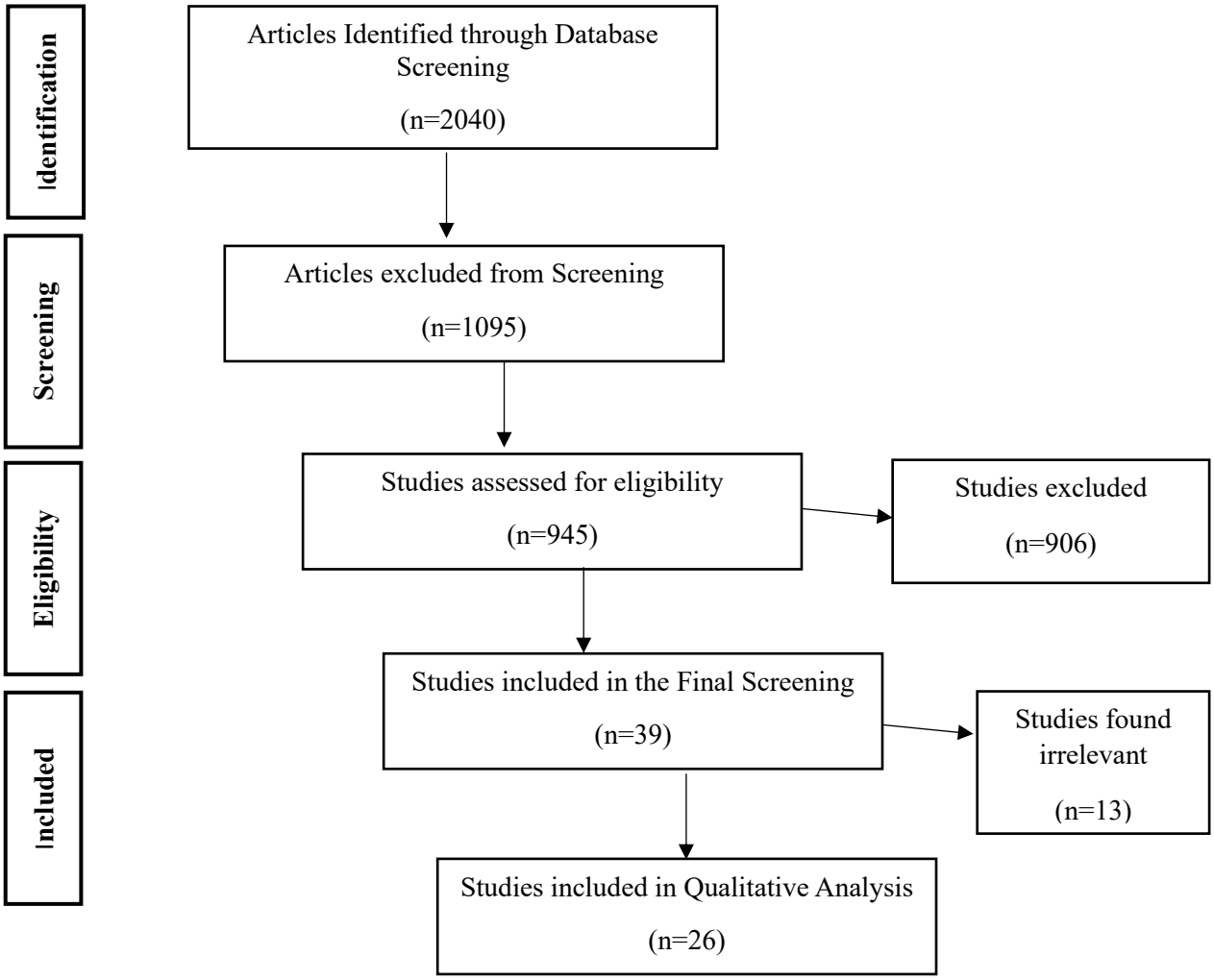


Fig. Systematic Literature Review Analysis

5. RESEARCH FINDINGS

The findings can be presented by bifurcating in two time periods:

1991-2004: The consequential outcome of an in-depth examination of the relationship between career-oriented variables and job market dynamics, by taking recourse to the available existing literature. This period was characterized by the sheer dominance of the priorities and preferences of employers. All job-associated factors such as job structure, pay scale, and job conditions were determined and fixed as per the whims of employers. The career choices and preferences of prospective employees were given a back seat. This may be attributed to the lack of awareness among job seekers, the dearth of lucrative job opportunities, the relatively slow growth of digital platforms, and so on. This led to candidates accepting the available job avenues in the manner offered to them.

2005-2024: This period witnessed a swift transition in the functioning of job markets globally. It was marked by the shift in the employers' approach towards designing job patterns considering the job seekers' choices, work preferences, and career decisions. The contemporary job market carries the latter's choices deeply embedded to ensure an optimum fit between career choices and job search. This has ensured job seekers can fulfill their job-related requirements through various means. Nowadays, Digitisation and artificial intelligence have placed job seekers in a better position in terms of securing a job suiting their expectations. Many would argue that this is not the case. If this were to be true, then why would unemployment levels be on the rise, why well-qualified people are unable to find a job of their choice, all this is also the part of changing dynamics of the contemporary job market. Multiple factors linked to the socioeconomic conditions of the global economies tend to push unemployment rendering an ineffective balance between career choices and available job opportunities.

LIMITATIONS

Despite the significant contributions made by the present study in the realm of career choices and job dynamics, it suffers from certain loopholes. These are in the form of time and analysis factors. Due to time and budget constraints, the authors attempted to qualitatively present the existing literature. Apart

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from this, only a handful of databases have been considered for systematic analysis. Certainly, the inclusion of a few more sources would have contributed substantially. Also, the research effort was constrained to open-access articles, which limited the scope of the present study. All of this offers considerable scope for researchers to embark on future studies.

CONCLUSION

Job seekers focus on the search for a potential position based on their professional choices and allied decisions. In this context, the review closely considers the intricate dynamics of job search, career decisions, job market trends, and recruitment practices. It highlights the evolution of job search methodologies, emphasizing the shift from traditional to digital platforms, which has significantly impacted job seekers' strategies and outcomes. The research underscores the critical role of career decisions in bridging the gap between job seekers and employers, illustrating how informed career choices can enhance job search effectiveness and recruitment efficiency. The study employs a systematic literature review methodology, analyzing a wide range of sources from 1991 to 2024 to present a holistic view of the subject. However, the research is limited by its reliance on open-access articles and a restricted number of databases, which may constrain the comprehensiveness of the findings. Despite these limitations, the study provides valuable insights into the evolving landscape of job search and recruitment, offering a foundation for future research in this domain.

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