

# A Technological Paradigm Shift: Assessing the Adoption of Online Employment Inquiry System in Surigao del Norte

**Perfecto R. Ruaya, Jr.**

Faculty, College of Engineering and Information Technology,  
Surigao Del Norte State University, Surigao City, Philippines

**Abstract:** *This study presents the transformative impact of digitalization on the region's employment landscape. Through a comprehensive analysis of the adoption and utilization of online employment inquiry systems, this research uncovers crucial insights into the opportunities and challenges faced by job seekers, employers, and policymakers in the wake of this technological revolution. The study highlights the significance of the online employment inquiry system in enhancing job seekers' access to job information and empowering them to navigate the job market efficiently. Additionally, the research examines the system's impact on employers' recruitment strategies and emphasizes the need for addressing challenges related to increased competition and data privacy. Overall, the study aims to contribute valuable knowledge to promote a more inclusive, efficient, and technology-driven employment landscape in Surigao del Norte*

**Keywords:** Assessment, employment, online, inquiry, technology

## REFERENCES

- [1]. Eisner, S. (2010). E-employment? College grad career building in a changing and electronic age. *American Journal of Business Education (AJBE)*, 3(7), 25-40.
- [2]. Boczkowski, P. J. (2005). *Digitizing the news: Innovation in online newspapers*. mit Press.
- [3]. Mari, W. (2021). Early Development of News Sites in the United Kingdom and the United States in the 1990s: Exploring Trans-Atlantic Connections. *TMG Journal for Media History*, 24(1-2).
- [4]. Cachia, R., Compañó, R., & Da Costa, O. (2007). Grasping the potential of online social networks for foresight. *Technological Forecasting and Social Change*, 74(8), 1179-1203.
- [5]. Raja, S., Imaizumi, S., Kelly, T., Narimatsu, J., & Paradi-Guilford, C. (2013). Connecting to work: How information and communication technologies could help expand employment opportunities.
- [6]. Lee, I. (2005). The evolution of e-recruiting: a content analysis of Fortune 100 career web sites. *Journal of Electronic Commerce in Organizations (JECO)*, 3(3), 57-68.
- [7]. Shim, J. P., Warkentin, M., Courtney, J. F., Power, D. J., Sharda, R., & Carlsson, C. (2002). Past, present, and future of decision support technology. *Decision support systems*, 33(2), 111-126.
- [8]. Lee, S. M., Olson, D. L., & Trimi, S. (2012). Co - innovation: convergenomics, collaboration, and co - creation for organizational values. *Management decision*, 50(5), 817-831.
- [9]. Brooks, D. W., Nolan, D. E., & Gallagher, S. M. (2006). *Web-teaching: A guide to designing interactive teaching for the World Wide Web (Vol. 9)*. Springer Science & Business Media.
- [10]. Harasim, L. (2000). Shift happens: Online education as a new paradigm in learning. *The Internet and higher education*, 3(1-2), 41-61.
- [11]. Corbett, J., & Mellouli, S. (2017). Winning the SDG battle in cities: how an integrated information ecosystem can contribute to the achievement of the 2030 sustainable development goals. *Information Systems Journal*, 27(4), 427-461.
- [12]. Sprague Jr, R. H. (1995). Electronic document management: Challenges and opportunities for information systems managers. *MIS quarterly*, 29-49.

- [13]. Sepasgozar, S. M. (2021). Differentiating digital twin from digital shadow: Elucidating a paradigm shift to expedite a smart, sustainable built environment. *Buildings*, 11(4), 151.
- [14]. Niles, S., & Hanson, S. (2003). The geographies of online job search: preliminary findings from Worcester, MA. *Environment and Planning A*, 35(7), 1223-1243.
- [15]. Wyld, D. C. (1998). Bits and paper: The emerging employment market in cyberspace. *American Business Review*, 16(1), 64.
- [16]. Chong, H. Y., Wong, J. S., & Wang, X. (2014). An explanatory case study on cloud computing applications in the built environment. *Automation in Construction*, 44, 152-162.
- [17]. McGrath, R. G. (2013). *The end of competitive advantage: How to keep your strategy moving as fast as your business*. Harvard Business Review Press.
- [18]. Di Minin, E., Fink, C., Hausmann, A., Kremer, J., & Kulkarni, R. (2021). How to address data privacy concerns when using social media data in conservation science. *Conservation Biology*, 35(2), 437-446.
- [19]. Tiffin, N., George, A., & LeFevre, A. E. (2019). How to use relevant data for maximal benefit with minimal risk: digital health data governance to protect vulnerable populations in low-income and middle-income countries. *BMJ Global Health*, 4(2), e001395.
- [20]. Yoo, Y. (2010). Computing in everyday life: A call for research on experiential computing. *MIS quarterly*, 213-231.
- [21]. Pil, F. K., & MacDuffie, J. P. (1996). The adoption of high - involvement work practices. *Industrial Relations: A journal of economy and society*, 35(3), 423-455.
- [22]. Harasim, L. (2017). *Learning theory and online technologies*. Taylor & Francis.
- [23]. DeYoung, R., Lang, W. W., & Nolle, D. L. (2007). How the Internet affects output and performance at community banks. *Journal of Banking & Finance*, 31(4), 1033-1060.