Titre	How has the Web helped Optimizing the Recruitment Process
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Résumé	The main purpose of this paper is to **detail how the web has helped optimize the recruitment process by:** • Lessening the monetary costs pertaining to the advertisement of job vacancies online as well as reducing the time a recruiter spends to manage the applications received and to sort out applicants **(H1).** • Improving the quality of employer-employee matches and enabling the recruiter to make more informed hiring decisions **(H2).** • Providing the recruiter with the ability to adopt explicit or implicit wage strategies to reduce the range of the applicant pool and to attract the "right" candidates, those who best suit the job vacancies the company is currently advertising for **(H3).** • Lessening the influence of subjective recruitment ("wasta") via the adoption of online recruitment softwares such as **Workable** or **Applicant Tracking systems** that eliminate or lowly rank profiles that don't match the job vacancy's requirements even if they are subjectively favored by a recruiter or some higher-up in the company **(H4).**
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