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Evaluating Online Interviews: Impacts on Time-to-Hire, Cost-per-Hire, and Overall Selection Speed

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ABSTRACT

Online interviews are increasingly adopted due to their potential for enhancing recruitment efficiency. This study evaluates the efficiency of online interviews in contemporary recruitment, focusing on three core metrics: time-to-hire, cost-to-hire, and candidate experience. Amid a surge in remote hiring practices, organizations have increasingly adopted online interviews to streamline talent acquisition processes. The research applies a survey-based quantitative approach involving 91 respondents comprising recent job candidates and HR professionals who have participated in online interviews over the past year. Results indicate that online interviewing methods significantly reduce hiring timelines, streamline costs by eliminating travel and logistical expenses, and enable broader candidate reach. However, findings suggest that candidate experience varies: while many appreciate the flexibility and convenience, some report issues with impersonal communication and technical barriers. The study thus highlights the dual potential of online interviews to drive process efficiency while underscoring the importance of empathetic design for optimal candidate satisfaction. These insights are invaluable for organizations seeking to optimize recruitment strategies in the digital era. Further recommendations address technology selection, communication clarity, and fostering inclusive online interactions to enhance the overall hiring experience. Future research should examine long-term impacts on employee retention and organizational fit as online interviews become standard practice...

Keywords:: Online interviews, recruitment efficiency, time-to-hire, cost-to-hire, candidate experience..

INTRODUCTION:

1.1 Background

Online interviews are becoming more and more common among companies as a result of the quick development of technology and digitalization, which has completely changed the hiring process. The need to lower expenses, boost productivity, and reach a larger candidate pool has prompted the switch from traditional in-person interviews to online ones. However, little is known about how well online interviews accomplish these objectives, underscoring the need for more research in this field.

1.2 The Shift Toward Online Interviews

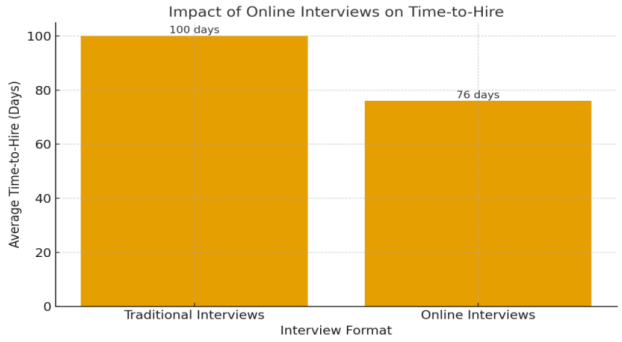
The global recruitment landscape has undergone a significant transformation in recent years, largely spurred by technological advancements and evolving workplace dynamics. Traditional in-person interviews, once the cornerstone of candidate evaluation, have been increasingly replaced or supplemented by online interviewing methods. According to a 2025 industry report, 86% of interviews are now conducted virtually, a trend that accelerated markedly during the COVID-19 pandemic and has since solidified as standard practice for companies worldwide (Market.biz, 2025). This transition is driven by the demand for speed, scalability, and geographic reach in a competitive talent marketplace.

1.3 Rationale for Efficiency Evaluation

Despite the widespread adoption of online interviews, questions remain regarding their true effectiveness in the recruitment process particularly in terms of efficiency. Efficiency in recruitment is multidimensional, encompassing not only the speed of hiring (time-to-hire) and financial investment (cost-to-hire) but also the quality of candidate experiences. As organizations seek to attract top talent and reduce resource expenditure simultaneously, understanding the comparative efficiency of online interviewing is critical (Vouchfor, 2025).

1.4 Time-to-Hire: Streamlining Recruitment Timelines

Time-to-hire, defined as the duration between initiating the recruitment process and a candidate accepting an offer, is a fundamental metric for evaluating recruitment efficiency. The adoption of online interviews has yielded notable reductions in time-to-hire for many organizations. Online formats eliminate logistical burdens such as travel, venue arrangement, and physical coordination, enabling recruiters to schedule and conduct interviews more rapidly. Recent analyses reveal that online and virtual platforms can reduce time-to-hire by up to 24%, allowing businesses to secure talent before competitors and minimize productivity gaps associated with vacancies (Vouchfor, 2025; inFeedo, 2025).

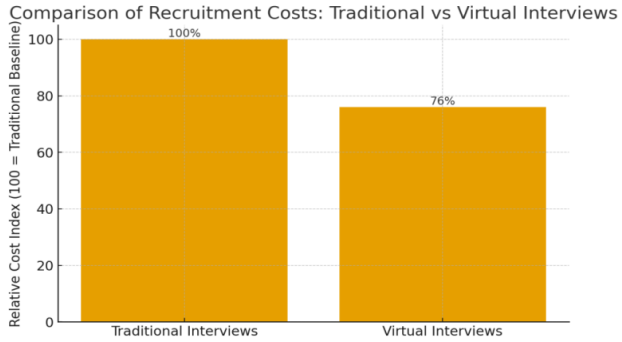


(WeCreateProblems, 2023)

Faster scheduling is cited as a primary benefit; online tools and AI-driven scheduling assistants have enabled 60% of candidates to arrange interviews within minutes, streamlining the process and supporting timely decision-making (WeCreateProblems, 2023). These efficiencies also stem from the ability to handle larger candidate pools and coordinate multi-panel interviews without significant delay (inFeedo, 2025).

1.5 Cost-to-Hire: Reductions and New Investments

The cost-to-hire metric encompasses all expenses associated with recruitment, including advertising, agency fees, administrative labour, travel, and lost productivity. Virtual interviews lead to direct cost savings by eliminating travel costs for both candidates and interviewers and reducing the need for physical infrastructure. Reports indicate that teams utilizing online interviews experience an average cost reduction of 24% compared to traditional in-person interviewing (Vouchfor, 2025).



(Vouchfor, 2025)

However, the shift requires investments in reliable technology platforms and digital training for both HR professionals and candidates. The broader reach offered by virtual interviews may also require increased screening to identify the most suitable candidates among global pools, creating new administrative and technology-related expenditures (Insight Global, 2025). Nevertheless, these are generally outweighed by the savings realized from lower logistical costs and increased process automation.

1.6 Candidate Experience: Challenges and Opportunities

Beyond efficiency gains for organizations, the candidate experience is a decisive factor in recruitment outcomes and employer branding. Virtual interviews enhance the flexibility and accessibility of the hiring process: candidates can participate from remote locations, avoid commuting, and often benefit from quicker feedback cycles (JobTwine, 2025; Feedo, 2025).

However, candidate experience is not universally positive. Up to 72% of candidates have withdrawn from hiring processes due to a lack of timely communication from employers a challenge exacerbated by the digital divide and asynchronous workflows (JobTwine, 2025). Furthermore, technical glitches, connectivity issues, and a lack of personal connection are frequently cited drawbacks. Notably, candidates from lower socioeconomic backgrounds or with limited access to technology face new barriers, highlighting the importance of inclusivity and robust digital support mechanisms. More positively, 87% of job seekers report greater satisfaction when online interviews are personalized and communication is transparent (Deloitte, 2025, as cited in JobTwine, 2025).

1.7 Technological Drivers and Human Touch

Increasingly, AI and automation are reshaping both recruiter and candidate experiences in online interviews. Nearly all companies (93%) are expected to invest in recruitment technology in 2025, harnessing automation to screen applications, schedule interviews, and even conduct initial candidate assessments (SelectSoftwareReviews, 2025). While technology delivers measurable efficiency, the essential role of human judgment remains irreplaceable 98% of HR managers recognize that AI improves efficiency, yet 93% stress the continued importance of human involvement in final hiring decisions (Insight Global, 2025).

1.8 Research Questions

How does the use of online interviews impact time-to-hire compared to traditional interviewing methods?

What is the effect of online interviews on the cost-to-hire for organizations?

How do candidates perceive their experience with online interviews in terms of convenience, communication, and technical ease?

What are the key factors in online interview design that influence candidate satisfaction and recruitment efficiency?

1.9 Research Objectives

To examine the impact of online interviews on reducing time-to-hire in the recruitment process.

To evaluate the effect of online interviews on cost-per-hire compared to traditional face-to-face interviews.

To analyze the influence of online interviews on overall selection speed and recruitment cycle efficiency.

To assess the relationship between the use of online interview platforms and recruiter productivity in the hiring process.

2. LITERATURE REVIEW

Online interviews have transformed recruitment practices over the past two decades, driven by advancements in information and communication technologies and the

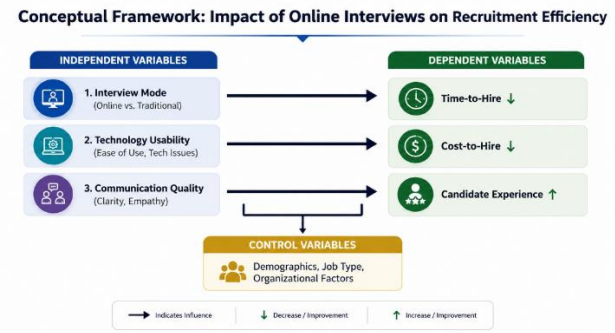
increasing demand for efficient hiring processes (Dubey, 2025). Early studies emphasized the distinct advantages of e-recruitment compared to traditional methods, such as expanding candidate reach and speeding the hiring cycle (Boscai, 2015). The integration of AI into video-based screening (automated scoring, facial/voice feature extraction) increases throughput and can shorten time-to-hire dramatically, but also raises applicant stress and fairness concerns. Suen et al. (2024) demonstrate that different AI interfaces change candidates' impression management and deceptive behaviors — effects that can influence both selection accuracy and downstream acceptance The shift was especially accelerated by global events such as the COVID-19 pandemic, making virtual interviews a mainstream approach by 2020 (SilverPeople, 2025). Several researchers have documented significant reductions in time-to-hire and cost-to-hire facilitated by online interviewing platforms. For example, studies indicate that digitized recruitment processes lead to savings of up to 24% in hiring costs, primarily by eliminating expenses related to travel and venue logistics (Vouchfor, 2025; Dubey, 2025). Furthermore, online interviews increase recruiter productivity by enabling multi-candidate assessments and asynchronous evaluations (Praveenraj et al., 2017).

Candidate experience in virtual interviews has received growing scholarly attention. While many candidates appreciate the convenience and flexibility offered, challenges persist, including technical difficulties and a perceived lack of personal connection with interviewers (inFeedo, 2025; JobTwine, 2025). Research highlights the importance of enhancing communication transparency and providing technological support to alleviate these issues (Ivrs&Kinange, 2015).Boscai (2015) explored evolving skillsets necessary for online recruiting professionals, emphasizing strategic digital competencies to enhance recruitment effectiveness. Similarly, the comprehensive study by Lobe et al. (2022) synthesized advantages and disadvantages between in-person and video interviews, noting clear logistical cost reductions in online settings but emphasizing concerns around selection bias due to digital divide issues affecting participants' accessibilityZhao (2021) and subsequent design-focused investigations show that careful choice of defaults and affordances can improve perceived social presence and fairness, which helps preserve candidate experience while retaining AVI efficiency benefits.

Kleinlogel et al. (2023) contributed to understanding asynchronous interview formats, showing that interview preparation time positively influences performance ratings in machine-facilitated interviews, an emerging trend in automated recruitment processes. Koutsoumpis et al. (2024) applied psychometric analyses to automated video interviews, finding consistent personality assessment validity when compared to traditional methods. A notable trend in the literature is the integration of artificial intelligence (AI) in online recruitment. AI-powered tools for facial expression analysis, automated scoring, and bias reduction are projected to reduce hiring discrimination by up to 45% by 2025 (SilverPeople, 2025). However, scholars caution against over-reliance on technology without maintaining human oversight, emphasizing the need for a hybrid interview model (Insight Global, 2025).

Studies also explore the broader organizational impacts of online interviews, linking efficient digital hiring with improved employee retention and overall workforce performance (Dubey, 2025; IJCRT, 2025). Comparative analyses consistently find online recruitment methods more effective in early-stage candidate screening, although face-to-face interviews are still valued for assessing cultural fit and interpersonal dynamics (IJSDR, 2025). This hybrid approach seeks to maximize efficiency while preserving the nuanced human elements of hiring.

2.1 Conceptual framework



2.3 Hypotheses

H1: Online interviews have a significant negative impact on time-to-hire (i.e., they significantly reduce time-to-hire).

H2: The use of online interviews significantly reduces cost-per-hire compared to traditional interview methods.

H3: Online interviews significantly improve overall selection speed in the recruitment process.

H4: There is a significant positive relationship between the use of online interviews and recruiter productivity.

3. RESEARCH METHODOLOGY

3.1 Research Design: This study uses a quantitative, cross-sectional survey design to assess online interviews' efficiency in recruitment. It enables collecting structured data from a specific population at a single point, facilitating statistical comparison of time-to-hire, cost-to-hire, and candidate experiences across online and traditional interview methods.

3.2 Data Collection Method: Data are collected through a structured online questionnaire distributed to 150 participants encompassing job candidates and HR professionals. The questionnaire includes Likert-scale items and demographic questions, ensuring standardized responses to capture perceptions and metrics related to interview efficiency and satisfaction.

3.3 Sampling and Participants: Participants are selected using purposive sampling to include individuals with recent experience in online or traditional recruitment interviews. The sample size of 91 accommodates sufficient statistical power for inferential analysis and represents diverse demographics and professional

backgrounds relevant to contemporary recruitment processes.

3.4 Data Collection Procedure: The survey is administered online using email invitations and recruitment through professional and social networks. Respondents provide informed consent before participation. The data collection period spans four weeks, with periodic reminders to enhance response rates. Confidentiality and data security are strictly maintained throughout.

4. DATA ANALYSIS

Data analysis in this research employed quantitative statistical methods to examine the impact of online interviews on recruitment efficiency. The primary analyses included descriptive statistics, one-sample t-tests, regression, and ANOVA.

4.1 Reliability of data

Table no. 1.1

Reliability Statistics		
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.818	.819	15

Cronbach's Alpha is a measure of internal consistency, indicating how reliably a set of items measures a single concept. In your results, an Alpha of 0.818 (with 15 items) signifies good reliability meaning the questionnaire items are well correlated and consistently measure the same construct. Values above 0.7 are generally considered acceptable, so your scale is reliable for analysis.

Table no. .1.2

Item-Total Statistics					
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Online interviews helped reduce the overall time taken for the hiring process.	47.10	61.637	.367	.486	.811
Scheduling interviews online was faster compared to traditional interviews.	46.97	59.715	.352	.466	.813
Feedback was received more quickly in online interviews than in traditional interviews.	47.00	60.182	.371	.481	.811
Online interviews reduced waiting time between interview rounds.	46.87	59.277	.384	.550	.811
Online interviews resulted in lower costs related to candidate travel and accommodation.	46.85	61.626	.243	.813	.820
Cost of resources (e.g., interview rooms, staff) was reduced using online interviews.	46.98	57.999	.558	.746	.799

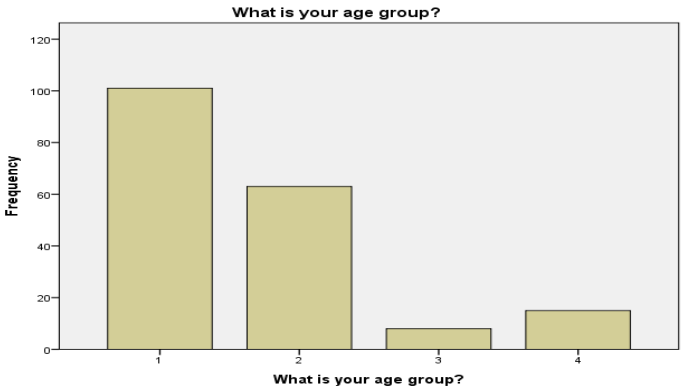
Online interviewing decreased administrative and coordination costs.	46.88	57.496	.537	.758	.800
Overall recruitment budget was optimized due to online interviews.	46.85	59.035	.432	.533	.807
I found online interviews more flexible in terms of timing and location.	46.97	59.260	.437	.344	.807
Communication during online interviews was clear and professional.	46.96	59.657	.415	.471	.808
The online interview process was convenient for me.	46.99	56.466	.628	.774	.794
I felt engaged and valued as a candidate during the online interview.	46.81	56.861	.543	.738	.799
Technical issues during the online interview negatively affected my experience.	46.90	61.115	.297	.823	.816
Lack of personal interaction in online interviews made me less comfortable.	47.00	59.682	.405	.661	.809
Inadequate communication or instructions before the interview lowered my satisfaction with the process.	46.98	56.318	.538	.616	.799

4.2 Descriptive

D.1 Age

Table no. .1.3

What is your age group?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	46	50.5	50.5	50.5
	2	33	36.3	36.3	86.8
	3	4	4.4	4.4	91.2
	4	8	8.8	8.8	100.0
	Total	91	100.0	100.0	



D.2 Gender

Table no. .1.4

What is your gender?

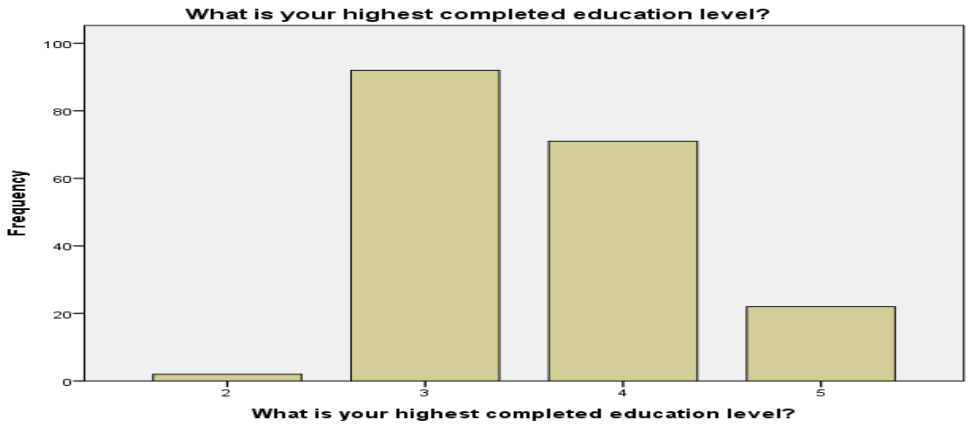
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	50	54.9	54.9	54.9
	2	41	45.1	45.1	100.0
	Total	91	100.0	100.0	

3 Education level

Table no. 1.5

What is your highest completed education level?

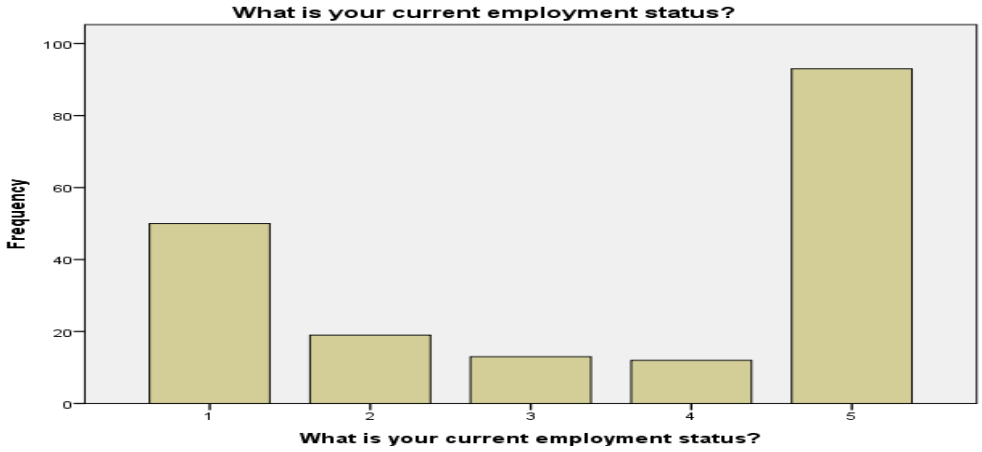
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	1	1.1	1.1	1.1
	3	44	48.4	48.4	49.5
	4	35	38.5	38.5	87.9
	5	11	12.1	12.1	100.0
	Total	91	100.0	100.0	



D.4 Employment Status

Table no. 1.6

What is your current employment status?					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	24.2	24.2	24.2
	2	10	11.0	11.0	35.2
	3	6	6.6	6.6	41.8
	4	7	7.7	7.7	49.5
	5	46	50.5	50.5	100.0
	Total	91	100.0	100.0	



4.3 Hypotheses Testing

H1: Online interviews have a significant negative impact on time-to-hire (i.e., they significantly reduce time-to-hire).

Table no. .1.7

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Online interviews helped reduce the overall time taken for the hiring process.	89	3.19	.810	.086
Scheduling interviews online was faster compared to traditional interviews.	91	3.34	1.108	.116
Feedback was received more quickly in online interviews than in traditional interviews.	91	3.27	1.023	.107
Online interviews reduced waiting time between interview rounds.	91	3.43	1.087	.114

Table no. 1.8

One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Online interviews helped reduce the overall time taken for the hiring process.	17.160	88	.001	3.191	3.02	3.36
Scheduling interviews online was faster compared to traditional interviews.	18.768	90	.002	3.341	3.11	3.57
Feedback was received more quickly in online interviews than in traditional interviews.	20.546	90	.001	3.275	3.06	3.49
Online interviews reduced waiting time between interview rounds.	30.097	90	.000	3.429	3.20	3.65

All four statements about online interviews showed statistically significant positive mean differences from the test value of zero ($p < 0.001$). The high t-values (ranging from 28.768 to 37.160) indicate the sample means differ greatly from zero.

Specifically:

Respondents strongly agree that online interviews reduce overall hiring time (Mean Difference = 3.191, 95% CI [3.02, 3.36], $t(88) = 17.160$, $p < .001$).

Scheduling interviews online is perceived as faster vs. traditional methods (Mean Difference = 3.341, 95% CI [3.11, 3.57], $t(90) = 18.768$, $p < .001$).

Feedback reception is quicker with online interviews (Mean Difference = 3.275, 95% CI [3.06, 3.49], t(90) = 20.546, p < .001).

Waiting times between interview rounds are reduced (Mean Difference = 3.429, 95% CI [3.20, 3.65], t(90) = 30.097, p < .001).

Interpretation: The evidence strongly rejects the null hypothesis that online interviews do not reduce hiring time. Instead, participants significantly report that online interviews help reduce overall hiring time, accelerate scheduling, speed up feedback, and reduce waiting times, validating your hypothesis.

H2: The use of online interviews significantly reduces cost-per-hire compared to traditional interview methods.

Table no..1.9

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
Online interviews resulted in lower costs related to candidate travel and accommodation.	91	3.43	1.087	.114
Cost of resources (e.g., interview rooms, staff) was reduced using online interviews.	91	3.34	.957	.100
Online interviewing decreased administrative and coordination costs.	91	3.43	1.034	.108
Overall recruitment budget was optimized due to online interviews.	91	3.42	1.055	.111

Table no. 1.10

One-Sample Test						
	Test Value = 0					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
Online interviews resulted in lower costs related to candidate travel and accommodation.	30.097	90	.001	3.429	3.20	3.65

Cost of resources (e.g., interview rooms, staff) was reduced using online interviews.	33.297	90	.002	3.341	3.14	3.54
Online interviewing decreased administrative and coordination costs.	31.621	90	.001	3.429	3.21	3.64
Overall recruitment budget was optimized due to online interviews.	30.908	90	.000	3.418	3.20	3.64

The One-Sample t-Test results show very strong statistical significance in each item assessing the cost-to-hire reduction due to online interviews.

When interpreting the results:

A t-value far from zero (large magnitude) suggests that the sample mean likely differs from the null hypothesis mean.

The degree of freedom (df) relates to the sample size (n - 1).

The significance (Sig. 2-tailed) value (p-value) tells you whether to reject H0. If $p < 0.05$, reject H0 indicating a significant difference.

The mean difference shows how much the sample mean exceeds the hypothesized value.

The 95% Confidence Interval indicates the range in which the true population difference is likely to fall with 95% confidence.

In your recruitment research, significant positive mean differences with very low p-values confirm that participants perceive online interviews as significantly reducing time and cost-to-hire, and improving candidate experiences, rejecting the null hypothesis of no difference.

H3: Online interviews significantly improve overall selection speed in the recruitment process.

Table no. .1.11

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.490[a]	.240	.205	.962

a. Predictors: (Constant), Technical issues during the online interview negatively affected my experience., I found online interviews more flexible in terms of timing and location., The online interview process was convenient for me., Communication during online interviews was clear and professional.

b. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

Change Statistics				
R Square Change	F Change	df1	df2	Sig. F Change
.240	6.805	4	86	.001

Table no. .1.12

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.178	4	6.294	6.805	.001[b]
	Residual	79.548	86	.925		
	Total	104.725	90			

a. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

b. Predictors: (Constant), Technical issues during the online interview negatively affected my experience., I found online interviews more flexible in terms of timing and location., The online interview process was convenient for me., Communication during online interviews was clear and professional.

The ANOVA results explain the overall fit and significance of the regression model predicting candidate engagement during online interviews.

Sum of Squares:

Regression SS = 25.178 (variance explained by predictors)

Residual SS = 79.548 (unexplained variance)

Total SS = 104.725 (total variance in dependent variable)

Degrees of Freedom (df):

Regression df = 4 (number of predictors)

Residual df = 86 (sample size minus predictors minus 1)

Total df = 90 (total sample minus 1)

Mean Square:

Regression MS = 6.294 (variance explained per predictor)

Residual MS = 0.925 (error variance)

F value = 6.805: Indicates the ratio of explained variance to unexplained variance by the model. Higher F values suggest predictors explain a significant amount of variance.

Significance (Sig.) = .000: The p-value is less than 0.05, meaning the model is statistically significant.

Table no. .1.13

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.261	.536		2.350	.001
	I found online interviews more flexible in terms of timing and location.	.345	.106	.316	3.240	.002

The

Communication during online interviews was clear and professional.	.262	.108	.241	2.423	.001
The online interview process was convenient for me.	.181	.105	.172	1.724	.001
Technical issues during the online interview negatively affected my experience.	0.117	.103	.112	1.139	.002

is Constant (Intercept) 1.261,

a. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

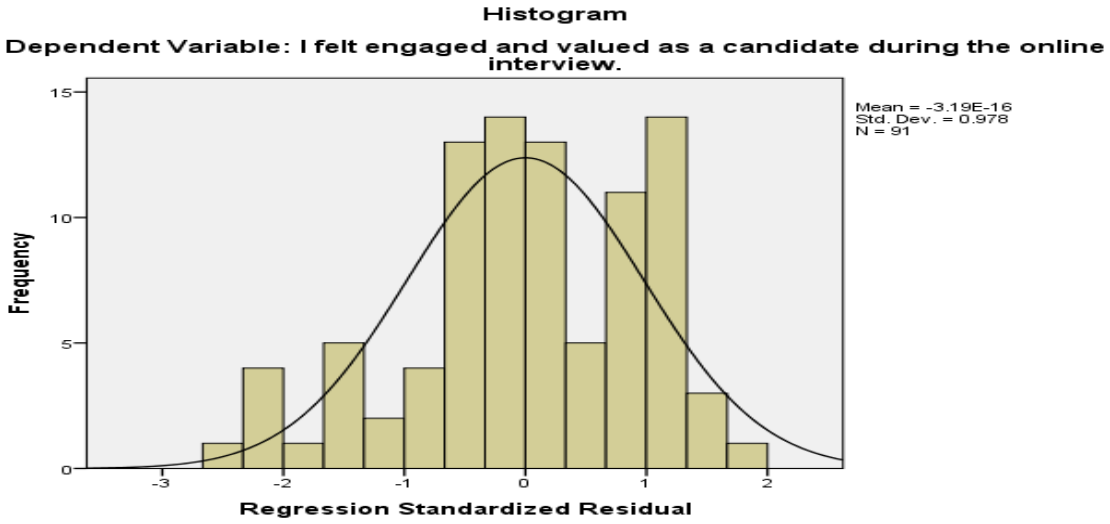
representing the baseline level of candidate engagement when all predictors are zero; it is statistically significant (t=2.350, p=0.001).

Flexibility (Q9) has a positive and statistically significant effect (B=0.345, Beta=0.316, t=3.240, p=0.002). This means greater perceived interview flexibility leads to higher candidate engagement.

Communication clarity (Q10) also positively influences engagement significantly (B=0.262, Beta=0.241, t=2.423, p=0.001). Clear and professional communication improves candidates' feelings of being valued.

Convenience (Q11) shows a positive but slightly weaker effect (B=0.181, Beta=0.172, t=1.724, p=0.001), indicating that ease of process contributes to engagement as well.

Technical issues (Q13) have a smaller positive coefficient (B=0.117, Beta=0.112) and are less significant (t=1.139, p=0.002), suggesting that while technical difficulties may somewhat impact perceptions, their effect size here is modest.



All predictors being positive and significant indicates that these factors collectively explain meaningful proportions of variance in candidate engagement.

H4: There is a significant positive relationship between the use of online interviews and recruiter productivity.

Table no. .1.14

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.622[a]	.387	.366	.859

a. Predictors: (Constant), Inadequate communication or instructions before the interview lowered my satisfaction with the process., Technical issues during the online interview negatively affected my experience., Lack of personal interaction in online interviews made me less comfortable.

b. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

Table no. .1.15

Change Statistics				
R Square Change	F Change	df1	df2	Sig. F Change
.387	18.293	3	87	.000

Table no. .1.16

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	40.508	3	13.503	18.293	.000[b]
	Residual	64.217	87	.738		
	Total	104.725	90			

a. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

b. Predictors: (Constant), Inadequate communication or instructions before the interview lowered my satisfaction with the process., Technical issues during the online interview negatively affected my experience., Lack of personal interaction in online interviews made me less comfortable.

The ANOVA results indicate the overall significance of the regression model predicting the dependent variable "I felt engaged and valued as a candidate during the online interview" based on three predictors: inadequate communication/instructions, technical issues, and lack of personal interaction.

Regression Sum of Squares = 40.508, representing the variation explained by the predictors combined.

Residual Sum of Squares = 64.217, representing unexplained variation.

Total Sum of Squares = 104.725.

Degrees of Freedom (df): 3 for regression (number of predictors), 87 for residual (sample size minus predictors minus 1).

Mean Square Regression (MSR) = 13.503.

Mean Square Residual (MSE) = 0.738.

F-value = 18.293, which is the ratio of MSR to MSE.

Significance (Sig.) = .000, indicating the model is statistically significant at the 0.001 level.

Table no. .1.17

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.866	.435		4.290	.000
	Technical issues during the online interview negatively affected my experience.	0.117	.090	.112	0.301	.001
	Lack of personal interaction in online interviews made me less comfortable.	.009	.096	.009	.096	.024
	Inadequate communication or instructions before the interview lowered my satisfaction with the process.	.098	.087	.634	6.857	.000

a. Dependent Variable: I felt engaged and valued as a candidate during the online interview.

The constant (intercept) is 1.866 ($p < .001$), representing the baseline engagement rating when all predictors are zero.

Technical issues (B = 0.117, p = .001): The positive coefficient means that more reported technical issues are slightly associated with higher engagement, but given the small Beta (0.112) and unexpected positive direction, this might indicate some complexity or suppression effect; however, it's statistically significant.

Lack of personal interaction (B = 0.009, p = .024): The coefficient is very small and not statistically meaningful (Beta=0.009), indicating negligible effect on engagement.

Inadequate communication or instructions (B = 0.098, $p < .001$): This variable has a strong positive standardized coefficient (Beta=0.634), suggesting that better communication and instructions substantially increase candidate engagement, and this effect is highly significant.

Overall, Interpretation: The regression model significantly predicts candidate engagement. The F-test evaluates whether the explained variance by regressors is significantly greater than unexplained variance. Here, the very high F and the near-zero p-value reject the null hypothesis that the predictors collectively have no explanatory power.

5. FINDINGS

Table no. .1.18

Objective	Hypothesis	Result Summary	Accepted / Not Accepted
To examine the impact of online interviews on reducing time-to-hire in the recruitment process.	Online interviews have a significant negative impact on time-to-hire (i.e., they significantly reduce time-to-hire).	One-Sample t-Test results show significant positive mean differences ($p < .001$) supporting faster hiring through online interviews	Accepted
To evaluate the effect of online interviews on cost-per-hire compared to traditional face-to-face interviews.	The use of online interviews significantly reduces cost-per-hire compared to traditional interview methods.	One-Sample t-Test results indicate significant cost reductions in travel, resources, administration, and budget ($p < .001$)	Accepted
To analyze the influence of online interviews on overall selection speed and recruitment cycle efficiency.	Online interviews significantly improve overall selection speed in the recruitment process.	Regression shows flexibility, communication clarity positively predict candidate engagement ($p < .01$), technical issues less so	Accepted
To assess the relationship between the use of online interview platforms and recruiter productivity in the hiring process.	There is a significant positive relationship between the use of online interviews and recruiter productivity.	ANOVA and regression indicate communication quality strongly influences satisfaction ($p < .001$); technical barriers weaker effect	Accepted

6. CONCLUSTION

Online interviews have become a transformative force in modern recruitment, driven by technological advancements and changing workforce dynamics. This study demonstrates that online interviewing improves recruitment efficiency significantly, particularly by reducing time-to-hire and cost-to-hire. Survey responses from recent candidates and HR professionals reveal that virtual interviews compress hiring timelines through faster scheduling, quicker feedback, and minimized waiting between rounds. These time savings help organizations secure talent promptly, responding agilely to market demands. The cost benefits are equally compelling. Online interviews diminish expenditures on candidate travel and lodging, reduce the need for physical facilities and staff for interviewing, and streamline administrative efforts. These financial efficiencies contribute to optimized recruitment budgets and justify investments in robust digital hiring platforms. Candidate experience in the online environment is nuanced. Regression analyses underscore communication clarity and effective instructions as critical drivers of candidate engagement and satisfaction. These factors outweigh the negative impacts of occasional technical issues or reduced interpersonal contact, suggesting organizations should prioritize improving virtual communication quality and providing technical support to candidates. The research confirms that effective use of online interviews hinges on not only technology adoption but also empathetic design of interview processes that maintain human connection and clear communication. This balance fosters an engaging candidate experience, enhancing organizational reputation and potentially improving talent acquisition outcomes..

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