

o.	Author(s)	Year	Country	Journal	Methodology	Theory	Key Variables	Major Findings	Limitations	Direct/Indirect (A/B)
1	Nikolaou	2014	Greece	International Journal of Selection and Assessment	Survey (2 studies, Greece)	Not specified	SNW use, recruiter/applicant perspective	Job boards still used more than SNWs; LinkedIn especially valuable for passive candidates	Cross-sectional; self-report; common-method bias possible	Direct (A)
2	Carmack & Heiss	2018	Not specified in source metadata	Communication Studies	Survey, n=107	Theory of Planned Behaviour(TPB)	Norms, attitudes, intention perceived control,	Students are infrequent/passive LinkedIn users; attitudes and past use predict intention	Cross-sectional; self-report; common-method bias possible	Direct (A)
3	Bauer, Place & Freberg	2023	Not specified in source metadata	Public Relations Review	Survey, n=355	Strength of weak ties	Network size, social identity, job offers	LinkedIn network size positively linked to job offers; identity-based disparities found	Cross-sectional; self-report; common-method bias possible	Direct (A)
4	J. Davis, Hoyt & Neuman	2020	Not specified in source metadata	Journal of Vocational Behaviour	Mixed-mode survey, n=322 (133 LinkedIn users)	Career self-management	Extraversion, protean orientation, usage frequency, career benefits	Frequency of use (not contact count) predicted receipt of career benefits	Cross-sectional; self-report; common-method bias possible	Direct (A)
5	Rajkumar et al.	2022	Not specified in source metadata	Science	Large-scale randomized experiments, n=20M+	Strength-of-weak-ties theory	Job mobility, Tie strength,	The Weak ties increase job-mobility non-linearly; effect varies by industry digitality	Generalisability beyond the experimental/platform context untested	Direct (A)
6	Johnson & Leo	2020	Not specified in source metadata	Journal of Applied Psychology	Longitudinal + experiment, 2 samples + Study 3	Self-regulation theory	LinkedIn use, job search self-efficacy, ego depletion,	Increased LinkedIn job-search use linked to lower self-efficacy and poorer outcomes via depletion	Panel attrition possible; still largely correlational	Direct (A)
7	Leo, Roy & Chandy	2024	Not specified in source metadata	Marketing Education Review	Pre/post experimental workshop	Not specified	Personal branding, self-esteem, JSSE	LinkedIn training workshop improved personal branding and job search self-efficacy	Generalisability beyond the experimental/platform context untested	Direct (A)
8	Wheeler, Garlick, Johnson, Shaw & Gargano	2019	Not specified in source metadata	SSRN Electronic Journal (working paper)	RCT	Not specified	Platform training, employment rate	Training raised end-of-program employment rate by ~7 percentage points, persisting 12 months	Generalisability beyond the experimental/platform context untested	Indirect (B)
9	Smith & Kollmann? — S.A. Smith, Fisher & Heiss	2020	Not specified in source metadata	International Journal of Business Communication	Survey, n=216	Uses and Gratifications Theory	Motives, feature use, gratifications	Millennials use ~43% of LinkedIn features; obtain social/functional and hedonic value	Cross-sectional; self-report; common-method bias possible	Direct (A)
10	Laukkarinen	2023	Finland	The Information Society	Representative survey (Finland)	Not specified	Strategic networking, socio-economic status, attainment	LinkedIn use and strategic posting increase odds of being recruited; recruitment gap by SES	Cross-sectional; self-report; common-method bias possible	Direct (A)
11	Melanthiou, Pavlou & Constantinou	2015	Cyprus	Journal of Transnational Management	Exploratory study (Cyprus)	Not specified	Attraction, screening, legal implications	SNS e-recruitment offers benefits but raises screening/legal risks	Not assessed in this review	Direct (A)
12	Rózsa, Machová & Šebeková	2022	Not specified in source metadata	Journal of Tourism and Services	Survey, n=431	Uses & Gratification Theory	Online network activity, social capital, job-finding odds	Direct employer contact and professional-group membership significantly raise job-finding odds	Cross-sectional; self-report; common-method bias possible	Direct (A)
13	Hoye, Hooft & Lievens	2009	Not specified in source metadata	Journal of Occupational and Organizational Psychology	2-wave longitudinal survey, n=1,177	Social network theory	Network size/strength, networking time, job offers	Larger/stronger networks associated with more networking and more job offers	Panel attrition possible; still largely correlational	Direct (A)
14	Karaoglu, Hargittai & Nguyen	2021	Not specified in source metadata	Information, Communication & Society	Survey (US)	Digital inequality	Digital skills, SES, online job search	Digital job-search skills and social-media experience predict online job-seeking behaviour; inequalities persist	Cross-sectional; self-report; common-method bias possible	Direct (A)
15	Subbarao, Iyer & ...	2022	Not specified in source metadata	Global Business Review	Survey/SEM, n=517	Not specified	Information provisioning, image, trendiness, intention/use	Determinants of social-media job-search intention differ between active and passive seekers	Cross-sectional; self-report; common-method bias possible	Direct (A)
16	Mowbray & Hall	2020	Scotland	Journal of Information Science	Mixed methods, interviews+survey n=558	Not specified	Platform choice, frequency, interview invitations	LinkedIn/Facebook/Twitter most used; frequent use linked to more interview invitations	Small sample; limited statistical generalisability	Direct (A)
17	Karácsony, Kárpáti & ...	2020	Austria	Economics & Sociology	Survey (Austria/Hungary)	Not specified	Generational preference, platform use	Generation Z prefers online/social-media job search over traditional methods	Cross-sectional; self-report; common-method bias possible	Direct (A)
18	Meng, ...	2025	Not specified in source metadata	Information and Knowledge Management	Grounded theory	Not specified	Platform affordance, reputation, involvement	User attributes, platform affordances and context jointly shape cross-platform job-information seeking	Small sample; limited statistical generalisability	Direct (A)
19	Podhorcová & ...	2023	Czech Republic	Academic Journal of Interdisciplinary Studies	Survey + interviews (Czech Republic)	Not specified	Platform comparison, job-type effects	Facebook/LinkedIn use for job search growing; job type shapes platform behaviour	Small sample; limited statistical generalisability	Direct (A)
20	Kashi & Zheng	2013	Iran	International Journal of Selection and Assessment	Survey, n=332	TAM + Signalling Theory	Perceived usefulness/ease of use, website impression, intention	Perceived usefulness (not ease of use) significantly predicted intention to apply	Cross-sectional; self-report; common-method bias possible	Direct (A)
21	Sathyanarayana & ...	2024	India	SDMIMD Journal of Management	Cross-sectional survey, n=612 (India)	TAM	Perceived usefulness/ease/enjoyment, adoption	Perceived enjoyment and usefulness are major drivers of e-recruitment adoption in India	Cross-sectional; self-report; common-method bias possible	Direct (A)
22	Kaur, ...	2024	India	International Journal of Business Information Systems	Survey/SEM, n=379 (India)	TAM	Vividness, perceived internet stress, usefulness, intention	Vividness and usefulness raise adoption intention; ease of use effect not significant	Cross-sectional; self-report; common-method bias possible	Direct (A)
23	Kanasan, ...	2024	Not specified in source metadata	Journal of Communication	Survey, n=280	Symbolic Interactionism	Personal branding, career advancement	Strong positive correlation between personal branding activity and job-search outcomes	Cross-sectional; self-report; common-method bias possible	Direct (A)
24	Rahman, ...	2025	Malaysia	Online Journal of Communication and Media Technologies	Qualitative, n=12 (Malaysia)	Not specified	Content curation, employability	Strategic profile curation enhances visibility, credibility and employability	Small sample; limited statistical generalisability	Indirect (B)
25	Frasca, Zikic & ...	2017	Not specified in source metadata	International Journal of Selection and Assessment	Between-subjects experiment, n=342	Media richness / source credibility theory	Media type, richness, credibility, organizational attraction	Media richness and credibility jointly shape organizational attraction across recruitment channels	Generalisability beyond the experimental	Indirect (B)
26	Priyadarshini & Premchandran	2017	India	The Qualitative Report	IPA, 4 focus groups (India)	Not specified	Usability, person-fit, privacy concern	Ease of information and fit perceptions shape employer attractiveness via social recruitment	Small sample; limited statistical generalisability	Indirect (B)
27	Esch, Black & Ferolie	2018	Not specified in source metadata	Journal of Retailing and Consumer Services	Survey, n=535	Not specified	Privacy concern, perceived trendiness	Perceived 'trendiness'-only recruitment marketing reduces applicant intent to apply	Cross-sectional; self-report; common-method bias possible	Indirect (B)
28	Hosain	2020	Not specified in source metadata	Asian Journal of Economics, Business and Accounting	Literature review	Not specified	Social media role in e-recruitment	Social media functions mainly as a secondary/complementary e-recruitment channel	Synthesis-level; inherits primary-study limitations	Indirect (B)
29	Gee, Jones & Burke	2017	Not specified in source metadata	Journal of Labor Economics	Large-scale data, 6M Facebook users	Tie-strength theory	Tie strength, job-help proxy	Most people helped via numerous weak ties, but a single strong tie is more valuable at the margin	Not assessed in this review;	Indirect (B)
30	Obukhova & Kleinbaum	2017	China	Chinese Sociological Review	Survey, n=172 (China)	Strength-of-strong-ties	Tie strength, methodology, income	Direct-effects methodology overstates strong-tie benefits versus social-capital methodology	Cross-sectional; self-report; common-method bias possible	Indirect (B)
31	Burke & Kraut	2013	Not specified in source metadata	Proc. CSCW 2013	Longitudinal survey + logs	Social support theory	Tie type, stress, bridging capital, re-employment	Contrary to weak-tie hypothesis, strong-tie communication predicted finding employment within 3 months	Panel attrition possible; still largely correlational	Direct (A)
32	Author(s) not individually named	2019	Scotland	International Journal of Sociology and Social Policy	Mixed-methods case study (Scotland)	Social capital theory	Network prestige, mobilised capital, re-employment	Older re-employed workers accessed higher-quality, mobilised social capital; strong ties mattered most	Not assessed in this review; consult primary source	Indirect (B)
33	Franzen & Hangartner	2006	Not specified in source metadata	European Sociological Review	Survey (ISSP 2001) + Swiss graduate sample n=8,000	Job-search/network theory	Network use, pay, job characteristics	Networks improve non-pecuniary job characteristics but not pay	Cross-sectional; self-report; common-method bias possible	Indirect (B)
34	Batistič & Tymon	2017	Not specified in source metadata	Education + Training	Survey, n=376	Social Capital Theory	Networking behaviour, JSLGO, perceived employability	Networking raises perceived employability by boosting access to information/resources	Cross-sectional; self-report; common-method bias possible	Indirect (B)
35	Greenberg & Fernandez	2016	Not specified in source metadata	Sociological Science	MBA job-search dataset	Tie-strength theory	Search channel, compensation, offer acceptance	Network-sourced offers pay less on average but are more often accepted for non-pecuniary value	Not assessed in this review; consult primary source	Indirect (B)
36	Vițelar	2019	Romania	Management Dynamics in the Knowledge Economy	Survey (Romania)	Not specified	Personal branding awareness, generation	Gen Z recognises personal-branding value of social media for early career success	Cross-sectional; self-report; common-method bias possible	Direct (A)

37	Jacobson	2020	Canada	Journal of Product & Brand Management	Qualitative, 20 interviews (Canada)	Not specified	Professional identity, curated persona	'Always-on-the-job-market' mentality drives ongoing personal branding among digital professionals	Small sample; limited statistical generalisability	Indirect (B)
38	Chen & Cheng	2021	Not specified in source metadata	MIS Quarterly	Two-sided matching model, S&P 500 executives 2010–2013	Not specified	Personal branding, labour-market performance	Social-media personal branding improves executive labour-market performance	Not assessed in this review; consult primary source	Indirect (B)
39	Gerçek	2023	Not specified in source metadata	Higher Education, Skills and Work-Based Learning	Survey/SEM, n=302	Career Construction Theory	Career competencies, adaptability, employability, JSSE	Career adaptability and self-perceived employability serially mediate competencies→JSSE link	Cross-sectional; self-report; common-method bias possible	Indirect (B)
40	Atitsogbe, Moumoula, Rochat, Masdonati & Rossier	2019	Togo	Frontiers in Psychology	Path analysis, n=550 (Togo)	Career Construction Theory	Adaptability, self-efficacy, employability, entrepreneurial intention	Career adaptability and self-efficacy positively predict perceived employability	Not assessed in this review; consult primary source	Indirect (B)
41	Guan et al.	2013	Not specified in source metadata	Journal of Vocational Behavior	3-wave longitudinal, n=270	Career Construction Theory	Adaptability dimensions, JSSE, employment status	Career concern/control predict JSSE, which mediates effects on employment status	Panel attrition possible; still largely correlational	Indirect (B)
42	Matijaš, Merkaš & Brdovčak	2021	Not specified in source metadata	Journal of Career Assessment	Cross-sectional, n=667	Career Construction Theory	Bifactor adaptability, JSSE	General adaptability and confidence factor positively correlate with job-search self-efficacy	Cross-sectional; self-report; common-method bias possible	Indirect (B)
43	Zheng, Mohd Puad & Ab Jalil	2025	Not specified in source metadata	Frontiers in Psychology	Scoping review, 22 studies	SCT/SCCT	JSSE antecedents, mechanisms, consequences	JSSE antecedents concentrate on traits/context; cross-sectional designs and student samples dominate	Synthesis-level; inherits primary-study limitations	Indirect (B)
44	Pirsoul, Parmentier & Nils	2023	Not specified in source metadata	Human Resource Management Review	Meta-analysis, 150 samples, N=50,894	Not specified	Emotional intelligence, career outcomes	EI relates to career adaptability/satisfaction but not significantly to JSSE or perceived employability	Findings depend on quality/heterogeneity of primary studies	Indirect (B)
45	Lavanchy, Reichert, Narayanan & Savani	2023	Not specified in source metadata	Journal of Business Ethics	4 experiments (MTurk)	Algorithm aversion	Fairness perception, algorithmic vs human hiring	Applicants perceive algorithm-driven hiring as less fair regardless of outcome favourability	Generalisability beyond the experimental/platform context untested	Indirect (B)
46	Chen	2023	Not specified in source metadata	Humanities and Social Sciences Communications	Literature review + survey (Grounded Theory)	Not specified	Algorithmic bias, discrimination, governance	AI recruitment raises efficiency but risks discriminatory bias from data/design limitations	Synthesis-level; inherits primary-study limitations	Indirect (B)
47	Acikgoz, Davison, Compagnone & Laske	2020	Not specified in source metadata	International Journal of Selection and Assessment	2 studies (experimental)	Organisational justice theory	AI vs human interviewing, justice dimensions	AI-based interviewing viewed as less procedurally/interactionally just than human interviewing	Generalisability beyond the experimental/platform context untested	Indirect (B)
48	Köchling, Wehner & Warkocz	2022	Germany	Review of Managerial Science	Scenario experiment, n=160 (Germany)	Affective response model	AI-support stage, opportunity to perform, organisational attractiveness	AI support at later selection stages reduces perceived opportunity to perform and attractiveness	Generalisability beyond the experimental/platform context untested	Indirect (B)
49	Bazine, Guerrero & ...	2024	Not specified in source metadata	Journal of Career Assessment	4-wave longitudinal, n=231	Grant & Ashford proactivity model	Protean orientation, planning, networking, success	Protean orientation → career planning → networking → career success pathway supported	Panel attrition possible; still largely correlational	Indirect (B)
50	Hirschi & Koen	2021	Not specified in source metadata	Journal of Vocational Behavior	Systematic review	Career self-regulation framework	CSM process stages, orientations	Integrates career self-management as a dynamic goal-setting/information-seeking/monitoring cycle	Synthesis-level; inherits primary-study limitations	Indirect (B)
51	Forret & Dougherty	2004	Not specified in source metadata	Journal of Organizational Behavior	Survey (managerial/professional employees)	Not specified	Networking behaviour, promotions, compensation, gender	Networking behaviour relates to career outcomes; benefits differ by gender	Cross-sectional; self-report; common-method bias possible	Indirect (B)
52	Ayoobzadeh	2021	Canada	Personnel Review	Survey, n=87 (Canada, COVID-19)	Protean career theory	PCO, competencies, JSSE, search strategies	PCO influences job-search strategies via 'knowing why/how' competencies and JSSE	Cross-sectional; self-report; common-method bias possible	Indirect (B)
53	Haeggli, Hirschi, Rudolph & Peiró	2021	Germany	Journal of Vocational Behavior	4-wave longitudinal, N=574 (Germany)	Action regulation theory	PCO, CSM behaviours, subjective success	Increases in protean orientation predict subsequent increases in career self-management behaviour	Panel attrition possible; still largely correlational	Indirect (B)
54	Wiernik & Kostal	2018	Not specified in source metadata	Journal of Counseling Psychology	Meta-analysis, 135 samples, N=45,288	Not specified	PBCO structure, career self-management, satisfaction	PBCO load onto a general proactive career orientation factor predicting CSM behaviours	Findings depend on quality/heterogeneity of primary studies	Indirect (B)
55	Cortellazzo, Bonesso, Gerli & Batista-Foguet	2020	Not specified in source metadata	Journal of Vocational Behavior	SEM, graduate student sample	Protean career theory	Behavioural competencies, PCO, employability	PCO positively relates to (perceived) employability among early-career individuals	Cross-sectional; self-report; common-method bias possible	Indirect (B)