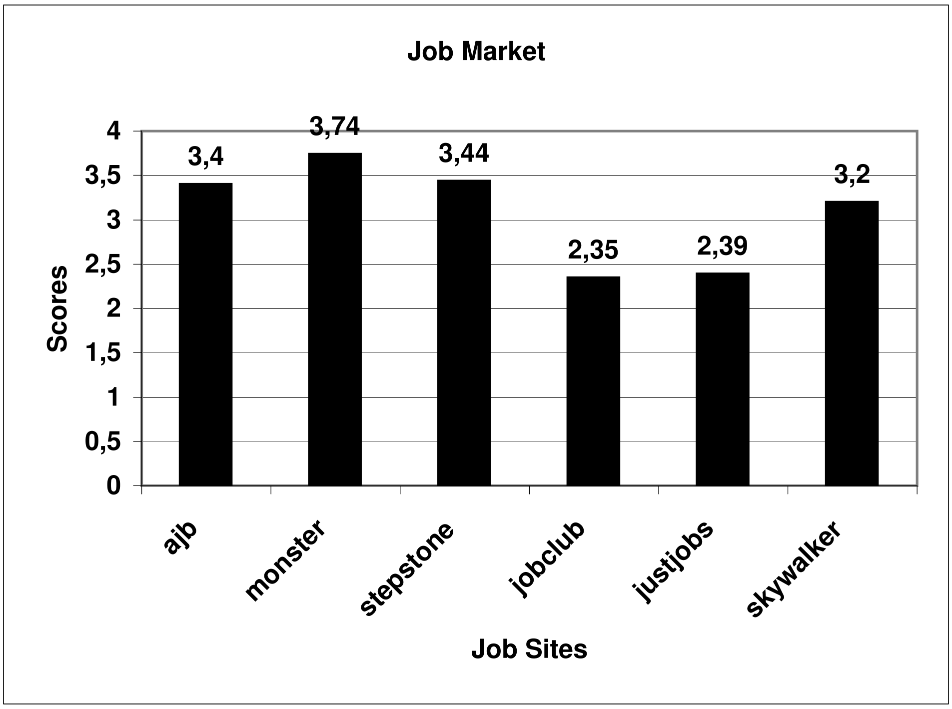
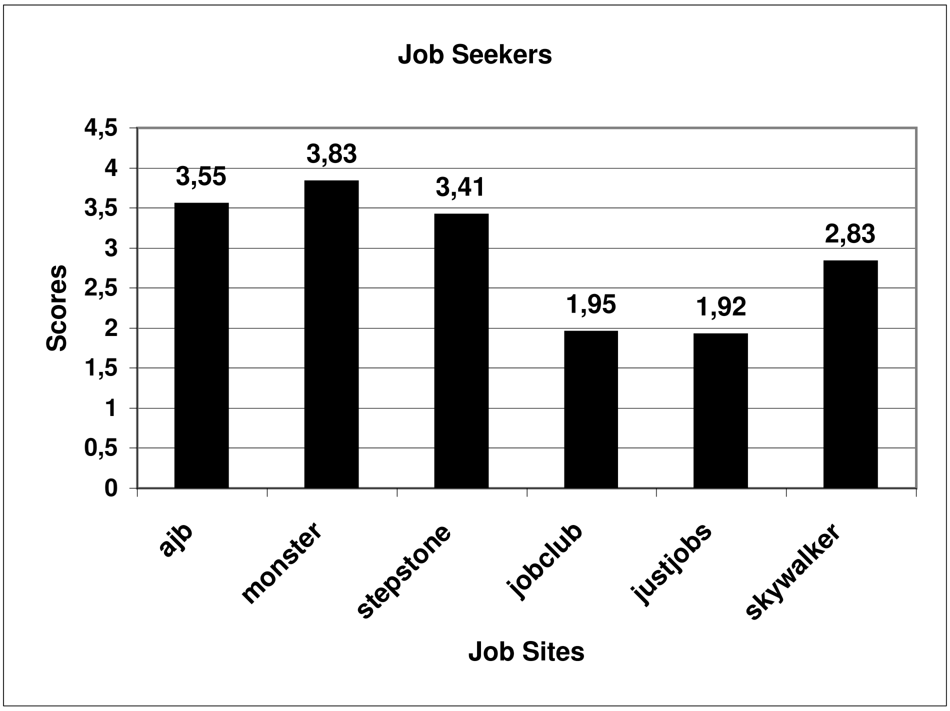
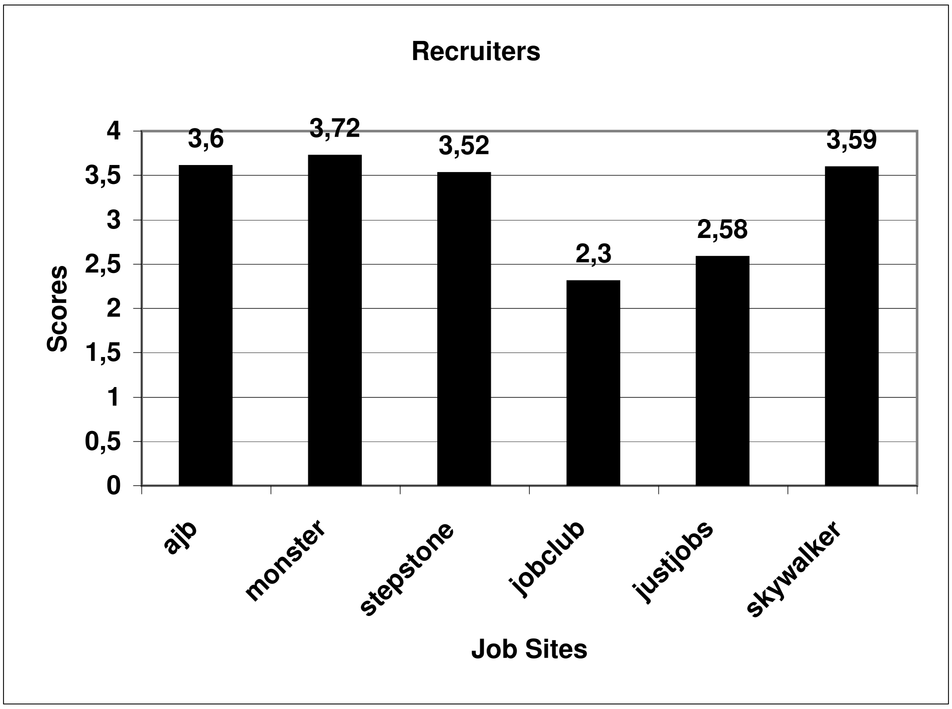
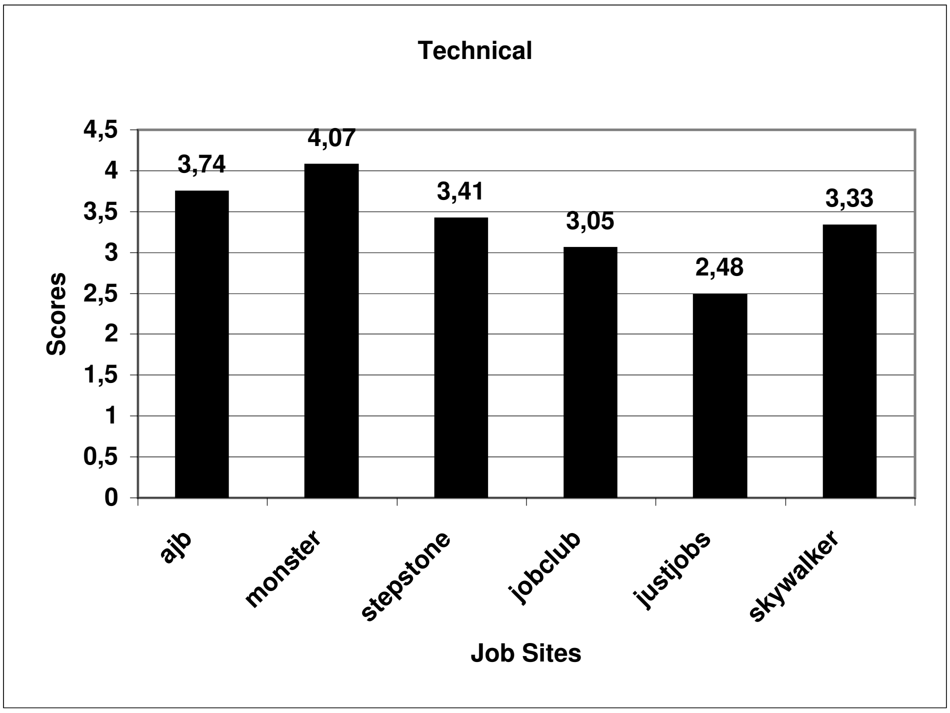
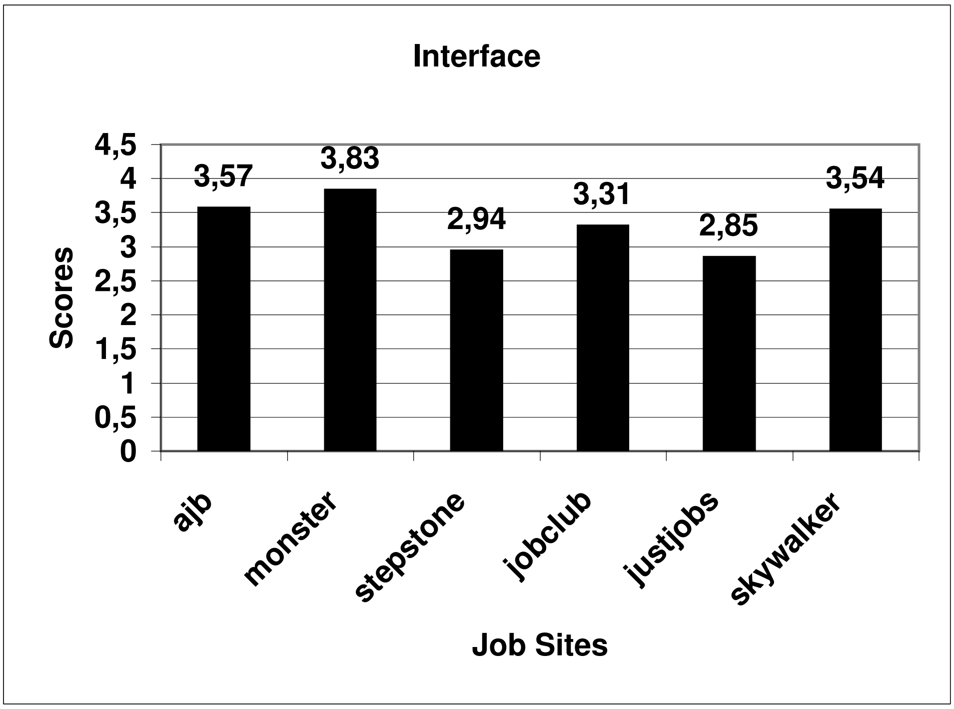
Fig. 1. Scores for the Job Market characteristics of the job sites.
Fig. 2. Scores for the Job Seekers characteristics of the job sites.
Fig. 3. Scores for the Recruiters characteristics of the job sites.
Fig. 4. Scores for the Technical characteristics of the job sites.
Fig. 5. Scores for the Interface characteristics of the job sites.
Fig. 6. Scores for the Reliability and Credibility characteristics of the job sites.
Fig. 7. Scores for the Communications characteristics of the job sites.
Fig. 8. Scores for the Security and Privacy characteristics of the job sites.
Fig. 9. Scores for the Usability characteristics of the job sites.
Fig. 10. Scores for the Navigation characteristics of the job sites.
Fig. 11. Scores for the Easy of Use characteristics of the job sites.
Fig. 12. Scores for the Social characteristics of the job sites.
Fig. 13. Total Scores for the job sites.
Fig. 14. Scores in the four categories for the job sites.

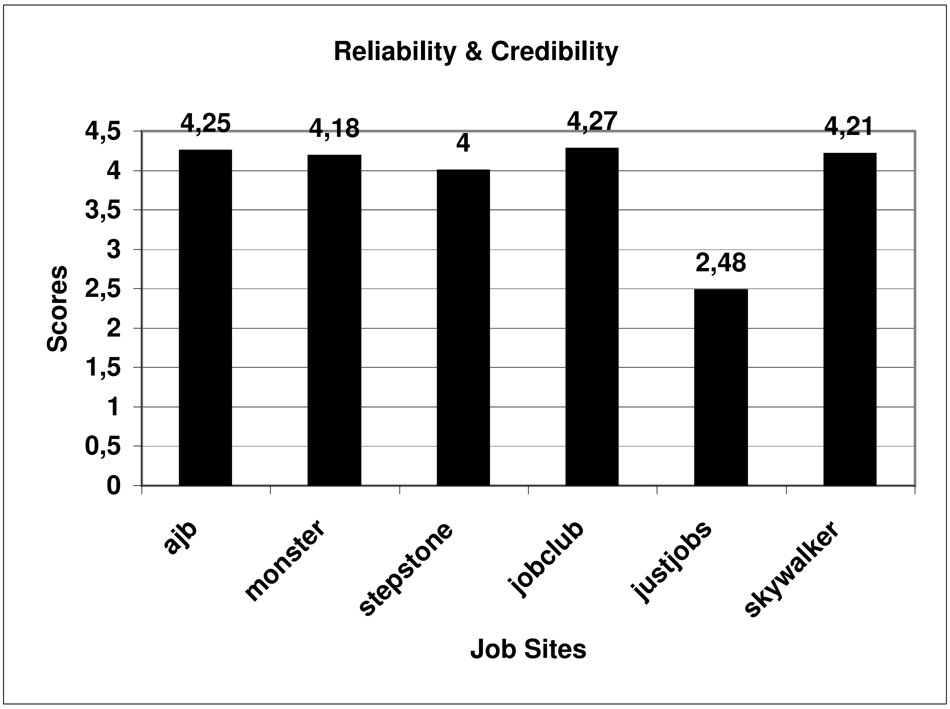

Job Market
Scores
Job Sites
4
3,5
3
2,5
2
1,5
1
0,5
0
3,4
3,74
3,44
2,35
2,39
3,2
ajb
monster
stepstone
jobclub
justjobs
skywalker

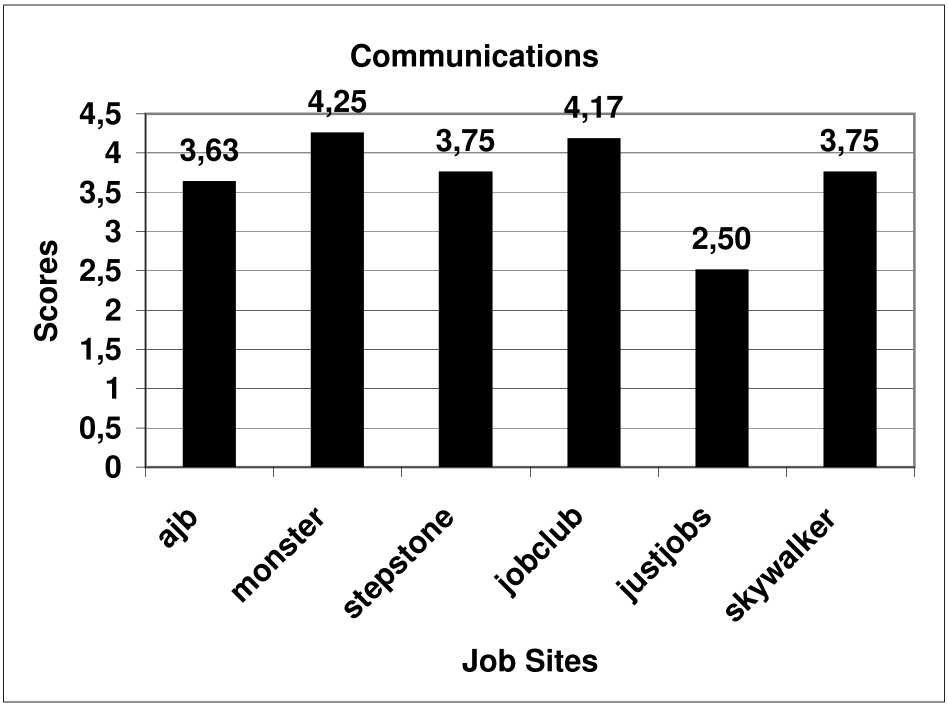

Job Seekers
Scores
Job Sites
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
3,55
3,83
3,41
1,95
1,92
2,83
ajb
monster
stepstone
jobclub
justjobs
skywalker

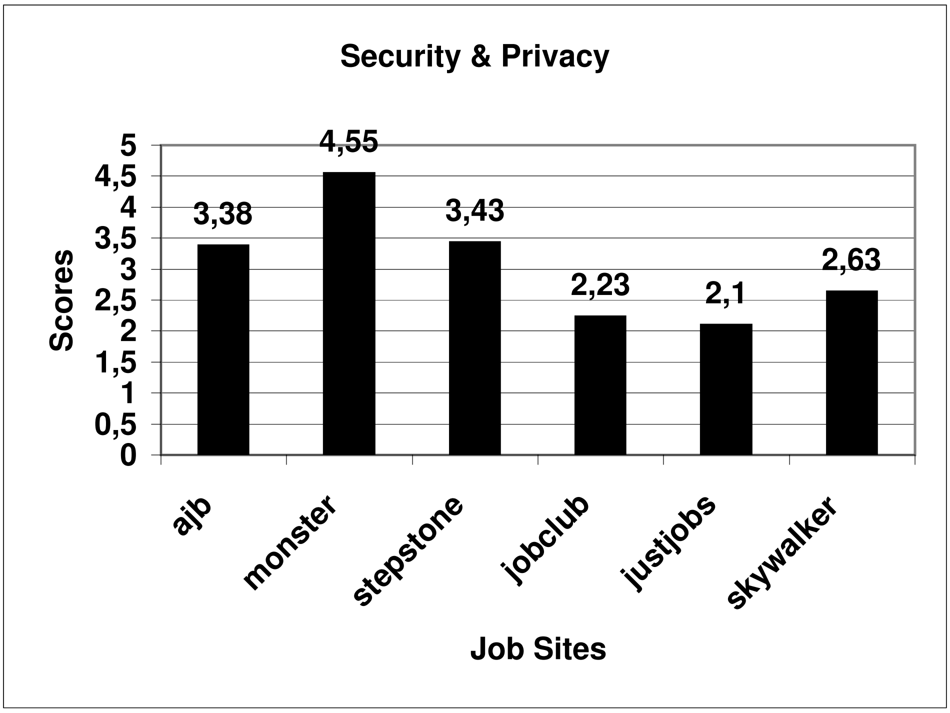

Recruiters
Scores
4
3,5
3
2,5
2
1,5
1
0,5
0
3,6
3,72
3,52
2,3
2,58
3,59
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites


Technical
Scores
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
3,74
4,07
3,41
3,05
2,48
3,33
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites

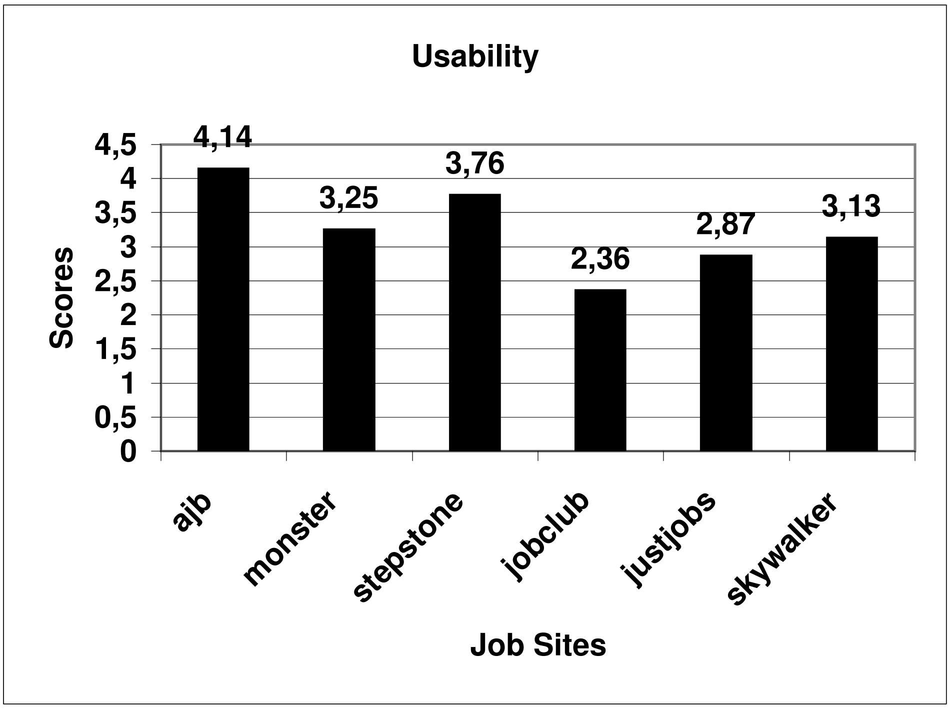

Interface
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
Scores
3,57
3,83
2,94
3,31
2,85
3,54
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites


Reliability & Credibility
Scores
Job Sites
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
4,25
4,18
4
4,27
2,48
4,21
ajb
monster
stepstone
jobclub
justjobs
skywalker

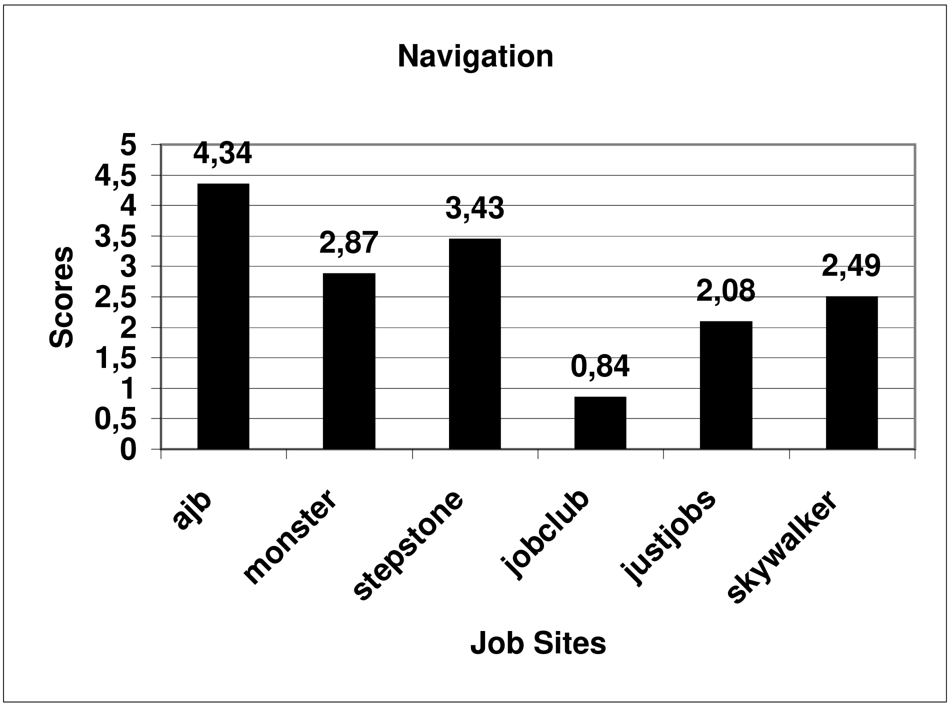

Communications
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
Scores
3,63
4,25
3,75
4,17
2,50
3,75
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites



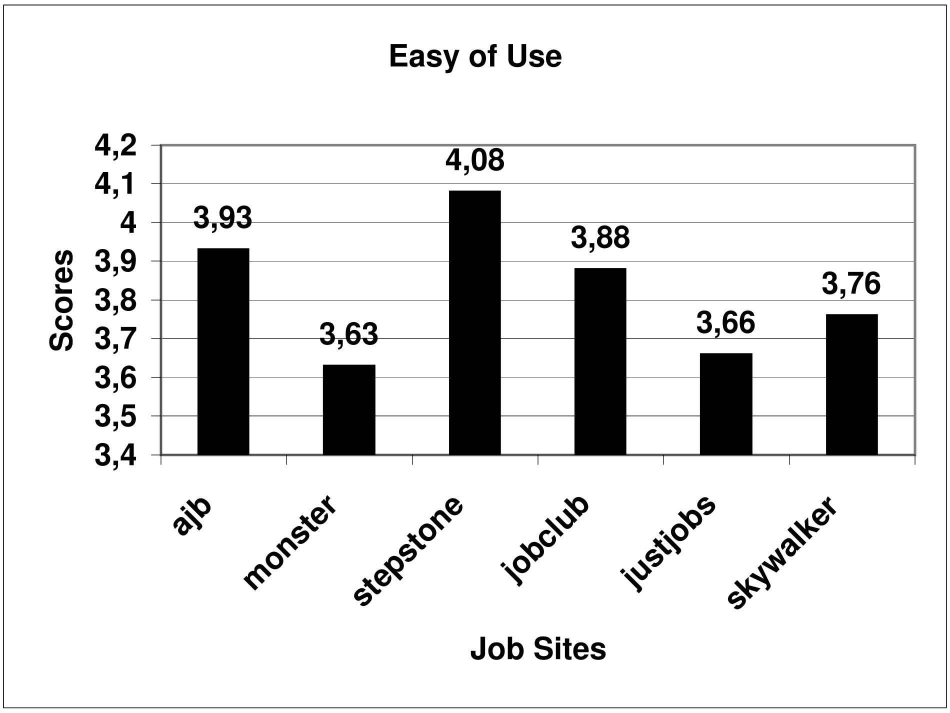
Security & Privacy
Scores
5
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
3,38
4,55
3,43
2,23
2,1
2,63
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites

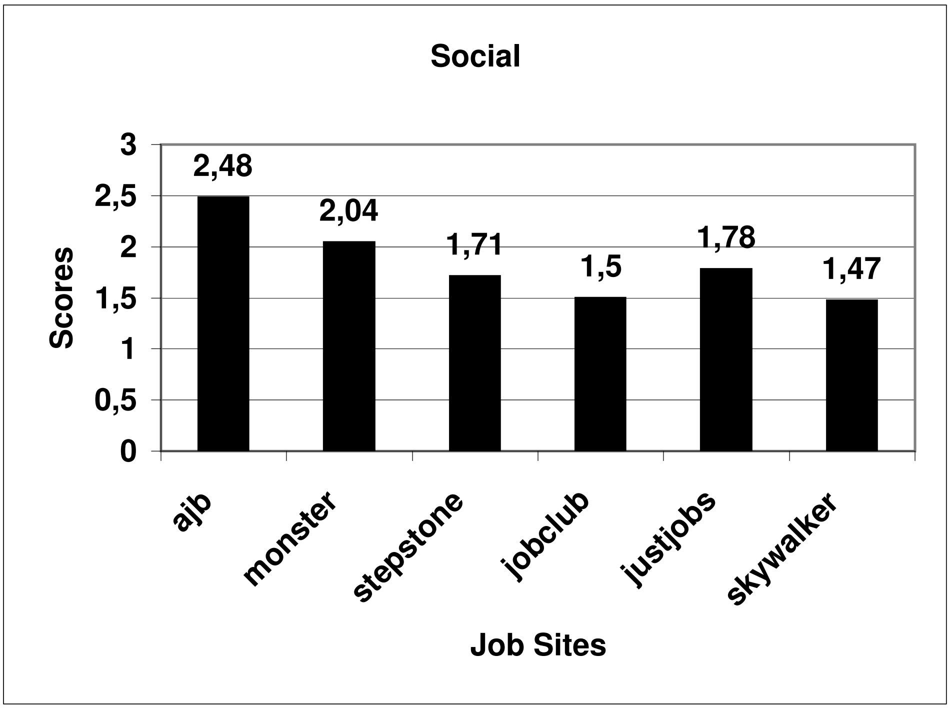


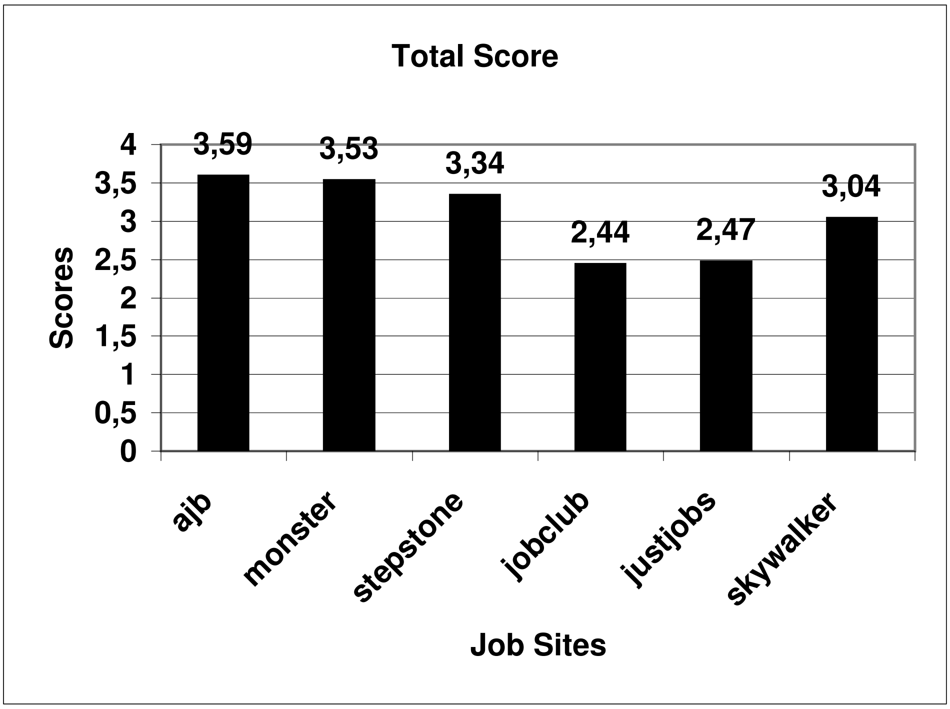
Usability
4,14
3,25
3,76
2,36
2,87
3,13
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
Scores
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites

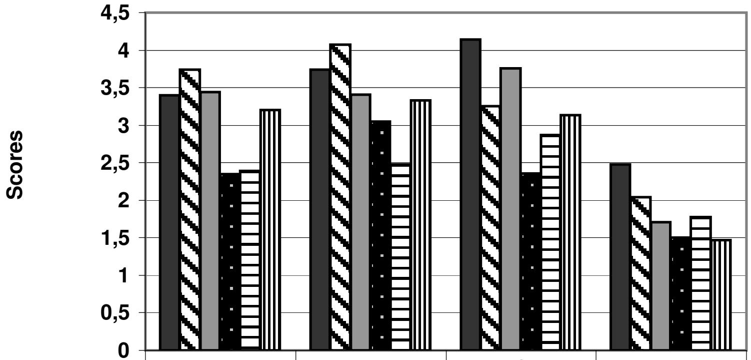


Navigation
Scores
5
4,5
4
3,5
3
2,5
2
1,5
1
0,5
0
4,34
2,87
3,43
0,84
2,08
2,49
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites


Easy of Use
Scores
Job Sites
4,2
4,1
4
3,9
3,8
3,7
3,6
3,5
3,4
3,93
3,63
4,08
3,88
3,66
3,76
ajb
monster
stepstone
jobclub
justjobs
skywalker


Social
Scores
Job Sites
3
2,5
2
1,5
1
0,5
0
2,48
2,04
1,71
1,5
1,78
1,47
ajb
monster
stepstone
jobclub
justjobs
skywalker


Total Score
Scores
4
3,5
3
2,5
2
1,5
1
0,5
0
3,59
3,53
3,34
2,44
2,47
3,04
ajb
monster
stepstone
jobclub
justjobs
skywalker
Job Sites



	A	B	C	D
ajb	3,4	3,74	4,14	2,48
monster	3,74	4,07	3,25	2,04
stepstone	3,44	3,41	3,76	1,71
jobclub	2,35	3,05	2,36	1,5
skywalker	2,39	2,48	2,87	1,78
justjobs	3,2	3,33	3,13	1,47

Criteria's Categories