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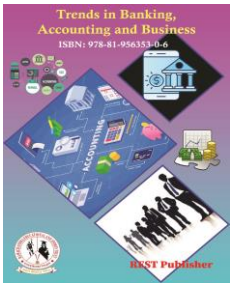

The Study on "Recruitment and Hiring Process" In Tenneco Automative Pvt Ltd at Hosur

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Abstract: *The research purpose of the study is to investigate how hiring and recruitment process is carried out in Tenneco Automotive Pvt ltd. This research examines the various hiring practises used and to know its effectiveness such as identifying individuals, reviewing resumes, conducting interviews, and providing job offers which also includes social media and other digital platforms, as well as both internal and external hiring. In the research work the selection process and its components, like pre-employment testing, interviewing methods, and decision-making was also looked in to. Use of both qualitative and quantitative research techniques, including recruiting data analysis and HR professional interviews. Descriptive research design is used to know the characteristic features of the respondents and the simple random sampling for taking the sample from the population. The primary data was collected with the help of the structured questionnaire with multiple options drawing on a sample of 89 employees from Tenneco Automotive India Private Limited, Hosur. The analysis had been done by using statistical tools like percentage analysis, chi square, correlation, and one-way Canvasing SPSS software. Participants reported their levels of recruitment and hiring process at the end of each working day. To increase the efficiency of the hiring and recruitment procedure, including submission of targeted recruiting techniques, streamlined screening and selection processes, The results of this study have implications for HR specialists and managers that participate in the recruiting and selection of personnel. They offer insights into the best approaches and methods for luring, evaluating, and hiring the top talents.*

Keyword: Hiring, Recruitment, HR managers, selection process, interviewing methods

1. INTRODUCTION

The recruitment and hiring processes at company have an important effect on its performance. It involves identifying, attracting, and selecting the best candidates for vacant positions. This procedure ensures that the company recruits suitable candidates who can contribute to the organization growth while establishing objectives. In addition to helping in the identification of qualified applicants, a well-designed recruitment and hiring process makes sure that the candidates are in line with the organization's values, mission, and culture. In the end, it enhances the output, job happiness, and general performance of the organization. The recruitment and hiring process, however, may be difficult, costly, and time-consuming. Therefore, it is important for organizations to have a thorough understanding of the hiring process in order to have a chance to attract and choose the best individuals. In this article, we will evaluate the various steps involved in the hiring and recruiting process and provide alternatives ways for reducing and to improve the effectiveness and efficiency of it.

Objectives of the study:

1. To study the pre-existing recruitment and hiring in Tenneco automotive India pvt ltd.
2. To know the demographic variables of the respondent influencing recruitment and hiring.
3. To identify general practices that organization use to recruit and select employees.
4. To determine which recruitment and selection practices is more effective.

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Scope of the Study:

The study of recruiting and hiring may involve a broad and diverse scope, such as a wide range of topics and areas of focus. Recruitment methods, hiring processes, inclusion and diversity in recruiting, and employer image are some potential studies in this area. Professionals are used for managerial behavior, human resources, and other comparable occupations can investigate these topics in-depth with a view to improve the effectiveness of their hiring and recruitment processes and, ultimately, the success of their organizations.

2. LITERATURE REVIEW

Jia et al (2019), This study explores the effects of different recruitment sources and screening tools on recruitment outcomes, as well as the role of organizational characteristics such as size and industry in shaping those outcomes. Kuchinke and Hultsch (2019), This article reviews the research on unconscious bias in recruitment and selection processes, examining the different types of bias that can occur and strategies for mitigating their effects. Singh and Nangia (2020), This paper provides an overview of the use of social media in recruitment, examining its potential benefits and drawbacks, as well as best practices for utilizing social media effectively. Biermeier-Hanson et al (2020) This study investigates the use of AI in recruitment and selection processes, including its potential benefits and drawbacks, and the ethical considerations associated with its use.

3. RESEARCH METHODOLOGY

Research methodology result is greatly influenced by the research approach and sampling used. For this study, a descriptive analysis was conducted with respondents who worked in a manufacturing plant. About 89 respondents from Tenneco Automotive India Private Limited made up the sample. For the investigation, a straightforward random sample technique was adopted.

Research instrument are the instruments which is used for gathering or collecting information. The used in the study are

1.Direct questions
2.Close end questions
3.Multiple choice questions
4. Ordinal Scale Questions

TABLE 1. chi-square test for association between Gender and Which of the source of recruitment and hiring is used in organization

			Which of the source of recruitment and hiring is used in organization			Total	chi square e value	p value
			Internal	External	Both			
Gender	Male	n	37	16	5	58	6.367[a]	0.041
		%	42	18	6	65		
	Female	n	15	7	9	31		
		%	17	8	10	35		
Total		n	52	23	14	89		
		%	58.4269663	25.8426966	15.7303371	100		

Interpretation*:*

Since the P value is lesser than0.05, Reject the by null hypothesis, accept the alternative hypothesis 0.041, level of significance 5%. Hence there is no significant association between gender of the respondent and the source of recruitment and hiring is used in organization. Based on overall percentage, 65% of male respondents, 42% of respondents are Internal source, 18% of respondents are external source, 6% of respondents are both sources. From 35% of female respondents 17% of the respondents are from internal source, 8% of the respondents are from External source, 10% of the respondents are both sources.

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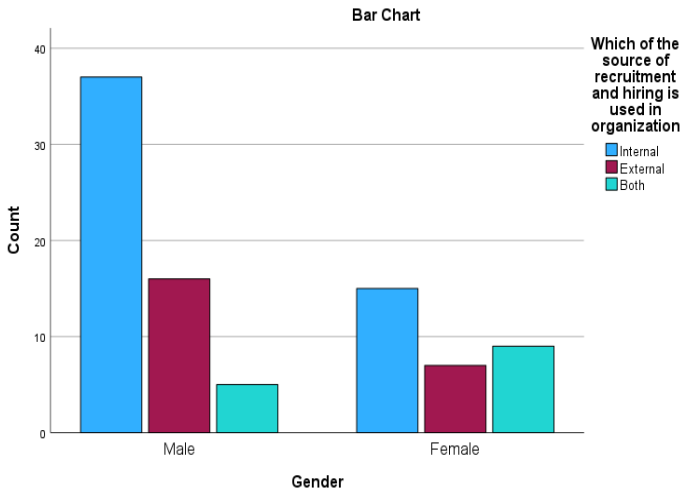

FIGURE 1. Bar Chart

TABLE 2. Pearson Correlation Coefficient Between Age Group and Marital Status

Correlation	Age group	Marital status
Age group	1	-.567**
Marital status	-.567**	1
**. Correlation is significant at the 0.01 level (2-tailed).		

The correlation coefficient between Age group and Marital status is -.567 which indicates 56.7% Negative relationships between gender and income at 1% level of significance.

TABLE 3. Oneway Anova For Significant Difference Among Nature Of The Jobs And What Form Of Interview Do You Prefer

Nature of the jobs*What form of interview do you prefer					
Nature of the jobs					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	1.853	3	0.618	6.154	0.001
Within Groups	8.529	85	0.100		
Total	10.382	88			

Interpretation:

There was no statistically significant difference between the respondents Nature of the jobs and What form of interview do you preferas demonstrated by one-way ANOVA F =6.154, p = 0.001.

Findings:

Majority of the respondents P value is lesser than 0.05, Reject the by null hypothesis, accept the alternative hypothesis 0.041, level of significance 5%. Hence there is no significant association between gender of the respondent and the source of recruitment and hiring is used in organization.

here was statistically significant difference between respondents towards Nature of the jobs and What form of interview do you prefer as demonstrated by one-way ANOVA F =6.154, p = 0.001.

There was no statistically significant difference between the respondents towards nature of jobs and how much time did the company take to your application demonstrated by one-way ANOVA F =0.337, p = 0.715.

Suggestions:

Develop a Clear Job Description: A clear job description is the foundation for successful recruitment. Ensure that the job description clearly outlines the skills, qualifications, and experience required for the role, as well as the duties and responsibilities of the position.

Use Multiple Recruitment Channels: To reach a wider pool of qualified candidates, use multiple recruitment channels, such as job boards, social media, employee referrals, and recruitment agencies.

Streamline the Application Process: Simplify the application process by making it easy for candidates to submit their

resumes and cover letters. Consider using an online application system to streamline the process and make it more efficient.

4. CONCLUSION

In conclusion, a well-designed recruitment and hiring process is a crucial element for organizations to acquire the best-fit candidates for their job vacancies. The process must begin with a clear and comprehensive job description, outlining the necessary qualifications, skills, and experience required for the job. In addition, organizations should use multiple recruitment channels to ensure that the job posting reaches a diverse pool of candidates. Moreover, the recruitment process should be simple and straightforward, minimizing unnecessary delays or confusion for the candidates.

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