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A Study on Recruitment Process in FIEM Industry Limited, Hosur

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Abstract. Recruiting an employee is a difficult task for organizations to search, recruit, and select talented people in today's tight labour market. As there are fewer qualified talents available, the competition is intensifying. This shortage leads to absolutely essential for organizations to conduct effective recruitment, selection, and retain quality talents. What is more is that acquiring the right talent is becoming an increasingly complex and challenging activity. Recruiting has always been a stitch in the side of company productivity. It is expensive. It is time consuming. Recruiting staff is a very costly practice. It is also a mandatory part of any business to conduct this practice in order to survive in the marketplace. The cost of simply finding the right person to hire can be hefty. It potentially high costs in the process of recruiting alone: advertisement, time cost of internal recruiter, time cost of recruiter's assistant in reviewing resumes and performing other recruitment-related tasks, time cost of the person conducting. The sample of the study is 120. Descriptive research design and convenience sampling method is used. Questionnaire is used as a primary data. Percentage analysis, chi-square analysis and correlation statistical tools have been applied. It is found that the respondents are neutral towards the personal interview during the recruitment process and said that good towards the quality of induction process. It is suggested that the Company should also try and reduce the probation period of one year to at least six months since this keeps the selected employees in anxiety since he or she is not permanently employed. It is concluded that from the study the company can use both findings and recommendations to be able to improve on its recruitment and selection techniques so as to enable it to have an efficient and effective workforce.

Keywords: Recruitment, Job Analysis, Data Collection, Selection, Questionnaires

1. INTRODUCTION

As an organization needs to succeed and survive, or compete effectively in the global economy in this era of globalization, employers must be in the position to propound and practice recruitment and selection of employees in the best way. The success of a business or an organization is directly linked to the performance of those who work for that organization. Underachievement can be a result of workplace failures. Every organization has its own requirements in acquiring employees. It is vital that organizations select people with the quality essential for continued success in this competitive global village. The only means of achieving this success is through proper recruitment and selection practices. Recruitment and selection can play a pivotally important role in shaping an organization's effectiveness and performance, if work organizations are able to acquire workers who already possess relevant knowledge, skills and aptitudes and are able to make an accurate prediction regarding their future abilities. Recruitment and selection also has an important role to play in ensuring worker performance and positive organizational outcomes. It is often claimed that selection of workers occurs not just to replace departing employees or add to a workforce but rather aims to put in place workers who can perform at a high level and demonstrate commitment (Ballantyne, 2009). objectives of the study: to study on the recruitment process in fiem industry limited, hosur. to know the attitude of the employees towards the recruitment procedure. to know how the company policy affect the recruitment procedure. to suggest ways which the company can adopt so as to improve the recruitment techniques and hire more efficient and effective employees. scope of the study The scope of the study is confined to FIEM Industry Limited, Hosur. The project helps us to understand the recruitment and selection procedure adopted by FIEM Industry Limited, Hosur. The study was done for during the period of three months and 120 respondents were chosen as sample respondents from the company. The study enables us to know the opinion of the employees and worker towards the recruitment and selection procedure and also give ideas of better recruitment and selection techniques which can be adopted to improve the workforce of FIEM Industry Limited.

2. LITERATURE REVIEW

Barber (2018) defines Employee recruitment as “practices and activities carried on by an organization for the purpose of identifying and attracting potential employees”. Many large corporations have employee recruitment plans that are designed to attract potential employees that are not only capable of filling vacant positions but also add to the organization’s culture. Miyake, (2019) In a comparison of personnel selection practices in seven European countries explored the utilization of a range of established selection methods. They reported a general trend towards structured interviews in all countries and, while the general validity and acceptability of methods such as work samples, group exercises and assessment centres were widely recognized, reported usage of these methods was infrequent. Burton (2016) in his study of recruitment and selection practices in the USA, found that approximately 25 percent of respondent organizations conducted validation studies on their selection methods. Furthermore, in a rating of various selection methods, those perceived to be above average in their ability to predict employees' job performance included work samples, references/recommendations, unstructured interviews, structured interviews and assessment centres. Tri Indri Hardini (2021) It became evident from this study that the UPI Indonesian recruitment process has several stages. Each stage has its own purpose to choose the best candidates required by both UPI and DET. It is expected that each process of selection processes will thoroughly explore the general skills and competencies of the candidates. The study recommended the necessity of sustaining this program, and it is also necessary to continuously improve the recruitment and selection system in order to select the best candidates for the coming years.

3. RESEARCH METHODOLOGY

Research is important both in scientific and nonscientific fields. In our life new problems, events, phenomena and processes occur every day. Practically, implementable solutions and suggestions are required for tackling new problems that arise. Scientists have to undertake research on them and find their causes, solutions, explanations and applications. Precisely, research assists us to understand nature and natural phenomena.

4. DATA ANALYSIS

TABLE 1. Chi-Square Tests

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.384 ^a	16	.063
Likelihood Ratio	26.970	16	.042
Linear-by-Linear Association	.403	1	.526
N of Valid Cases	120		

a. 14 cells (56.0%) have expected count less than 5. The minimum expected count is .40.

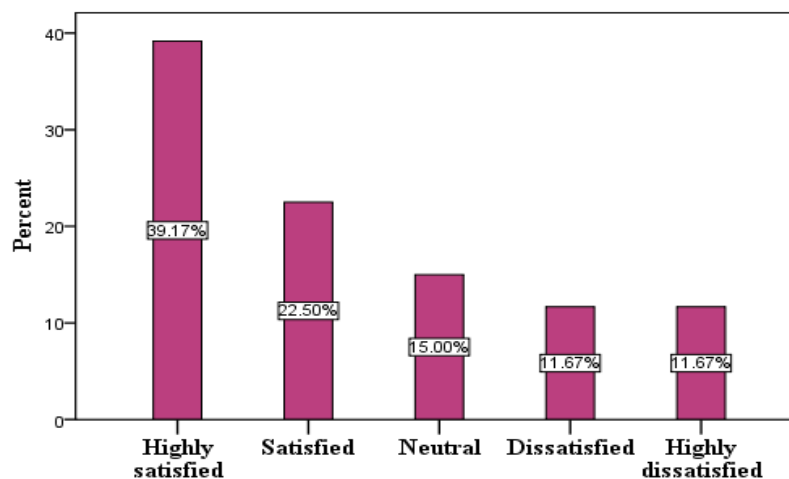


FIGURE 1. level of satisfaction in convey the interview

TABLE 2. Educational qualification of the respondents * feel about recruitment process Cross tabulation

Educational qualification of the respondents * feel about recruitment process Cross tabulation							
Count							
		Feel about recruitment process					Total
		Excellent	Good	Moderate	Poor	Very poor	
Educational qualification of the respondents	Diploma	7	10	7	7	2	33
	Graduates	7	12	13	3	11	46
	Post graduates	2	17	6	3	2	30
	Professional	3	2	0	2	1	8
	Others	1	1	0	1	0	3
Total		20	42	26	16	16	120

5. FINDINGS

- 65.0% of the respondents are male.
- 31.7% of the respondents are in the age group of 26-36.
- 58.3% of the respondents are married.
- 38.3% of the respondents have completed graduates.
- 40.8% of the respondents have 3–5-year experience.

6. SUGGESTIONS

The Company should also increase the salary level of the employees so as to attract other outside people who are qualified and willing to join the organization. While recruiting the company should avoid internal promotions at all times since this brings about inner breeding which discourages new recruits who would have contributed tremendously to the growth of the company. The Company should also recruit and select people who have at least some previous job experiences since it enables the Company to reduce on Training cost of the employees.

7. CONCLUSION

For an organization to run successfully, Human Resource is very important since it acts as the heart of each and every organization. An organization either commercial or service industry has to ensure that the Human Resource it has is qualified and possess the right skill to be able to give expected results to the management. Hence for all this to be possible the managements have to recruit and select the required personnel, "the right man for the right job". The study on Recruitment process in Beats Jobs Private Ltd enables us to understand what is expected of the human resource department while it recruits and selects employees to work inside the Organization. From the study the company can use both findings and recommendations to be able to improve on its recruitment and selection techniques so as to enable it to have an efficient and effective workforce.

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