

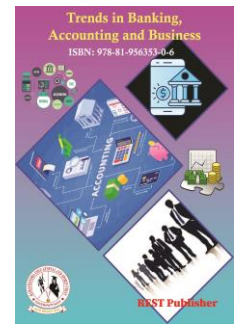


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# A Study on Recruitment Process Towards the Organization

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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.

## 1. INTRODUCTION

Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm. It is undertaken by recruiters. It also may be undertaken by an employment agency or a member of staff at the business or organization looking for recruits.

### Objectives of the Study

- To focus on major elements of recruitment process.
- To analyse the employee's satisfaction level of recruiting techniques in the company.
- To focus on the updates and the better methods of modern technique of recruitment process.
- To experience different recruitment and selection activities which are followed by Ashok Leyland Limite

### Scope of the Study

- The scope of the study is confined to Ashok Leyland Limited, Hosur.
- The project helps us to understand the recruitment and selection procedure adopted by Ashok Leyland Limited, Hosur.
- The study was done for during the period of three months and 120 respondents were chosen as sample respondents from the company.

### Review of Literature

**Barber (2015)** 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.

**Jovanovic (2015)** said recruitment is a process of attracting a pool of high quality applicants so as to select the best among them. For this reason, top performing companies devoted considerable resources and energy to creating high quality selection systems. Due to the fact that organizations are always fortified by information technology to be more competitive, it is natural to also consider utilizing this technology to re-organize the traditional recruitment and selection

process through proper decision techniques, with that both the effectiveness and the efficiency of the processes can be increased and the quality of the recruitment and selection decision improved.

**Mullins (2015)** indicated that to be a high performing organization, human resource management must be able to assist the organization to place the right person in the right job. The human resource management practices include recruitment, selection, placement, evaluation, training and development, compensation and benefits, and retention of the employees of an organization.

**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.

- 1) Health Survey. Factors associated with long working hours differed by gender.

**Data Analysis and Interpretation**

**Percentage Analysis Table**

**TABLE1.** Gender Of The Respondents

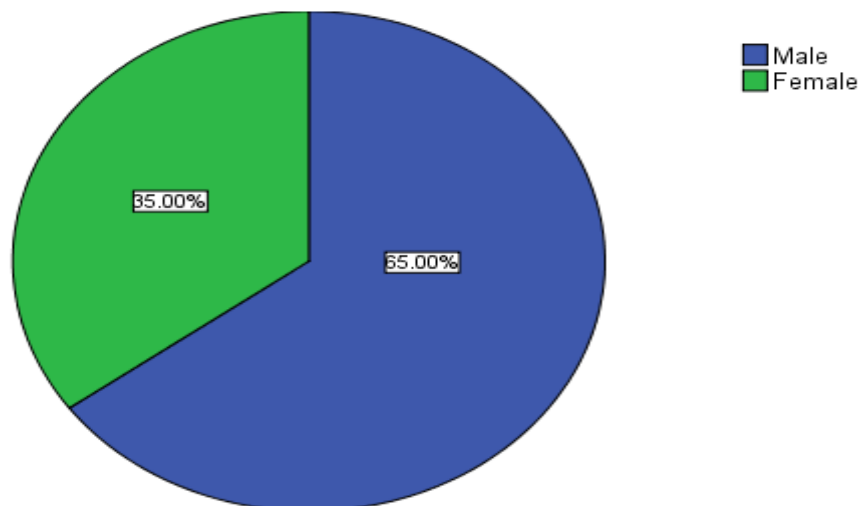
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Male	78	65.0	65.0	65.0
Valid Female	42	35.0	35.0	100.0
Total	120	100.0	100.0	

Source: Primary data

**Inference:** The above table shows that 65.0% of respondents are male and 35.0% of the respondents are female.

Thus the majority of the respondents are male.

**CHART**



**2. AGE OF THE RESPONDENTS**

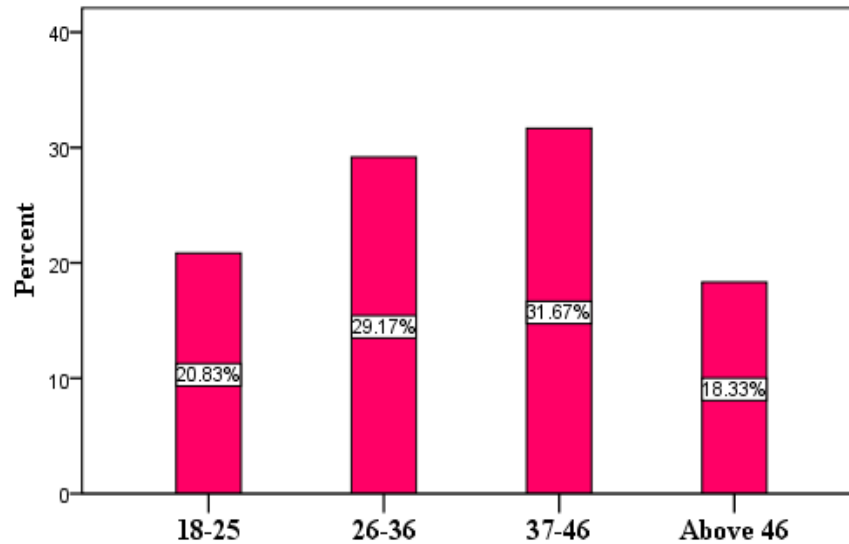
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 18-25	25	20.8	20.8	20.8
Valid 26-36	35	29.2	29.2	50.0
Valid 37-46	38	31.7	31.7	81.7
Valid Above 46	22	18.3	18.3	100.0
Total	120	100.0	100.0	

Source: Primary data

**Inference:** The above table shows that 20.8% of respondents are in the age group of 18-25, 29.2% of the respondents are in the age group of 26-36, 31.7% of the respondents are in the age group of 37-46 and 18.2% of the respondents are in the age group of above 46.

Thus the majority of the respondents are in the age group of 26-36.

**CHART**



Finding, Suggestion, Conclusion

**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.

**Suggestion**

The Company Policy has enables the Human Resource Department to recruit and select a favourable workforce in the organization. However, few suggestions have been given that will enable the organization to improve on its workforce

Conclusion

**3. 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”.

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