

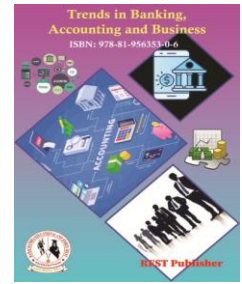


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A Study on Recruitment and Selection Practices First Steps Babtwear Pvt. Ltd Hosur

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Abstract: The study entitled "Recruitment And Selection Practicess First Steps Babtwear Pvt.Ltd". Recruitment and selection are critical processes for organizations to attract and retain a competent workforce. This review of the literature aims to provide an overview of current practices and research in the field of recruitment and selection. A comprehensive search of academic databases yielded a total of 50 studies for inclusion in the review. The studies were analyzed using content analysis, which identified several key themes. The first theme was the importance of job analysis in recruitment and selection. Job analysis provides a systematic approach to identify the necessary skills, knowledge, and abilities required for a job. The second theme was the use of various recruitment methods, such as job postings, employee referrals, and social media. The third theme was the selection process, including the use of selection tests, interviews, and reference checks. The review also identified several emerging trends in recruitment and selection. These include the use of technology in recruitment, such as applicant tracking systems and online assessments, and the increasing focus on diversity and inclusion in the recruitment process. Additionally, the review highlighted the importance of employer branding in attracting high-quality candidates. The review highlights the importance of a systematic approach to job analysis and the use of a variety of recruitment methods and selection techniques. The emerging trends identified in the review suggest that organizations need to adapt to changing technologies and societal norms to remain competitive in attracting and retaining a skilled workforce.

1. INTRODUCTION

Recruitment is the process of identifying, screening, shortlisting and hiring of the potential human resources for the purpose of filling up the positions within the organizations. It is the central function of human resource management. Recruitment is the process of Selecting practices the right person, for the right position at the right time. The educational qualifications, experience, abilities and skills of the individuals need to be taken into consideration when recruitment takes place. It is the process of attracting, selecting practices and appointing potential candidates to meet the needs and requirements of the organizations. Selection is the process of picking or choosing the right candidate, who is most suitable for the job. It is the process of interviewing the candidates and evaluating their qualities, which are necessary for a specific job and then selection of the candidates is made for the right positions. The selection of right candidates for the right positions will help the organization to achieve its desired goals and objectives.

2. OBJECTIVES OF THE STUDY

To know the various sources of recruitment and their availability at first step babywear. To ensure all recruitment and selection procedures are council of equal opportunity policy. To ensure all the opportunity are made on merit. To manage your campaigns to ensure that to recruitment right staff. To introduce recruitment related analysis allowing you to evaluate your strategy. To develop and maintain procedures which will assist in ensuring the appointment of the suitable candidates.

Scope of The Study:

The scope of the study includes the following aspects of recruitment and selection. To feedback of an employee. Proper utilization of human resources planning. Effectiveness of recruitment process and techniques. Dealing with the excess(or)shortage of resources.

Reviews:

Selecting practices are the process of finding resumes within the recruitment process. Recruiters, both third party and corporate, need to find qualified candidates for their open job orders, oftentimes with very unique or niche work experience. Selecting practices refers to the initial part of recruiting (actually finding the candidates through a variety of methods) Some recruiters perform the Selecting practices function through to placement; other recruiting professionals specialize in only one aspect of the recruitment cycle. Professional recruiters who specialize only in the initial procurement of names and candidates are called sources.

Sania Usmani., (2020) A Qualitative, Quantitative and Experimental Perspective of Physical Attractiveness and Social Desirability. (2020) The most important results and recommendations mentioned in this review came to search of three studies related to the subject of the recruitment process and Selecting practices in the workplace: a qualitative, quantitative and experimental perspective of physical attractiveness and social desire. It was concluded that all three studies and data analysis, and found that physical attractiveness does not play a role in the Selecting practices and employment process Individually.

Sophia Diana Rosario and Others., (2019) An Empirical Study (2019) The study indicated that there are some restrictions and it was considered an introductory study for future research. The first limitation relates to the cross-sectional nature of this study describing participants' feelings and thoughts about the Selecting practices process at a particular time only. Therefore, the results are based on the participant's emotions for that period only rather than evidence over a period of time for all VTA members.

Ahmedabad., (2018) The study presented several recommendations, the most important of which was the necessity of an effective human resources management in the organization that depends on the effectiveness of many other human resources activities such as Selecting practices and training on the quality of new employees who are attracted through the recruitment process. Also, on raising awareness about the risk of wrongful appointments, management must obtain specific training on the recruitment process. Finally, an improvement in organizational results was observed as a result of improved recruitment and Selecting practices strategies.

Agnes Slavic., (2017) The results of the research conducted show that in Serbia, the internet and social networks are used in the recruitment process, but still not to a large extent. According to the results of the survey, 30% of organizations in Serbia use advertising job vacancies on the company's official website and 32% of organizations do this on commercial websites. The conclusion is that the decision to select a suitable candidate should not only be based on social network data, but this information can help in making decisions.

3. RESEARCH METHODOLOGY

Recruitment and selection are critical processes for any organization looking to hire top talent and build a high-performing team. However, these processes can also present several challenges. Attracting suitable candidates, evaluating them effectively, ensuring diversity and inclusion, managing costs and time, and retaining employees are some of the common problems organizations face during recruitment and selection. To address these challenges, organizations need to develop effective recruitment and selection strategies, which involve defining job requirements, identifying suitable candidate pools, using appropriate selection tools, and offering competitive compensation and benefits packages.

4. DATA ANALYSIS

TABLE 1. Employees Satisfied at the Work

Particulars	No. Of respondents	Percentage
Satisfied	58	72%
Average	19	24%
Dis satisfied	3	4%
Total	80	100%

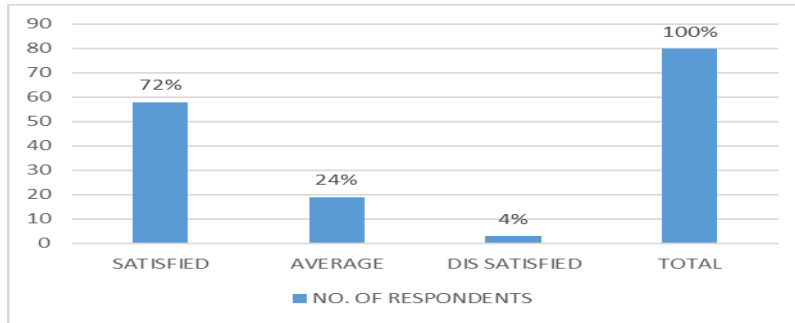
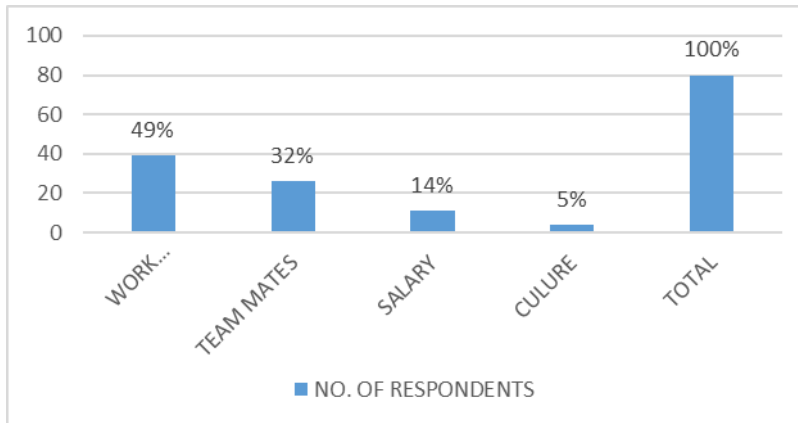


FIGURE 1. Employees Satisfied at the Work

above chart responses 72% employees and 19 employees i.e., 3

TABLE 2. How Company



Interpretation: From the shows that out of 80 are the satisfied i.e., 58 24% are the average i.e., and 4% are the dis agree employees.

Holds You Back to

	No. Of respondents	Percentage
Work environment	39	49%
Team mates	26	32%
Salary	11	14%
Culure	4	5%
Total	80	100%

FIGURE 2.

Interpretation: From the above chart shows that out of 80 responses 49% are the work environment i.e., 39 employees and 32% are the team mates i.e., 26 employees and 14% are the salary i.e., 11 employees 5% are the culture i.e., 4 employees.

TABLE 3. F-Test Two-Sample of variances

F-Test Two-Sample for Variances	
Gender?	Reputation of the company in its locality?

Mean	1.5375	2.175
Variance	0.251741	1.310759
Observations	80	80
Df	79	79
F	0.192057	
P(F<=f) one-tail	1.83209	
F Critical one-tail	0.689108	

Interpretation: There was a statistically significant difference between gender and employee's reputation of the company's locality as demonstrated by F-test C value (0.19) P value (1.83).

Findings

The overall satisfaction level of First step baby wear pvt.ltd of employees is satisfied in their work. The average answer given by employees when asked that how holds back to company its team mates. The average answer given by employee's reputation of the company's locality is better. When asked what are the organization dedicated to professional development the most popular answer is agree. Another question was asked to know whether company responses towards the employee needs answer is excellent.\

Suggestions

Working hours can be reduced to employees. Scrap materials can be moved from a week end. They can improve bus facilities in their company. The canteen facilities can be improved more. Board of directors, admin, supervisors etc. they can be mentioned in the notice board. The information regarding company policies can be mentioned in the notice board.

5. CONCLUSION

Recruitment as being one of the major topics is required by most of the organization. Hence the study helped in understanding the various aspects of recruitment and selection process. In the FSB the source of recruitment is effective, the internal selection of the organization also in an economical means which also reduce costs, only after looking in the efficiency of the existing employee towards the company and his sincerity that employee will be selected, in FSB the effective selection process. It can be retained as such. Also, employee of FSB is satisfied with the recruitment and selection process. Also, they are well aware about the various sources and methods of recruitment and selection.

REFERENCES

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