A Study On Recruitment And Selection Process

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Abstract: *The aim of this research was to explore two vital issues in human resource management mainly: to ascertain whether rewards motivate employees, discuss some dilemmas and difficulties managers face in applying motivation theory to workplace setting. The research is informed on various literatures on the most effective ways of motivating employees to enhance high performance to achieve organizational goals. In this research, the perceptions of rewards as motivation and the dilemmas managers face in motivating their employees were explored through an analysis of twenty interviews with people in various positions and organizations in, I connect at Bangalore. Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process. The main objective is to identify general practices that organizations use to recruit and select employees and to determine how the recruitment and selection practices affect organizational outcomes. The main objective of this paper is to identify general practices that organizations use to recruit and select employees. The study also focus its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help. Data analysis has been done with statistical tools like tables, graphs, pie charts, bar diagrams.*

1. INTRODUCTION

Human resource management (HRM or HR) is the strategic and coherent approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. It is a process of sourcing, screening, shortlisting and selecting the right candidates for the required vacant positions. This is a brief introductory tutorial that explains different methods of hiring and how to make effective and efficient utilization of Recruitment and Selection. In addition, it also explains the best recruitment practices for specific requirements. This will be useful for students from management streams who aspire to learn the basics of Recruitment and Selection. Professionals, especially HR managers, regardless of which sector or industry they belong to, can use this tutorial to learn how to apply the most effective type of Recruitment and Selection as per their specific requirement, in their respective project environments. The readers of this tutorial are expected to have a basic understanding of the complexity of Recruitment and Selection that an HR manager handles for hiring the right candidate for a required vacant position and other benefits for employees. On the other side of the field are HR generalists or business partners. These HR professionals could work in all areas or be labor relations representatives working with unionized employees.

Objectives of research:
1. To know about factors that are affecting the performance of an organization.
2. Apply business concepts and theories to real-world decision making.
3. Increase proficiency in specific business disciplines, such as human resource management, operation management, marketing, accounting, statistics, economics, finance and business law.
4. Develop and improve business skills communication, technology, quantitative reasoning and teamwork.
5. Observe and participate in business operations and decision making.
6. Make professional role models and potential mentors who can provide guidance, feedback and support.
7. Expand network of professional relationships and contacts
8. Develop a solid work ethic and professional demeanor, as well as commitment to ethical conduct and social responsibility.
9. The first and foremost objective is to analyze recruitment practices and selection procedure, currently followed by BuziBrAlns.
10. The second objective is to identify if the employees are satisfied with the current recruitment practices followed by BuziBrAIns (Employee satisfaction level).

Scope of Research: This study speaks about the R & S process practiced by BuziBrAlns. Detailed description of R & S process is studied and reported. It also analyses the employee satisfaction levels at BuziBrAlns, along with the ethical

practices followed in BuziBrAIns. This study compares the R & S process followed by BuziBrAIns with the actual/standard R & S process carried out in the organization.

2. REVIEW OF LITERATURE

2014 Dr. Salitha Jardat explores the key factor that drives Human Resources is R & S process, which has inspired many associates. For better conclusive results, productive recruitment and selection are used.

2011 M Srimannarayana explains training is essential for enhancement and development of the skills of the candidate. Therefore, a continuous Training & Development process should take part in the organization, and it should be measured, so as to check if organizational objectives are met.

2009 P Manikandan And R Kalpna Sastry says it is very important to observe the HRM principles and strategies for effective Human Resources Management.

2005 Dana B Minbaeva explains the HR practices leads to knowledge transfer. They consider 4 major functions of HRM, they are: Planning, Management, Appraisal and Rewards.

2012 Neerajkumari explains if the organization has to enhance its authoritative results, the firm has to improve its recruitment and selection procedures. To enhance this feature, so as to be updated and active in R & S process, an examination paper has been set up with a name- "Recruitment & Selection". It will also provide information and also to light up the people about this process and its procedure in the Real World. The ultimate goal to affect the authoritative results positively, by changing the enrolment techniques and selection representatives for better recruitment decision following the principal objectives.

2008 Andries Du Plessis, Andrew Hobbs, Rebecca Marshall says that fulfilling the HR needs and activities by developing competitive advantage in the organization. And also assist the employee in the organization to reach the targets. Potential enough to accept the changes and survive in the Global Markets, meeting the HRM objectives. The main focus of the R & S process is to enhance and increase employee career development opportunities and activities.

2008 Mark D Winston PhD explores the powerful relationship between hierarchical achievements and administration is clearly mentioned by the hypothetical reason which incorporates n number of elements (including the characteristics of pioneers) and their advancement for improving those characteristics. Proof plays a vital role in Administrative hypothesis, as it leads the investigation with its significance and its components related to the process, which in turn guides us to achieve the pioneer's authoritative goals. There are different variables with plays an active role in building the framework and enhancing the skills and techniques used, in addition to the expert suggestion for better and best outcomes.

3. RESEARCH METHODOLOGY

Research methodology is a way of explaining how a researcher intends to carry out their research. It's a logical, systematic plan to resolve a research problem. A methodology details a researcher's approach to the research to ensure reliable, valid results that address their aims and objectives. It encompasses what data they're going to collect and where from, as well as how it's being collected and analyzed.

Sources of Data Collection:

1.PRIMARY DATA

Primary data are those which are collected fresh and for the first time and thus happen to be original in nature. It is data which is obtained directly from respondents for the very first time by the researcher. It is original in nature.

2.SECONDARY DATA

The secondary data on the other hand, are those which have already been collected by someone, and which already has been passed through the statistical process. These are the sources where data have been collected and complied with for another purpose. I got the company profile and industrial profile as secondary data.

Sampling Method:

Sample Size- Sample Size is the number of respondents or people selected from a population to collect data/samples for computing in the research. The sample size for this study is 80.

Sampling-Technique- Sampling-Techniques is the process by which the sample for the research or study is selected. This helps in selecting a group for the survey, as it is difficult to do the survey for the entire world's population. The Sampling-Technique used in the study currently is Simple Random Sampling- Technique

Sample Random Sampling- It gives each element in the population an equal chance of being in the desired numbers of cases equally likely and makes possible each choice independent in the sample, making the selection of sample based on piece of paper. These the chits will be properly put in a container and reshuffled before each draw.

Sampling Design- The research includes 80 respondents and corrections data through sample random sampling.

4. DATA ANALYSIS & INTERPRETATION

Data analysis of HR policies involves collecting and analyzing data related to human resource management policies and procedures within an organization. The purpose of this analysis is to evaluate the effectiveness of HR policies in achieving their intended objectives, identify areas of improvement, and make data-driven decisions to optimize HR practices. HR

policies include a wide range of areas such as recruitment and selection, employee training and development, performance management, compensation and benefits, employee relations, and compliance with employment laws and regulations.

Percentage analysis: Percentage analysis is a method of analyzing data in which the figures are expressed as a percentage of a particular base or total. This type of analysis is commonly used in various fields, including finance, economics, and statistics, to better understand the relative proportions of different variables. A percentage analysis is used to give a particular representation at the respondent's viewpoint column diagram are used in this tool.

TABLE 1. satisfaction of screening and shortlisting

PARTICULAR	RESPONDENTS	PERCENTAGE
Strongly agree	49	42.5
Agree	12	15
Neutral	09	11.25
Disagee	10	12.5
Strongly disagee	15	18.75
Total	80	100
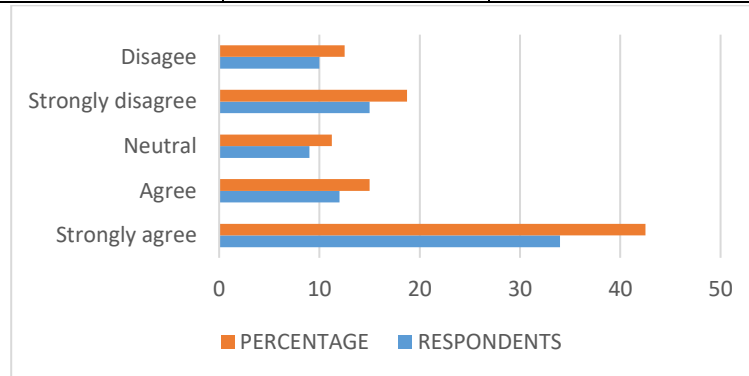
FIGURE 1. satisfaction of screening and shortlisting

The above bar chart shows that 42.5% of the respondents are Strongly agree and 15% of respondents are agree and 11.25% of the respondents are Neutral and 12.5% of the respondents are Disagree and 18.75% of the respondents are Strongly disagree. Thus, the majority of the respondents Strongly agree.

T-Test Paired Two-Sample for means: A paired samples t-test is used to compare the means of two samples when each observation in one sample can be paired with an observation in the other sample. **Null hypothesis (H0)** implies that there is no significant difference between the averages/means of the two sets of samples. **Alternative hypothesis (H∞)** implies that there is a significant difference between the averages/means two populations, and that this variation is improbable to have been contributed due to sampling error.

$$t = \frac{\overline{x}_1 - \overline{x}_2}{\sqrt{(s^2(\frac{1}{n_1} + \frac{1}{n_2}))}}$$

TABLE 2. T-Test Paired Two-Sample for means.

	Gender	*Suggestion/feedback*	*.*	*30.Suggestion or Feedback*
Mean	1.437	1.7375		
Variance	0.249209	0.626424		
Observations	80	80		
Pearson Correlation	-0.9011			
Hypothesized	0			
Df	79			
t Stat	-2.757			
P(T<=t) one-tail	0.00361			
t Critical one-tail	1.664371			
P(T<=t) two-tail	0.007231			
t Critical two-tail	1.99045			

There was a statistically significant difference between gender and suggestion/feedback organization as demonstrated by T-test C value (1.99) P value (0.007).

5. FINDINGS, SUGGESTIONS

Findings: About 90% of employees feel that they are comfortable working with the current HR policies of the company and 10% feel that they need some changes in the policies. The policy of the company is to submit one of the original educational documents and cannot leave the company for 1 year. if they have done so then they have to pay a sum of Rs.25,000 to the company to get the certificate back, which some of the employees find unnecessary and also risky.

Suggestions:
- ❖ The Policy grooms every individual to realize while contributing to attain higher organizational and personal goals.
- ❖ The Policy builds teams and teamwork as the primary instrument in all activities.
- ❖ The information regarding company policies can be mentioned on the noticeboard.
- ❖ The Policy recognizes worthy contributions in time and appropriately, so as to maintain a high level of employee motivation and morale.
- ❖ The employees agree on the part of their performance that they know what is expected from them.

6. CONCLUSION

Recruitment is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization. And Selection is selecting the right candidate at the right time in the right place. Employees of SMACKHIRE are satisfied with the current/existing recruitment and selection process. It is recruiting their employees mainly through consultancies. Consultancies are the mediator between the organization and the candidates as they serve the requirements of employees as well as the organization. SMACKHIRE recruits their employees in a decentralized way.

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