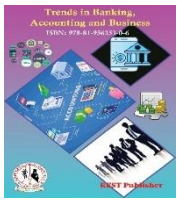
Trends in Banking, Accounting and Business

Vol: 2(2), 2023

REST Publisher; ISBN: 978-81-956353-0-6

Website: https://restpublisher.com/book-series/tbab/



A Study on Sourcing and Recruitment in SCORG International Private limited

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Abstract: *The purpose of this study was to explore current techniques used by recruiters to source candidates for filling the vacancies. Qualitative method was used in this study. The grounded theory methodology employed an open-ended questionnaire to collect the data. In all, considerations in recruiting participants for qualitative research, strategies to facilitate recruitment, and suggest guidelines for reporting of recruitment efforts in qualitative research. Identify the characteristics of the recruiter, institutional and community gatekeeping. understanding participants, behaviors and differences and determining the participant sample as four key considerations applicable to qualitative research and In conclusion, this project proposes how the different techniques of sourcing might help in designing improved research and better educational usage of the concepts.*
The main objective of this project is to identify general practices that organizations use to recruit and select employees. The study also focuses its attention to determine how the recruitment and Sourcing 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

Sourcing and Recruitment is an important operation in HRM, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. In short, Recruitment and Sourcing, is the process of Screening, Shortlisting and Selecting the right candidates for filling the required vacant positions. In this tutorial, we will discuss the various aspects of Sourcing and Recruitment such as the recruitment process, the factors affecting recruitment, recruitment planning, methods of recruitment, recruitment interviews, sourcing process and making an offer. Recruitment and Sourcing process is a searching for and obtaining a pool of potential candidates with the desired knowledge, skills, and experience to allow an organization to select the most appropriate people to fill job vacancies against defined position descriptions and specifications. Recruitment and Sourcing process are tracking applicants and applications and Reviewing resumes. Applicant tracking systems (ATS) are becoming extremely helpful to Employers, and this technology aids in the management of job vacancies and applications for Every open position.

2. REVIEW OF LITERATURE

Recruitment and sourcing: Sourcing and Recruitment is an important operation in HRM, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. In short, Recruitment and Sourcing, is the process of Screening, Shortlisting and Selecting the right candidates for filling the required vacant positions. In this tutorial, we will discuss the various aspects of Sourcing and Recruitment such as the recruitment process, the factors affecting recruitment, recruitment planning, methods of recruitment, recruitment interviews, sourcing process and making an offer.

Review:

Sania Usmani Recruitment and Sourcing Process at Workplace (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 sourcing in the workplace: a qualitative, quantitative and experimental perspective of physical attractiveness and social desire.

Sophia Diana Rosario and Others Challenges in Recruitment and Sourcing Process (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 sourcing 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 a Study On Recruitment and Sourcing Process of Airtel (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 sourcing and training on the quality of new employees who are attracted through the recruitment process.

Research Gap: The research gap Study on process of sourcing and recruitment that implements human resource policies. Not many studies are documented in the area of Recruitment and sourcing. Each company follows its own strategy. The study helps in identify potential deficiencies in an organization and current workforce with abilities.

3. RESEARCH METHODOLOGY

Research methodology is a simple framework or plan for the study that is as guide in collection and analyzing the data. It is the blueprint that is followed in completing the study. Thus, good research methodology ensures the completion of the project efficiency and effectively since there are many aspects of research methodology, the line of action has to be chosen from the variety of the alternative, to choose the suitable method through the assessment of various alternatives. Research methodology gives the researcher an opportunity to put forward his argument for having opted for certain alternatives and also at the same time he can justify his ruling out some other possibility likes. Why research study has been undertaken, how the research problem has been formulated what data has been collect what particular technique if analyzing the data has been used and lot of similar type question are usually answered when we talk of research problem in study.

Statement of the problem: The project requires an efficient Recruitment system to select the candidate for the organization based on aptitude test, Interview. It generates results for the test taken up by the candidates and reports to view the systems usage by the graduates and the employers in the recruitment process on a periodical basis. Access rights are allocated in following order. The administrator is given rights only to add or delete Candidate profiles. provide information about company and job conformation and publish results for aptitude test. But has no right to access the recruiting information. Organization or HR Department is given rights to access the recruiting information and if needed, make changes to it. They can also access the report database to view the number of applied and selected graduates for all the designations with the details in brief. All the reports and queries are at your disposal. Candidates are the end users of the system. They login to the recruiting session and attend the aptitude test. The candidates cannot access any of the databases including the questions, report or the profile database. The candidates can view their results through this system. Each Candidate is given a username and password to ensure security. The aptitude test in the recruitment system is basically objective questions. The session is fixed for each candidate and the questions carry a time limit within which the candidates are supposed to answer the questions. Otherwise, the question lapses and no points are awarded for that question. The student has the ability to pass the question and answer the question later within the remaining time left.

Scope of Study:

- To understand the various sources of recruitment provided in the organization.
- It helps to analyze the recruitment policy of the organization.
- It enables us to evaluate the effectiveness of different recruiting techniques and sources for all types of job applicants in the organization.
- Analyzing the recruitment policies and procedure of SCORG International Pvt Ltd.
- To prepare the recruitment policies, processes, and procedures of SCORG International Pvt Ltd.
- To deal with the excess or shortage of resources.

Primary objectives: To Study the effectiveness of Sourcing and Recruitment at SCORG International Pvt Ltd.

Secondary objectives:

- To study the various sources of recruitment.
- To study the factors influencing the recruitment and selection procedure.
- To study the present and future manpower requirements of the organization.
- To Identify the sources of recruitment medium, job sites, preferred by recruiters for successful recruitment of candidates.
- To identify the percentage of not joining the job by the candidates after receiving the offer letter.
- To identify the opinion of recruiters on key factors that determines the recruitment process to improve the organization's performance.

Research Design:

- A research design is simply the framework or plan for a study that is used as a guide in collecting and analyzing the data.
- It is blueprint that is followed in completing a s Research design is the framework of research methods and techniques chosen by a researcher to conduct a study.
- The design allows researchers to sharpen the research methods suitable for the subject matter and set up their studies for success.

4. DATA ANALYSIS & INTERPRETATION

Percentage analysis: A percentage analysis is used to interpret data by the researcher for the analysis and interpretation through the use of percentage. The data are reduced in the standard from which base equal to 100 which fact facility relative comparison.

TABLE 1. Gender of the employees

PERCENTAGE	RESPONDENT	PERCENTAGE
Female	31	42.16%
Male	40	57.83%
Total	71	100

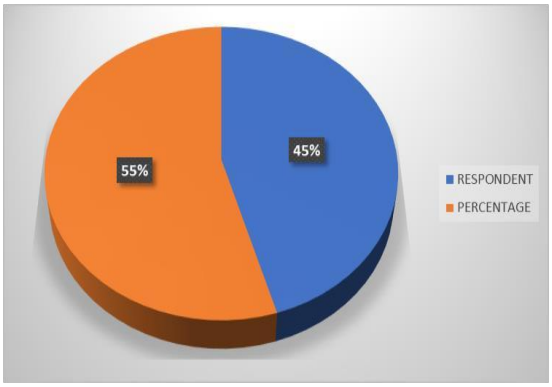

FIGURE 1. Gender of the employees

The above pie chart depicts that 57.83 % of the respondents are Male and 42.16%% of the respondents are Female Thus the majority of the respondents are Male.

TABLE 2. Age of the employees

PARTICULAR	RESPONDENT	PERCENTAGE
a) 20-30	62	87.32394366
b) 30-40	7	9.85915493
c) 40-50	2	2.816901408
Total	71	100

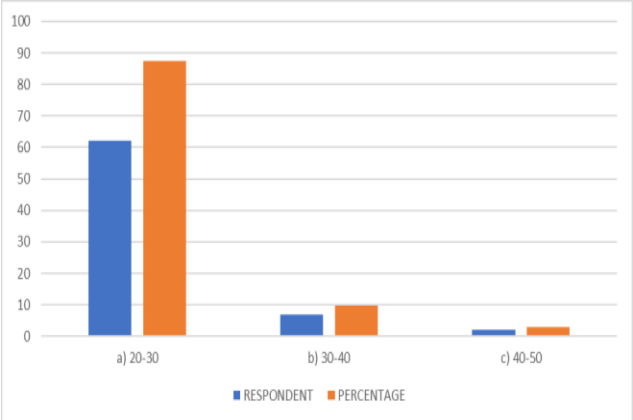

FIGURE 2. Age of the employees

The above chart shows that out of 80 responses 85% are the age 20-30 i.e., 62employees and 10% are the age of 30-40 i.e., 15 employees and 0.1% are the age of 40-50, 8 employees.

One-way ANOVA: Analysis of variance (ANOVA) tests the hypothesis that the means of two or more populations are equal. ANOVA assess the importance of one or more factors by comparing the response variable means at the different factor levels. The null hypothesis states that all population means are equal while the alternative hypothesis states that at least one is different. To perform an ANOVA, must have a continuous response variable and at least one categorical factor with two or more levels. ANOVA require data from approximately normally distributed populations with equal variances between factor levels. **Null Hypothesis:** There is a no significant difference between effectiveness of the topic and results of CUDBAS. **Alternate Hypothesis:** There is a significant difference between effectiveness of the topic and results of CUDBAS The Table shows that the relationship between the Effectiveness of the CUDBAS and the Results of the CUDBAS.

TABLE 3. ANOVA single factor

Groups	*Count*	*Sum*	*Average*	*Variance*

2. What is your age group?	70	78	1.114286	0.131677
3.Which area of work you belong to?	70	174	2.485714	1.238923

Sourceof Variation	*SS*	*df*	*MS*	*F*	*P-value*	*Fcrit*
Between Groups	65.82857	1	65.82857	96.05801	1.54E-17	3.909729
Within Groups	94.57143	138	0.6853			
Total	160.4	139				

P value is more than 0.05. Hence it is Null Hypothesis.

5. FINDINGS, SUGGESTIONS

Findings:

- 66% of the respondents are male.
- 44% of the respondents are below HSC education level.
- 41% of the respondents are in the 36 to 40 years' age category.
- 45% of the respondents are in technical work.
- 50% of the respondents are below Rs. 10000 salary level.
- 56% of the respondents are married.
- 50% of the respondents are at above 15 years' experience level.
- 48% of the respondents are satisfied with the salary.
- 40% of the respondents are satisfied with the increase.
- 44% of the respondents are in agreed in excellent of the working hours.
- 90% of the respondents are working 6 days per week.
- 82% of the respondents are in agreed in excellent of the working condition.
- 80% of the respondents do not have to work overtime.
- 55% of the respondents are in a not cordial relationship with co-workers.
- 66% of the respondents are in cordial relationship with supervisors.
- 50% of the respondents are satisfied with the medical facility.
- 48% of the respondents are satisfied with transport facility 56% of the respondents are in neutral with the canteen facility.
- 67% of the respondents are dissatisfied with the leave facility.

Suggestions:

- ❖ It is recommended that may provide first aid facilities in workplaces.
- ❖ Worker's participation in management will help the company to motivate them towards the objective. The management may provide the workers with better promotional opportunities based on their experience.
- ❖ Recreational events like games and cultural activities may be planned on a regular basis to promote healthy relations among the workers of different departments. Housing facilities and bus facilities may preferably be provided to those who come from far off places.
- ❖ Suggestions box could be kept in each and every department for the workers who are hesitating to express their problems to higher authorities.
- ❖ The company should provide drink water facilities.
- ❖ Hospitality and transportation facilities should provide for the employees to make them satisfaction to do a work.

6. CONCLUSION

Recruitment is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization. And Sourcing is selecting the right candidate at the right time in the right place. Employees of SCORG INTERNATIONAL PRIVATE LIMITED are satisfied with the current existing recruitment and Sourcing process SCORG International Private Limited recruiting their employees mainly through competencies are the mediator between the organization and the candidates as it serves the requirements of employees as well as the organization. SCORG International Private Limited recruits their employees in a decentralized way (Delhi, Bangalore, Chennai, Guntur). Also, SCORG International Private Limited has to consider internet sources for rent of employees so that it can motivate the employees. Employees are also well aware of the various sources and methods of recruitment and Sourcing. SCORG International Private Limited has to implement innovative techniques in the Sourcing process like group discussion, strong interview.

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ACKNOWLEDGMENT

I am very much thankful to Dr.B.N. SIVAKUMAR, Professor/HoD Department of Management Studies for his valuable guidance in every step of this project. I am highly indebted to my project guide Mrs. JAYANTHI B S who inspired me and guided me in every step of the project work. I am thankful to Mr. Kainaat, Assistant HR who gave me this opportunity to do the project, for supporting me in all aspects and giving me valuable guidance. I express my sincere thanks to all the respondents who gave their honest response to my schedule. I also take this opportunity to thank all those creative minds and helpful hearts for their assistance in making this project work successfully.

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