

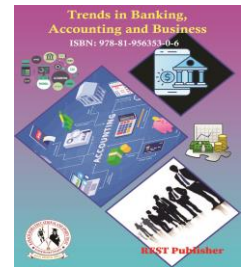


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A Study on recruitment process in Uno Min da Industries Limited, Hosur

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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 labor market. As there are fewer qualified talents available, the competition is densifying. This shortage leads to absolutely essential for organizations to conduct effective recruitment, selection, and retain quality talents. What is more is that acquiring high talent is becoming an increasingly complex and challenging activity. Recruiting has always been a titch 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. 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 finding and recommend action stoppable 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 no employees in the best way. The success of a business is directly linked to the performance of those who work for that organization. Underachievement can be 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 local village. The only means of achieving this success see-through proper recruitment and selection practices. Recruitment and selection can play a pivotally important role in shaping an organization's effectiveness and performance, if worker generations are able to acquire workers who already possess relevant knowledge, skills and aptitudes and are able to make an accurate predict on regarding their future abilities. Recruitment and selection also has an important role to play in ensuring worker performance and positive organization outcomes. It is often claimed that selection former occurs not just to replace departing employees or add work force but to put in place workers who can perform at a high level and demonstrate commitment (Ballantyne, 2009).

2. OBJECTIVE OF THE STUDY

- To study on the recruitment processing Crystal Engineering Systems Pvt Limited, Hosur.
- To know the attitude of the employees towards their recruitment procedure.
- To know how the company policy, affect the recruitment procedure.

- To suggest way which the company can adopts as to improve their cruitment technique sand hire more efficient and effective employees.

Scope of the study

- The scope of the study is confined to Crystal Engineering Systems Pvt Limited, Hosur.
- The project helps us to understand there curettement and selection procedure adopted by Crystal Engineering Systems Pvt Limited, Hosur.
- The study was done for during the period of three months and 120 respondents were chosen as sampler's pendants from the company.
- The study enables us to know the opinion of the employees and worker towards the recruitment and selection procedure Andal so give ideas of better recruitment and selection techniques which can be adopted to improve the workforce of Crystal Engineering Systems Pvt. Limited.

3. LITERATU REREVIEW

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 corporation shave employee recruitment plans that are designed to attract potential employees that are not only capable refilling vacant positions brutal so add to the organization’ sculpture.

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 centers were widely recognized, reported usage of these methods was in frequent.

Burton (2016) in his study of recruitment and selection practices in the USA, found that approximately 25 percent of respondent organization 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 centers.

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 there curettement and selection system in order to select the best candidates for the coming years.

4. 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.

5. DATA ANALYSIS

Chi-Square Tests

TABLE 1. 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 countless than 5. The minimum expected countis.40

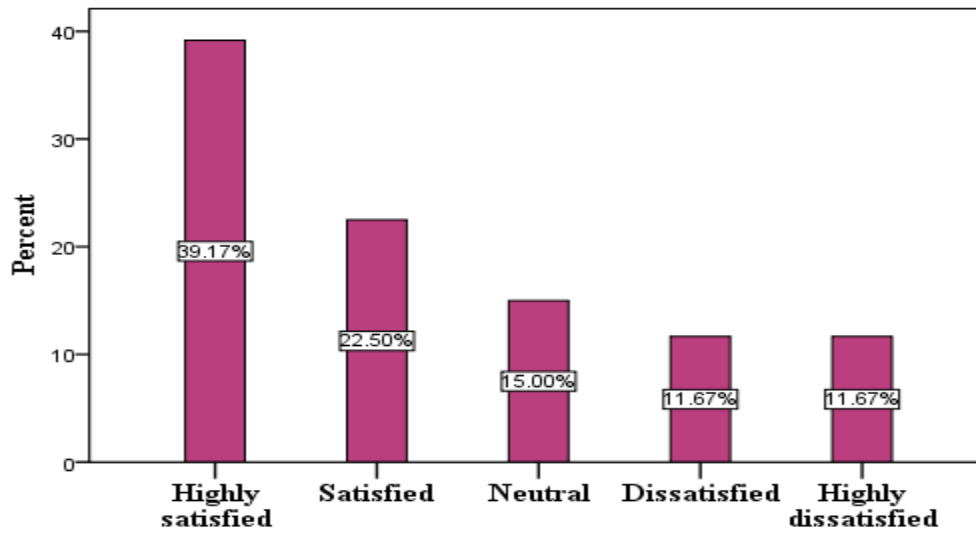


FIGURE 1. Chi-Square Tests

Educational Qualification of The Respondents *Feel About Recruitment Process Crosstabulation:

TABLE 2. Crosstabulation

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		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

Level Of Satisfaction in Convey the Interview 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.

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 always avoid internal promotions since this brings about interbreeding.

6. CONCLUSION

For an organization to run successfully, Human Resource is very important since it acts as the heart of each and every organization. In organization the 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 work force. 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.

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