

## A STUDY OF RECRUITMENT AND SELECTION AT GTC PLACEMENT SERVICES

Dr. YERRAGOLA PRAKASH  
Associate Professor  
NIMS University Rajasthan, Jaipur

Manju Shekhawat  
NIMC School of Business Studies  
NIMS University Rajasthan, Jaipur

### **Abstract:-**

I opted for this particular topic named “Recruitment & Selection” because recruitment and selection procedures have taken a dramatic change in the industry. Human resource is responsible for giving birth to human embalmers. The core function of an organization is Recruitment and Selection because the organization doesn't want to be a bad recruiter by selecting manpower that might have the potential to spoil the long earned goodwill or corporate image and also incur heavy recruitment costs on them.

### **Introduction:-**

Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm. For some components of the recruitment process, mid- and large-size organizations often retain professional recruiters or outsource some of the process to recruitment agencies. It is the process to discover sources of manpower to meet the requirement of staffing schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force. The main objective of the recruitment process is to expedite the selection process.

Selection on the other hand, is the process of picking individuals who have relevant qualifications to fill jobs in an organization. The purpose of selection is to pick up the most suitable candidate who would meet the requirements of the job in an organization best, to find out which job applicant will be successful, if hired. To meet this goal, the company obtains and assesses information about the applicants in terms of age, qualifications, skills, experience, etc. then we'd of the job are matched with the profile in abdicated

### **Literature review**

1. **NGOVINET(2005):** Checking candidates' information via reference is an essential step in a recruitment process. However, many companies do not pay much attention to such an important thing. Recruiters should check candidates' information like achievements, behavior in their previous companies. Recruiters can easily check such information by calling referees..The more important the position is, the more carefully

they have to check the reference. In any circumstances, recruiters should highly appreciate and focus on the reference check.

2. **RynesSL(1999)**:- The use of technology in employee selection process highly developed rather than in recruitment or placement; and therefore, the major focus is always on selection. Not that recruitment or placement is any less important function; On the contrary an organization's success in recruiting defines the no of applicants with which it will work towards selection. It becomes more challenging if not easier. However the prevalent practices and restrictions place more and more emphasis on the section process.RynesSL 1999
3. **EndahSetTiwari(2016)**:The results showed that formation submission has not been based on the analysis on the needs of employees, as well as job and workload analysis. There are three factors inhibiting the application of the merit system in the recruitment and selection of employees. The first is the administrative barriers related to the lack of harmonization between the policy framework which became the legal basis for carrying out recruitment and selection of employees. The results showed indications of corruption in the process of recruitment and selection of employees. Results also indicate that the practice of transaction between applicants and committee still happens. EndahSetTiwari(2016)
4. **Maidment J (2003)**:The study suggests the kind of training & exposure that the students require for dealing with the workplace stress, It also emphasizes on the role pf pedagogical interventions that are required to help the students who feel the pressure of placement because of their low financial conditions. The study was conducted on special 39 Victorian Social work students.(Maidment J (2003)
5. **Iwasaki T (2005)**:The study also tries to understand the impact of MBA intervention on the other job related criterion such as employability skills, Job satisfaction, confidence in Knowledge, career growth etc. The interest in the research for the Author has stemmed up from the fact that in spite of regular & continuous criticism regarding the ability & competency of the Management institutions to prepare thestudents for a successful career, the institutes are attracting students worldwide.

### **RESEARCH OBJECTIVES:-**

1. alyzing the current recruitment and selection processes
2. Identifying strengths and weaknesses in recruitment and selection methods

### **Research design:-**

Researchisanorganizedandsystematicwayoffindinganswerstoquestions.

SYSTEMATIC because there is a definite set of procedures and steps which you will follow. There are certain things in the research process which are always done in order to get the most accurate results.

ORGANIZED because there is a structure or method in going about the research. It is a planned procedure, not a spontaneous one. It is focused and limited to a specific scope.

FINDING ANSWERS is the end of all research. Whether it is the answer to a hypothesis or even a simple question, research is successful when we find answers. Sometimes the answer is no, but it is still an answer.

**Sample design:-**

For this research project samples were collected from Jaipur city

**Sample size:-**

The sample size target for the research project is 24.

**Sample media:-**

A structured questionnaire is used to connect the respondents.

**Tools used for analysis:-**

With the aid of several tools, including tabulation and figures, the data was analyzed.

**TYPES OF DATA COLLECTION:-**

For purpose of data collection, the following sources were used

**Primary data:**

The primary data will be collected through a set of self-designed questionnaires filled by the sample population.

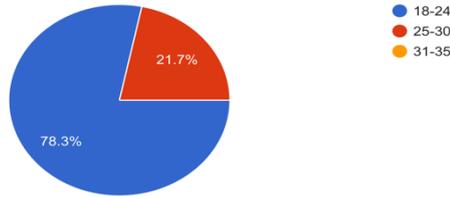
**Secondary data:**

The secondary data will be collected from: - Books.  
Journal and magazines.

**Data Analysis and Interpretation**

Response	Frequency	Percentage
18-24	15	75%
25-30	5	25%
31-35	0	0%
<b>Total</b>	20	100%

Age  
23 responses



Data analysis

From the above graph and table, it is observed that out of 20 responses, 15 respondent is from 18 -24 age group with 75%, 5 respondents are from 25-30 age group with 25%.

Interpretation

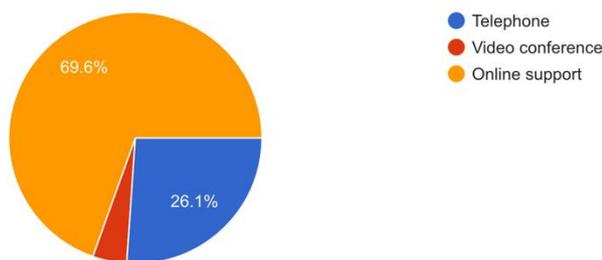
It is observed that most of the respondents are in the age group of 18-24 Years and the least number of respondents belong to the age group of 25-30years and no respondents belong to 31-35 age group

2. Technological support for recruitment?

Response	Frequency	Percentage
Telephonic	6	27.03%
Video conference	1	4.50%
Online support	15	68.20%
<b>Total</b>	<b>22</b>	<b>100%</b>

Do you take any technological support for the process of recruiting ?

23 responses



Data Analysis

From the above graph and table, it is observed that out of 22 responses, 6 respondents of for telephonic with 27.03%, 1 respondents for video conference with 4.50%, 15 respondents for online support with 68.02%

Interpretation

It has been observed that, there is a majority of people respond to online support system and less to video conference system

### **SUGGESTIONS & RECOMMENDATIONS**

1) I wish to suggest that the lion share of the percentage of respondents who are agreeing to the internal recruitment denotes that they are satisfied with their jobs as internal recruitment provides them the opportunity of career growth. Companies should take care of those individuals who are supporting the external recruitment as external recruitment brings additional cost for the organization.

2) I wish to suggest that the lion share of the percentage of respondents who are agreeing to the transfer denotes that they are satisfied with the job as it provides them the opportunity to be placed in a better prospective area. Companies can take into consideration the option of inclusion of the deceased employee's dependents as it would enhance the companies' reputation.

### **Conclusion:-**

As I have come to the end of my study I have had the following experiences while conducting this study.

- It was a very enlightening experience for me as I got to learn many new things through this study.
- Various visits to the companies GTC Placement Services and ample interaction with the people has broadened my horizon and taught me as to how are the HR policies in such big organizations made.

### **BIBLIOGRAPHY**

- [http://EzineArticles.com/?expert=Ngo\\_Vinet](http://EzineArticles.com/?expert=Ngo_Vinet)
- ) [http://EzineArticles.com/?expert=Jerome\\_Baladad](http://EzineArticles.com/?expert=Jerome_Baladad)
- Aron, K.J. And shore L.M., 'effective selection is not just for big
- Businesses , business 1990,46 (3):PP, 51-54.
- Bates,s., "Personality Counts", HR Magazine, 2001, February, 28-34.
- B Maun, W.H., and Warner M, "Strategic Human Resources Management in western Multinational in china: The differentiation of practices across Different Ownership Forms", Personnel Review, 2002, 31 (5): pp 554-576.
- Dessler, G., "Personnel/Human Resource Management.", 4<sup>th</sup> Edn prentice's Hall, Englewood Cliffs, New Jersey 1990.