A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS

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ABSTRACT

Better recruitment and selection strategies result in improved organizational outcomes. Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. In today's Competitive business environment, organizations have to respond to the requirements for people. It is important for an organization adopt well-structured recruitment policy, which can be implemented effectively to get the best results.

INTRODUCTION

Recruitment is concerned with reaching out, attracting, and ensuring a supply of qualified personnel and making out selection of requisite manpower both in their quantitative and qualitative aspect. It is the development and maintenance of adequate man- power resources. This is the first stage of the process of selection and is completed with placement.

COMPANY PROFILE

iFive Technology Pvt. Ltd. is one of the fastest growing IT company specialized in consulting, developing and implementing process automation since 2011. We empower companies to achieve new heights by crossing the extra mile in today's challenging arena.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:

❖ To find out whether the employees are satisfied with the recruitment process in company.

SECONDARY OBJECTIVE:

- To study recruitment and selection strategies of the company
- To know the employee satisfaction level with current recruitment and selection process.
- To analyse various problems related to recruitment and selection in the company
- To provide suggestions to improve the recruitment and selection process.

RESEARCH METHODOLOGY:

- Research design: A research design is considered as the framework or plan for a study that guides as well as helps the data collection and analysis of data. Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study

- Source of data: A research design is purely and simply the framework or plan for study that guides the collection and analysis of data.

- Primary Data: Primary data are original data collected for the purpose of a particular study. In the present study primary data have been collected from respondents with help of questionnaire

- Secondary Data**:** Secondary Data are those, which are not collected specifically for solving the problem currently being investigated. Here secondary data were collected from the records available in the internet.

- Sampling Unit: In this research, we have taken survey from respondents for this study

- Sample Size: A total of 105 respondents were chosen for the data collection.

- Analytical tools: The analytical tools used are spss for testing the hypothesis, Chi Square test in spss tool and correlation in spss tool.

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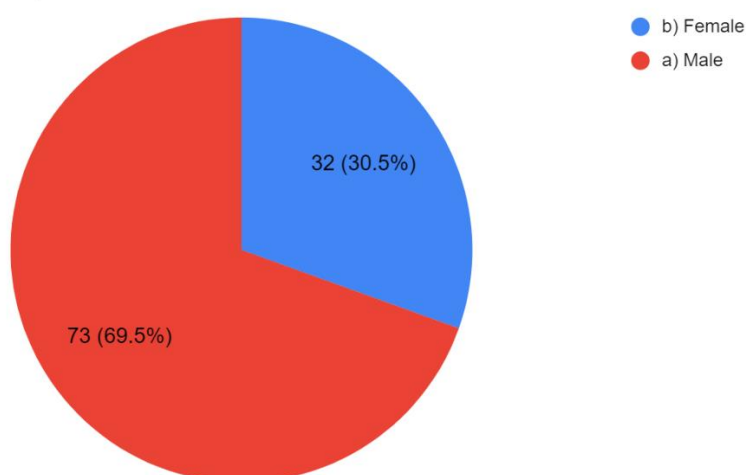
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DATA ANALYSIS AND INTERPRETATION:

TABLE 4.1.2: GENDER

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
MALE	73	69.5%
FEMALE	32	30.5%
TOTAL	105	100%

CHART4.1.2: GENDER
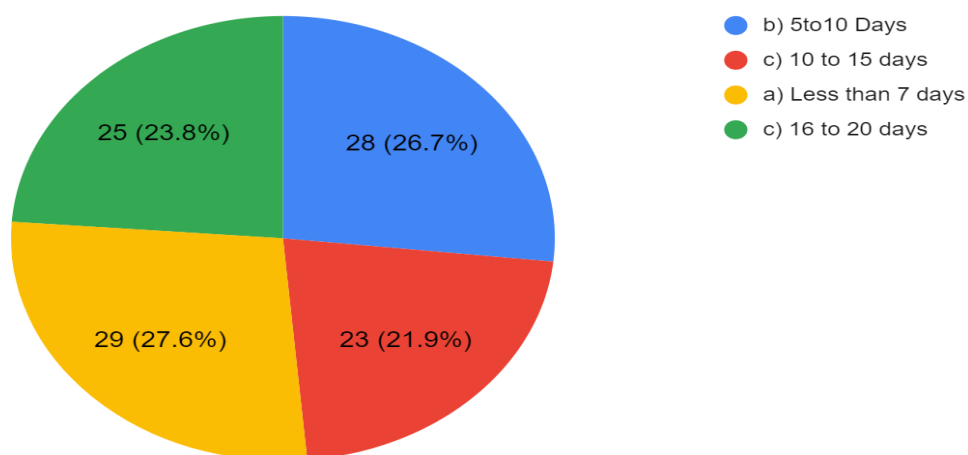

Count of 2)Gender:

Interpretation

From the above table it is interpreted that the number of respondents are male of respondents are 69.5% and female of respondents are 30.5%

TABLE 4.1.17: HOW MUCH TIME DID THE COMPANIES TAKE TO REPOND YOUR APPLICATION

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
LESS THAN 7 DAYS	29	27.6%
5 TO 10 DAYS	28	26.7%
10 TO 15 DAYS	23	21.9%
16 TO 20 DAYS	25	23.8%
TOTAL	105	100%

CHART 4.1.17: HOW MUSH TIME DID THE COMPANIES TAKE TO REPOND YOUR APPLICATION

Count of 17) How much time did the companies take to respond your application?

- b) 5to10 Days
- c) 10 to 15 days
- a) Less than 7 days
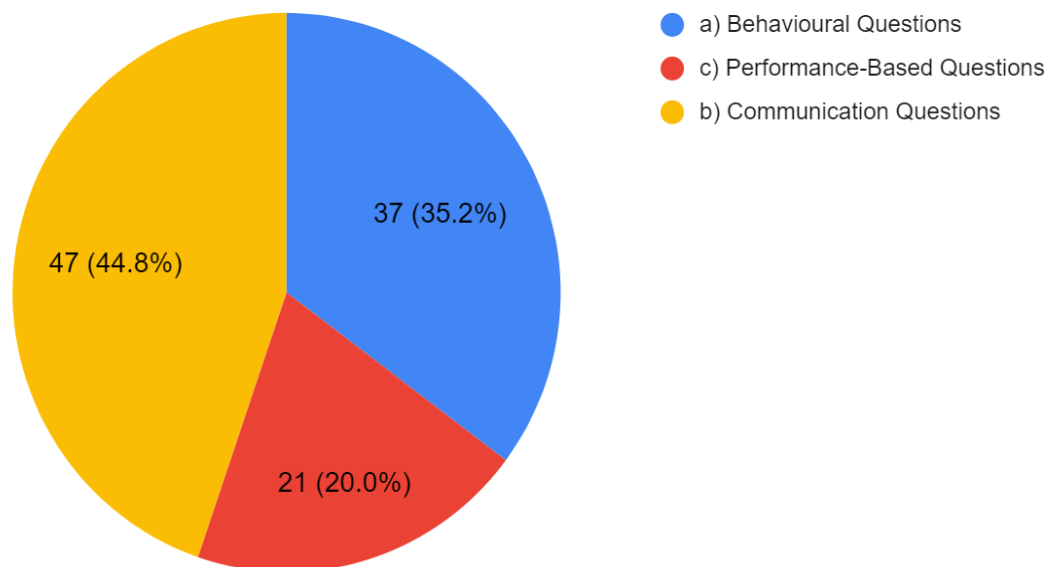- c) 16 to 20 days

Interpretation

From the above table it is interpreted that the number of respondents are Less than 7 days of respondents are 27.6%, 5 to 10 days of respondents are 26.7%, 10 to 15 days of respondents are 21.9% and 16 to 20 days of respondents are 23.8%.

WHAT TYPE OF QUESTIONS THEY ASK IN THE INTERVIEW

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
BEHAVIOURAL QUESTIONS	37	35.2%
COMMUNICATION QUESTIONS	47	44.8%
PERFORMANCE BASED QUESTIONS	21	20.0%
TOTAL	105	100%

CHART 4.1.19: WHAT TYPE OF QUESTIONS THEY ASKED IN THE INTERVIEW

Count of 19) What type of questions they asked in the interview?

- a) Behavioural Questions
- c) Performance-Based Questions
- b) Communication Questions

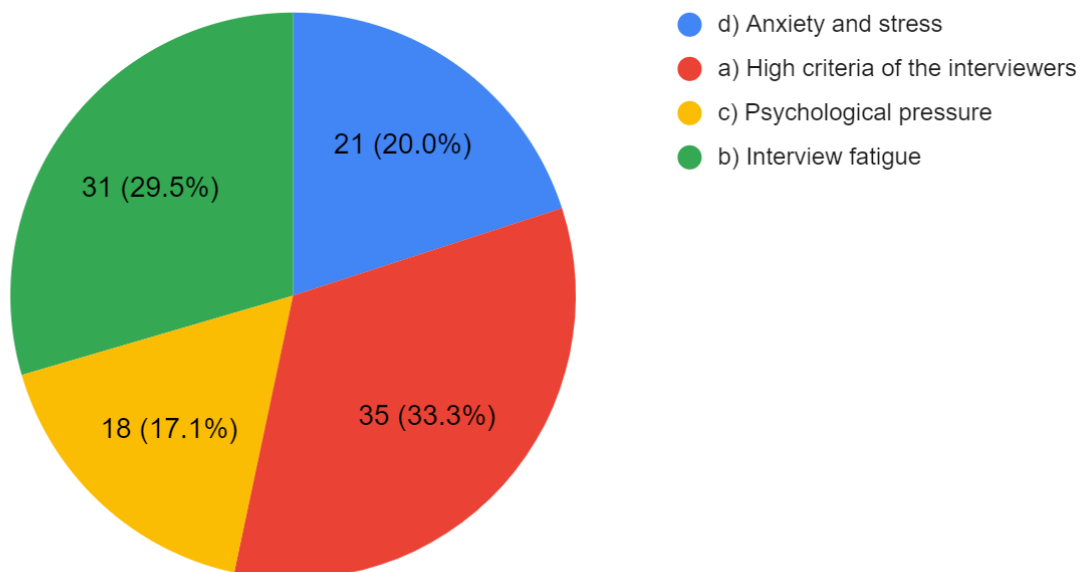37 (35.2%)
47 (44.8%)
21 (20.0%)

Interpretation

From the above table it is interpreted that the number of respondents are Behavioural questions of respondents are 35.2%, Communication questions of respondents are 44.8% and Performance based questions of respondents are 21.9%.

TABLE 4.1.25 WHAT ARE THE FACTORS THAT WORRY YOU DURING YOUR INTERVIEW

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
HIGH CRITERIA OF THE INTERVIEWERS	35	33.3%
INTERVIEW FATIGUE	31	29.5%
PSYCHOLOGICAL PRESSURE	18	17.1%
ANXIETY AND STRESS	21	20.0%
TOTAL	105	100%

CHART 4.1.25 WHAT ARE THE FACTORS THAT WORRY YOU DURING YOUR INTERVIEW

Count of 25) What are the factors that worry you during your interview?

- d) Anxiety and stress
- a) High criteria of the interviewers
- c) Psychological pressure
- b) Interview fatigue

21 (20.0%)
31 (29.5%)
18 (17.1%)
35 (33.3%)

Interpretation

From the above table it is interpreted that the number of respondents are High criteria of the interviewers of respondents are 33.3%, Interview fatigue of respondents are 29.5%, Psychological pressure of respondents are 17.1% and Anxiety and stress of respondents are 20.0%.

CHI-SQUARE TEST

HYPOTHESIS 2

- Null Hypothesis (H0): There is no significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.
- Alternate Hypothesis (H1): There is a significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
17) How much time did the companies take to respond your application? * 19) What type of questions they asked in the interview?	105	100.0%	0	0.0%	105	100.0%

Crosstabulation

			19) What type of questions they asked in the interview?			
			a) Behavioural Questions	b) Communication Questions	c) Performance-Based Questions	Total
17) How much time did the companies take to respond your application?	a) Less than 7 days	Count	1	27	1	29
		Expected Count	10.2	13.0	5.8	29.0
	b) 5to10 Days	Count	6	19	3	28
		Expected Count	9.9	12.5	5.6	28.0
	c) 10 to 15 days	Count	21	1	1	23

	Expected Count	8.1	10.3	4.6	23.0
c) 16 to 20 days	Count	9	0	16	25
	Expected Count	8.8	11.2	5.0	25.0
Total	Count	37	47	21	105
	Expected Count	37.0	47.0	21.0	105.0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.913 [a]	6	.740
Likelihood Ratio	1.857	6	.750
N of Valid Cases	105		

a. 1 cells (8.3%) have expected count less than 5. The minimum expected count is 4.60.

INTERPRETATION

The p value is 0.740 which is greater than the significance value (0.05) hence null hypothesis H0 is accepted. And H1 is rejected

INFERENCE

Thus, there is no significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.

CORRELATION TEST

HYPOTHESIS 1

- Null Hypothesis (H0): There is no significant difference in between genders and in feelings experienced during interviews among individuals.
- Alternate Hypothesis (H1): There is a significant difference in between genders and in feelings experienced during interviews among individuals.

Correlations

		2)Gender:	7) How do you feel when you were facing the interview?
2)Gender:	Pearson Correlation	1	.057
	Sig. (2-tailed)		.566
	N	105	105
7) How do you feel when you were facing the interview?	Pearson Correlation	.057	1
	Sig. (2-tailed)	.566	
	N	105	105

INTERPRETATION

The p value is 0.057 which is greater than the significance value (0.05) hence null hypothesis H0 is accepted. And H1 is rejected

INFERENCE

Thus, there is no significant difference in between genders and in feelings experienced during interviews among individuals

: FINDING:

- In the Table it is interpreted that the number of respondents are 20-25 of respondents are 28.6%.
- In the Table it is interpreted that the number of respondents are male of respondents are 69.5%.
- In the Table it is interpreted that the number of respondents are unmarried of respondents are 65.7%.
- In the Table it is interpreted that the number of respondents are UG of respondents are 52.4%.
- In the Table it is interpreted that the number of respondents are 11-15 years of respondents are 29.5%.
- In the Table it is interpreted that the number of respondents are Three of respondents are 21.9%.
- In the Table it is interpreted that the number of respondents are Relaxed of respondents are 41.0%

- In the Table it is interpreted that the number of respondents are Employee reference of respondents are 44.9%

- In the Table it is interpreted that the number of respondents are are 41.0%

- In the Table it is interpreted that the number of respondents are Aptitude test of respondents are 39.0.

- In the Table it is interpreted that the number of respondents are No of respondents are 51.4%.

- In the Table it is interpreted that the number of respondents are Video conference of respondents are 34.3%

- In the Table it is interpreted that the number of respondents are Yes of respondents are 64.8%.

- In the Table it is interpreted that the number of respondents are Job portals of respondents are 31.4%

- In the Table it is interpreted that the number of respondents are Yes of respondents are 65.7%

- In the Table it is interpreted that the number of respondents are Less than 7 days of respondents are 27.6%.

- In the Table it is interpreted that the number of respondents are External sources of respondents are 56.2%.

- In the Table it is interpreted that the number of respondents are questions of respondents are 44.8%

- In the Table it is interpreted that the number of respondents are Yes of respondents are 63.8%.

- In the Table it is interpreted that the number of respondents are Work environment of respondents are 39.0%.

- In the Table it is interpreted that the number of respondents are Learn different coping techniques of respondents are 38.1%.

- In the Table it is interpreted that the number of respondents are Yes of respondents are 60.0%

- In the Table it is interpreted that the number of respondents are Short days of respondents are 35.2%.

- In the Table it is interpreted that the number of respondents are High criteria of the interviewers of respondents are 33.3%.

SUGGESTION:

- The company should regularly review and refine your recruitment and selection process based on feedback from candidates, hiring managers, and HR professionals. Identify areas for improvement and implement changes to optimize efficiency and effectiveness.

Overall, the findings suggest that the company is doing a good job in recruitment and selection, but there is still room for improvement in areas such as diversity and providing opportunities for growth and development.

CONCLUSION:

In conclusion, creating a successful recruitment and selection process is key to finding the right people for your team. By clearly defining job requirements, using multiple sourcing channels, and implementing structured interviews and assessments, you can identify candidates who are the best fit for the job. It's also important to consider cultural fit, provide a positive candidate experience, and continuously improve the process over time. With these steps, you can build a talented and engaged workforce that contributes to the success of your organization.

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