

A Study on Employee Selection Process Towards Atlas Textile Exports PVT LTD with Reference to Karur

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ABSTRACT

Selection is the process of picking or choosing the right candidate, who is most suitable for a vacant job position in an organization. In others words, selection can also be explained as the process of interviewing the candidates and evaluating their qualities, which are required for a specific job and then choosing the suitable candidate for the position. The selection of a right applicant for a vacant position will be an asset to the organization, which will be helping the organization in reaching its objectives. The test is used for primary data are Frequency Distribution, Cross Tabulation. From the study it is concluded that overall the respondents are satisfied with the selection process taken by the organization. Effective application of selection process increases the effectiveness and productivity of employees and organization as a whole

INTRODUCTION OF THE STUDY

The selection process can be defined as the process of selection and short listing of the right candidates with the necessary qualifications and skill set to fill the vacancies in an organisation. The selection process varies from industry to industry, company to company and even amongst departments of the same company. Employee Selection is the process of putting right men on right job. It is a procedure of matching organizational requirements with the skills and qualifications of people. Effective selection can be done only when there is effective matching. By selecting best candidate for the required job, the organization will get quality performance of employees. Moreover, organization will face less of absenteeism and employee turnover problems. By selecting right candidate for the required job, organization will also save time and money. Proper screening of candidates takes place during selection procedure. All the potential candidates who apply for the given job are tested.

STATEMENT OF THE PROBLEM

Every organisation has to follow a scientific selection procedure since problems with the employee start after the selection and employment. In other words, if an organisation selects a wrong person, it has to face a number of problems with the particular employee. In addition to the cost of selection, training and other areas will become recurring expenditure the company owing to the employee turnover caused due to improper selection technique. Every organisation is influenced by the social factors, as it is part and parcel of the society. Hence, it has to do justice to all sections of the people in providing employment opportunities. Hence, it should have an objective system of selection that's should be impartial and provide equal opportunity. Above all, the organisation should also follow the government rules and regulations regarding filling up of certain number of the candidates belonging to certain communities and certain regions.

OBJECTIVES OF THE STUDY

- To study the selection process of employees at Atlas Textile Exports Pvt Ltd in Karur.
- To analyze the perception in the process of selection of employees.
- To study the effectiveness of selection of employees.
- To analyse the company encourage its employees to give suggestions for developing better recruitment process
- To analyse the factors affect the selection decision of candidates

SCOPE OF THE STUDY

Selection of personnel for an organization is a crucial, complex and continuing function. The ability of an organization to attain its goals effectively and to develop in a dynamic environment largely depends upon the effectiveness of its selection programs. In a situation where the right person is not selected, the remaining functions of personnel management, employee-employer relations will not be effective. If the right person is selected, he/she is a valuable asset to the organization and if faulty selection is made, the employee will become a liability to the organization.

LIMITATIONS OF THE STUDY

- The un-cooperative attitude of many respondents many thought that the researcher have something to do with information given considering the sensitive nature, other than for academic purpose.
- It is difficult for the researcher to collect data from some employees of the organizations of the case study.
- The constraints also contributed immensely to limit the extent to which the data are collected.
- Time constraints contributed to a measurable extent to the assumptions made because the researcher is working to beat the time stipulated for this work.

REVIEW OF LITERATURE

Endah Setyowati, (2020) According to study of authors, selection in many textile organisations is conducted arbitrarily though it was done through multi-stage. This demonstrates a lack of objectivity in the filing of forms, with some even assuming the proposed organisation is completely by design. In addition, direct appointment was discovered in the second stage in terms of determining the college as a partner private companies. The first are administrative stumbling blocks resulting from a lack of cooperation amongst policy frameworks that have formed the legal underpinning for conducting staff selection.

C. Siddarth1 and R. Ramamurthy, (2021) Employee selection is a critical component of an textile organization's overall resourcing strategy, as it identifies and secures the people required for the organisation to survive and develop in the short to medium term. In order to find adequately qualified and capable individuals at all levels, selection operations must be sensitive to an ever-increasingly competitive market. It is necessary to distinguish between selection and recruitment. Because inappropriate candidates are discarded, it is a negative procedure. At the organisational level, a successful Human Resources Development programme in textile industry prepares the individual to take on a higher degree of work, "organised learning over a set amount of time to develop the potential of performance change." The broader idea of a more deliberate national emphasis on human resource

Allen, D. B., Mahto, R. V., & Otondo, R. F. (2022) Selection process and research show that objective characteristics, subjective considerations, and critical contact send signals to prospective applicants about the textile organization and available opportunities. In the generating applicants phase of recruitment, critical contact may consist largely of interactions with recruitment sources (e.g., newspaper ads, job fairs, organization Web sites); however, research has yet to fully address how all 3 types of signalling mechanisms influence early job pursuit decisions in the context of organizational recruitment Web sites. Results based on data from 814 student participants searching actual organization Web sites support and extend signaling and brand equity theories by showing that job information (directly) and organization information (indirectly) are related to intentions to pursue employment when a priori perceptions of image are controlled.

Jones et al. (2023) Human Resource Management theories emphasize on techniques of selection and outline the benefits of interviews, assessment and psychometric examinations as employee selection process. They further stated that recruitment process may be internal or external or may also be conducted online. Typically, this process is based on the levels of selection policies, job postings and details, advertising, job application and interviewing process, assessment, decision making, formal selection and training. He suggested that examples of selection policies in the textile industrial sector may offer insights into the processes involved in establishing recruitment policies and defining managerial objectives

Krause (2024) At a basic level of the selection process interviews might be mediated through videoconference However, more recent digital developments in interviewing depart from the interpersonal exchange that has typically

characterized earlier techniques. These involve ‘on-demand’ interviews often during the initial steps of the selection process in which interviewees record their responses to a standard set of questions, which are then evaluated by either raters or computers through AI and compared interview ratings of video conference interviews with digital interviews and reported that ratings were generally higher for the latter. This may reflect the additional preparation time that interviewees have available before recording their answers. Ratings of digital interviews were also evaluated in a lab-based study by, who reported that ratings showed good internal consistency.

RESEARCH METHODOLOGY

MEANING

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

DEFINITION

According to industrial research institute in research methodology, research always tries to search the given question systematically in our own way and find out all the answers till conclusion. If research does not work systematically on problem, there would be less possibility to find out the final result. For finding or exploring research questions, a researcher faces lot of problems that can be effectively resolved with using correct research methodology.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as “A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional to the old research new ones are conducted.

SAMPLING TECHNIQUES

A disproportionate stratified random sampling technique has been used in sampling due to the following reasons:

- It provides information about parts of the all the area of Karur.
- It provides help in gaining control management system in textile industry.

SAMPLING SIZE

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 150 respondents are taken as the example for this investigation.

DATA COLLECION

Primary data

Primary data was collected through face to face interviews while filling up questionnaires (150 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

STATISTICAL TOOLS

- Simple percentage analysis
- Chi-square analysis
- Correlation
- Anova

CHI- SQUIRE ANALYSIS

Null Hypothesis (Ho): There is no significant relationship between educational qualification of the respondents and selection should be impartial and provide equal opportunity

Alternative Hypothesis (H1): There is significant relationship between educational qualification of the respondents and selection should be impartial and provide equal opportunity

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.979E2 ^a	9	.000
Likelihood Ratio	201.876	9	.000
N of Valid Cases	150		

a. 6 cells (37.5%) have expected count less than 5. The minimum expected count is 1.36.

RESULT

The Chi-Square test reveals a statistically significant association between the variables ($p < .001$), though the results should be interpreted with caution. The reliability of this finding is limited because 37.5% of cells have expected counts below 5, violating a key assumption for the Pearson Chi-Square test.

CORRELATION

The table shows that the relationship between experience of the respondents and Organizations can encourage its employees

Correlations

		Experience	Organizations can encourage its employees
Experience	Pearson Correlation	1	.915**
	Sig. (2-tailed)		.000
	N	150	150
Organizations can encourage its employees	Pearson Correlation	.915**	1
	Sig. (2-tailed)	.000	
	N	150	150

Correlation is significant at the 0.01 level (2-tailed).

RESULT

There is a statistically significant, very strong positive correlation ($r = .915$, $p < .001$) between employee experience and organizational encouragement.

ANOVA

NULL HYPOTHESIS

H₀: There is no significant relationship between age of the respondents and selection process helps the company to get right candidate.

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between age of the respondents and selection process helps the company to get right candidate

ANOVA

Age	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	105.057	4	26.264	160.172	.000
Within Groups	23.776	145	.164		
Total	128.833	149			

RESULT

There is a statistically significant difference across the age groups as indicated by the high F-value, $F(4, 145) = 160.172$, $p < .001$. This result demonstrates that age significantly influences the observed scores, with the variation between groups being substantially greater than within-group variation

SUGGESTIONS

- Organizations can try to introduce modern recruitment process like audio, video technique instead of using traditional technique.
- Organization can use detailed web analytics to track their career website and advertising effectiveness
- Organization can adopt or be a early adopter of every new sourcing idea and technique that becomes available by which probably they get a few extra candidates.
- If the hiring policies are flexible enough and revised often, then recruitment process becomes easier for recruiter and it avoids confusion.
- Some organizations can encourage the concept of employee referral as it is cost effective and saves the time for recruitment.
- Organizations can outsource their recruiting activities partially/ completely with top consultancies that are authorized and have certification
- The organization can try to improve their job sites, because most of the job seekers do approach from internet only
- The organization must try to retain their existing employees. Hence employee retention strategy help to save and reduce recruitment cost and portrays a culture of loyalty among the employees towards the organization.

CONCLUSION

It is an established fact that human resources are assets and strategic business tools in an organization to derive corporate performance that provides a distinct competitive advantage. There is a virtual war to poach and retain talent amongst companies, as the quality workforce is the best insurance against cutthroat competition. Hence effective recruitment plays the key role and retaining talented employees can take the company to greater heights. Recruitment-a selection process for people to an organization is a critical process. If not done systematically and properly, the

possibility of getting the right people is uncertain. It is essential that a structured selection process ensuring right kind of people are selected and placed at right positions. The textile companies' strength lies in using all possible techniques to ascertain the right choice and bringing in a total clarity to the entire process. Textile Organizations paying attention to this regard are certain to maintain their leading status amongst their counterparts in the market.

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