

A Study on HR Challenges in Recruitment and Selection

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ABSTRACT

Human Resource Management plays an important role in organizational success, particularly in the areas of recruitment and selection. The present study focuses on identifying and analyzing the challenges faced by HR professionals during recruitment and selection processes at Ved Upskilling. The study examines major recruitment difficulties such as sourcing qualified candidates, communication barriers, candidate dropouts, interview scheduling issues, retention challenges, and adapting to technological and post-COVID recruitment trends.

The research is based on both primary and secondary data. Primary data was collected through structured questionnaires distributed among 130 HR professionals and recruiters. Secondary data was collected from journals, articles, books, websites, and company-related sources. The study uses descriptive statistics, percentage analysis, and chi-square analysis to interpret the collected data.

The findings reveal that attracting qualified candidates, handling job-hopping behavior, managing candidate expectations, and retaining skilled employees are major challenges faced by HR professionals. The study suggests that organizations should improve employer branding, adopt advanced recruitment technologies, strengthen communication practices, and implement effective employee retention strategies.

The study concludes that effective recruitment and selection practices are essential for organizational growth and workforce stability. By overcoming recruitment challenges through strategic HR practices, organizations can improve hiring quality, employee satisfaction, and overall organizational performance.

Keywords: Recruitment, Selection, HR Challenges, Employee Retention, Candidate Management, Recruitment Strategies, Ved Upskilling, Human Resource Management.

INTRODUCTION

Human Resource Management plays a significant role in the growth and success of every organization. Recruitment and selection are considered the core functions of HR management because they help organizations identify and hire qualified employees. Effective recruitment practices contribute to organizational productivity, employee performance, and long-term business success.

In the modern business environment, organizations face intense competition in attracting and retaining skilled employees. Technological advancements, changing workforce expectations, digital hiring methods, and market competition have increased the complexity of recruitment and selection processes. HR professionals often experience challenges such as skill mismatch, candidate dropouts, interview coordination problems, communication gaps, and employee retention issues.

The growth of online recruitment platforms, artificial intelligence, social media hiring, and virtual interviews has transformed traditional recruitment practices. Although these technologies improve recruitment efficiency, they

also create challenges in candidate assessment, communication, and data management. Organizations must continuously adapt their recruitment strategies to remain competitive in the changing job market.

The present study focuses on analyzing the challenges faced by HR professionals in recruitment and selection at Ved Upskilling. The study aims to understand the practical difficulties experienced during hiring processes and provide suitable recommendations for improving recruitment effectiveness and employee retention.

OBJECTIVES OF THE STUDY

1. To identify and analyze the major challenges faced by HR professionals during recruitment and selection processes at Ved Upskilling.
2. To examine the influence of demographic factors such as age, gender, and experience on recruitment challenges.
3. To provide suitable suggestions for improving recruitment efficiency, candidate management, and employee retention strategies

REVIEW OF LITERATURE

Johnson and Smith (2023) The authors examined current recruitment trends and identified challenges such as attracting skilled candidates, technological changes, and increasing competition in hiring. The study concluded that organizations should modernize recruitment strategies to improve hiring effectiveness.

Brown and White (2021) The study focused on technological innovations in recruitment and selection. The authors explained that AI tools and online recruitment platforms improve hiring efficiency but may create issues related to bias and reduced human interaction.

Taylor and Clark (2022) The authors highlighted effective recruitment practices such as employer branding, structured interviews, and diversity-focused hiring methods. The study concluded that proper recruitment strategies improve organizational performance.

Patel and Gupta (2020) The study emphasized the importance of diversity and fairness in recruitment processes. The authors suggested that transparent hiring practices improve employee satisfaction and organizational culture.

Davis and Robinson (2023) The authors analyzed digital recruitment challenges including technical issues, communication barriers, and difficulty in evaluating candidates through virtual interviews.

Martin and Cooper (2018) The study focused on employer branding and explained how organizational reputation influences candidate attraction and employee retention.

Garcia and Rodriguez (2021) The authors studied the impact of COVID-19 on recruitment practices and explained how virtual hiring methods became important after the pandemic.

Sharma and Mehta (2020) The study identified major recruitment challenges such as shortage of skilled employees, increasing salary expectations, and delays in recruitment activities.

RESEARCH METHODOLOGY

Research Design

The study uses both qualitative and quantitative research methods to understand recruitment and selection challenges at Ved Upskilling.

Sources of Data

- Primary Data
- Secondary Data

Primary Data

Primary data was collected through structured questionnaires distributed among HR professionals and recruiters.

Secondary Data

Secondary data was collected from journals, articles, books, company records, and website

Sample Size

The study consists of 130 respondents.

Sampling Technique

- Purposive Sampling
- Stratified Sampling

Tools Used for Analysis

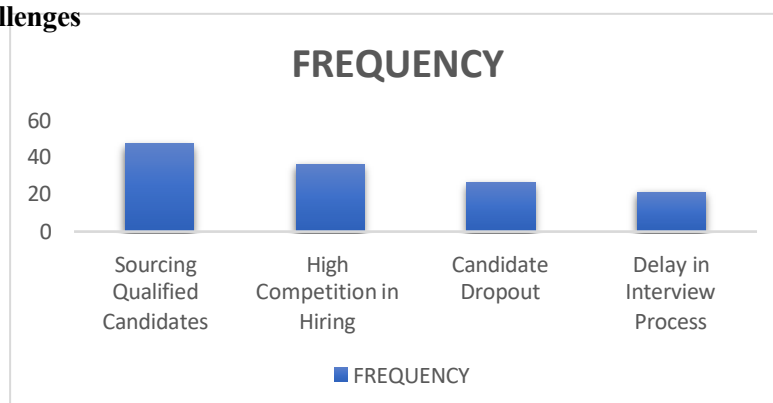
- Percentage Analysis

DATA ANALYSIS AND INTERPRETATION

To identify and analyze the major challenges faced by HR professionals during recruitment and selection processes.

Recruitment Challenges	FREQUENCY	PERCENTAGE
Sourcing Qualified Candidates	47	36%
High Competition in Hiring	36	28%
Candidate Dropout	26	20%
Delay in Interview Process	21	16%
Total	130	100%

Major Recruitment Challenges



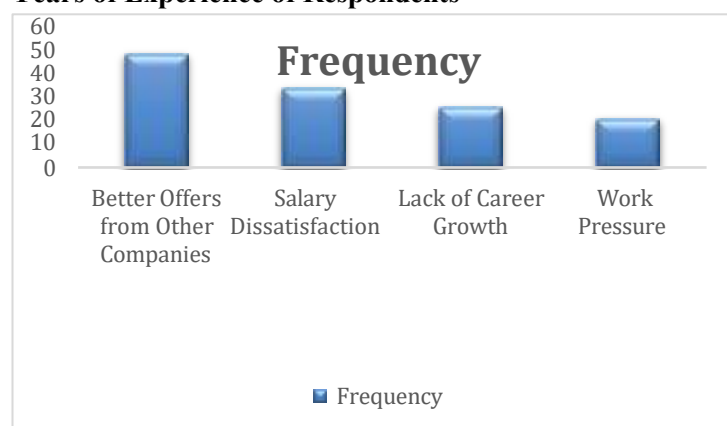
Interpretation

The analysis shows that sourcing qualified candidates is the major challenge faced by HR professionals with 36% responses. High competition in hiring is the second major challenge with 28%. Candidate dropout and delays in interview processes also affect recruitment efficiency.

To examine the influence of demographic factors on recruitment challenges.

Years of Experience	Frequency	Percentage
1–5 Years	78	60%
5-10 Years	31	24%
10-15 Years	13	10%
Above 15 Years	8	6%
Total	130	100%

Years of Experience of Respondents



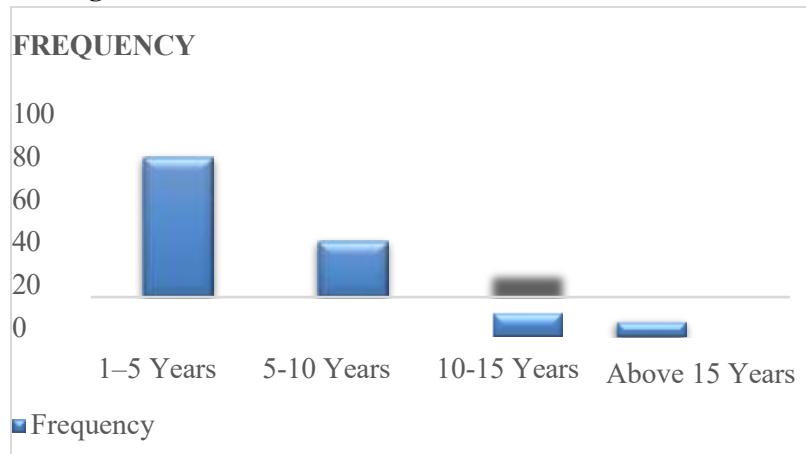
Interpretation

The majority of respondents belong to the 1–5 years' experience category with 60%. This indicates that most respondents are early-career HR professionals who actively participate in recruitment and selection activities.

To provide suitable suggestions for improving recruitment efficiency and employee retention.

Challenges	Frequency	Percentage
Better Offers from Other Companies	49	38%
Salary Dissatisfaction	34	26%
Lack of Career Growth	26	20%
Work Pressure	21	16%
Total	130	100%

Challenges in Retaining Candidates



Interpretation

The findings reveal that better offers from competing organizations are the major reason for employee retention challenges with 38% responses. Salary dissatisfaction and lack of career growth opportunities also contribute to employee turnover.

FINDINGS

- The study found that sourcing qualified candidates is the major challenge faced during recruitment and selection.
- Most HR professionals involved in recruitment activities belong to the 1–5 years' experience category.
- Candidate dropout and communication barriers significantly affect recruitment efficiency.
- Employer competition and changing candidate expectations increase recruitment complexity.
- Employee retention is highly affected by better job offers and salary dissatisfaction.
- Technological advancements and digital recruitment methods have transformed hiring practices.
- HR professionals face difficulties in hiring fresh graduates due to lack of practical skills and communication abilities.
- Post-COVID recruitment practices have increased the use of virtual interviews and online hiring platforms.

SUGGESTIONS

- The organization should adopt advanced recruitment technologies and online hiring platforms to improve recruitment efficiency.
- The company should strengthen employer branding strategies to attract qualified candidates.
- The recruitment team should improve communication with candidates to reduce misunderstandings and candidate dropout.
- The organization should implement structured interview and assessment methods for effective candidate evaluation.
- The company should provide training and development programs for HR professionals to improve hiring practices.
- The organization should maintain a faster recruitment process to reduce the loss of candidates to

competing organizations.

- The company should introduce effective employee retention strategies such as career development opportunities and employee engagement programs.
- The organization should improve coordination between HR professionals and clients for better hiring decisions.

CONCLUSION

The study concludes that recruitment and selection are critical functions of Human Resource Management that directly influence organizational success. HR professionals at Ved Upskilling face several challenges such as sourcing qualified candidates, candidate dropouts, communication barriers, employee retention issues, and adapting to changing recruitment technologies.

The research highlights the importance of strategic recruitment practices, effective communication, employer branding, and technological adoption in improving hiring efficiency. Organizations should continuously update recruitment strategies to meet changing workforce expectations and market conditions.

By implementing suitable recruitment and retention strategies, organizations can improve employee satisfaction, reduce turnover, and achieve long-term organizational growth and stability.

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