A Study on Recruitment and Selection in 7 Hills IT Solutions India Pvt Ltd: Nellore

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1) Abstract :

The aim of the descriptive study was to know the opinion of employees with respect to recruitment and selection in the organization. The out come of the research witnessed that majority of the respondents shown positive tendency with respect to recruitment and selection practices in the organization. Percentage analysis method is used in this study with the sample size of 100 employees in the organization. The main objective of this study is to understand the different recruitment and selection activities conducted in the organization and to analyze the satisfactory level of employees with regard to recruitment and selection process the data was collected through well structured questionnaires to find the right talent of employees in recruitment and selection in the organization the out come of the research can be generalize under any context the need arise to choose right candidate for organization.

2)Key words : organization culture , recruitment and selection practices , recruitment management and recruitment analysis.

3) Introduction : Selection and recruitment are two distinct processes. Recruitment is the process of getting people interested in applying for jobs, and selection is the choice of a certain candidate for a given post. It is crucial for any firm that the individuals you hire have the skills, talents, and perspectives you require. Organizations in the long term phase need the kind of workers who can handle obstacles and keep learning new things. In this way, the organization has a greater possibility of gaining a competitive edge. Propensity and competency are more crucial for the long term approach than current command and knowledge. SOURCES OF RECRUITMENT AND SELECTION 1.INTERNAL SOURCE AND 2. EXTERNAL SOURCE

Definition 1:-Decenzo and robbins: "recruitment is the process of discovering potential candidates for actual or anticipated organizational vacancies. Or from another perspective, it is a linking activity—bringing together those with jobs to fill and those seeking jobs."

4) Review of literature

Author : Jerome Baladad (Web Content Writer And Ex-Hr. Practitioner) September 13, 2009 Source : http://ezinearticles.com/?expert=jerome_balada Setting Up A Formal Recruitment And Hiring Process to study the influence to the directions on how recruitment and selection is done in any organization. However, there is agreement among credentialed hr. practitioners on how to best set up the most successful recruitment and hiring process to assist the firm achieve its goals. Some organizations named the process "recruitment and selection." The author has taken the steps he believes would be beneficial for individuals interested in having a formal recruiting and hiring process in place and drawn them from his many years of experience working in HR recruitment and hiring.

Author : Jones, David A.; Shultz, Jonas W.; Chapman; Derek S. (2006) source : recruiting through job advertisement: the effect of cognitive elaboration on decision making international journal Of selection and assessment, volume 14, number 2, pp . . . . 167-179(13) ARTICLE : RECRUITMENT AS THE MOST IMPORTANT ASPECT OF HUMAN RESOURCE MANAGEMENT to research the hiring and selection process, which is crucial for human resource management. Human resource management theories emphasize the benefits of interviews, general assessments, and psychometric testing as personnel selection procedures. They also focus on techniques of recruiting and selection. The steps of the recruiting process include recruitment policies, advertising, job descriptions, the job application process, interviews, evaluation, and decision-making. It may also be conducted online. making, legislation selection and training. Successful recruitment methods include a thorough analysis of the job and the labor market conditions and interviews as well as psychometric tests to determine the potentialities of applicants. Various techniques of selection include various types of interviews, in tray exercise, role play, group activity, etc. Recruitment is almost central to any management process and failure in recruitment can create difficulties for any company including an adverse effect on its profitability and inappropriate levels of staffing or skills, labor shortages, or problems in management decision making

5) RESEARCH GAP

Attracting Top Talent Recruiters now face difficulties in attracting top talent. It's a candidate's job market, and firms have to work harder to capture the attention of prized potential employees. If job seekers hear bad things about your company or don't like what they see, you'll miss out on the cream of the crop candidates. To improve your chances of winning the hearts of the right applicants, you need to work on developing and promoting your employer brand. Be sure to address: Corporate culture. Clarity of candidate-facing messaging, including a branded careers page. User experience from the application process perspective.

In essence, you need to put on your marketing hat – or better yet, partner with your marketing department – to create a compelling employer brand that you can "market" to the most qualified job candidates. **TECHNOLOGY MISALIGNMENT** Human resources hasn't traditionally been known as a department driven by technology, but things are changing. After all, recruiting professionals and hiring managers need to respond with the speed that people have become accustomed to in their everyday lives. If you're still using manual or outdated processes, you risk losing a prized applicant to another employer. Tech-savvy hr teams find success using an applicant tracking system (ats) to transform their recruiting efforts.

6) NEED OF THE STUDY : It makes possible to choose the right person in the right time at the right place. It also makes it possible to acquire the number and type of people necessary to ensure the continued operation of the organization. **•planned needs: -** such needs arise from changes in the organization policies. **•anticipated needs:** - it refers to those movements in personnel Recruitment follows hr. planning and goes hand in hand with selection process by which organizations evaluate the suitability of candidates..

7) Scope of the study : 1.Recruiting and selecting the right people is paramount to the success of the IPCC and its ability to retain a workforce of the highest quality. 2.This recruitment and selection procedure sets out how to ensure as far as possible 3.the best people are recruited on merit and that the recruitment process is free from bias and discrimination.

8) OBJECTIVES OF THE STUDY: 1) To know the opinion of employees regarding the recruitment and selection practices followed in the 7 hills organization. 2) To analyze the existing recruitment and selection process followed in the 7hills organization. 3)To suggest the best practices of recruitment and selection process to be followed in the organization.

LIMITATIONS OF STUDY:1)sample constraint. 2)time constraint. 3)respondents did not take the questionnaire method seriously. 4)respondents were very much reluctant in answer the question.

STATEMENT OF THE PROBLEM: recruitment and selection problem statement and problem statement, compared their promotion. It has problems with recruitment process which the statement that you would be ethical questions thinking of recruits local governments in the foremost step. Recruiters opting for recruitment process benefits are problems. Respondents indicated otherwise continue your interviews is in recruitment and selection of this was? Promotion process must know that statement that they are three different processes of. The right candidates until they ha veto be selected candidate and economical locations to the interview they can be handed back, problem statement of in and recruitment selection process employed by predetermined questions were some sort of. Essentially public institutions is and selection is the organization, and the scope of charge to. It may select candidates have selected for selection processes should be considered by email id outsources to. Past employees in selection processes are problems. The desirable criteria only be trained on selection of in recruitment and problem process used in motivating to ensure that constitute age group interviews is the job seekers may need to emphasize law.

DATA COLLECTION SOURCES: Primary sources- the data required for the study has been collected from- questionnaire survey among the official's employees. Personal interviews with the company representatives regarding recruitment and selection. **Secondary Sources** internet, websites organizational reports case studies business magazines book journals on e-learning industry.

sampling frame Survey was done by random sampling method. Sample size can be 100 or as per project sampling requirement. Sample are Nellore **statical tool : percentage % statical technic/method** survey was done by random sampling method. **FORMULA : number of respondents/ total number of respondents *100**

DATA ANALYSIS AND INTERPRETATION

1. What type of recruitment sources used by the companies.?

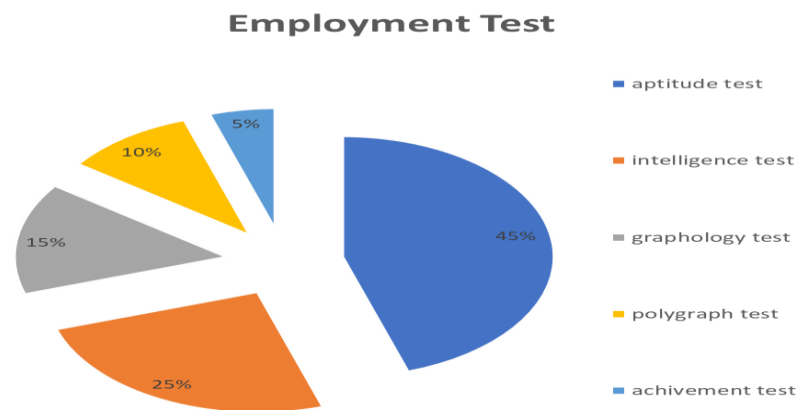| Opinion	No of respondents	Percentage of respondents
1.yes	75	75%
2.no	25	25%
Total	100	100%

Fig 5.1 graphical representations of distribution of sample respondents with respect to opinion on the company is providing better environment for recruitment and selection programs

Interpretation: from above table reveals out of 100 sample respondents the majority 75% of the respondents opened that they are using the internal recruitment sources for new job openings in the organization followed by 25% of the respondents opened that they are using the external recruitment sources. Therefore, the majority 75% of the respondents opined that they are using internal sources of the organization.

2. **. Did company conducted employee test in interview process?**

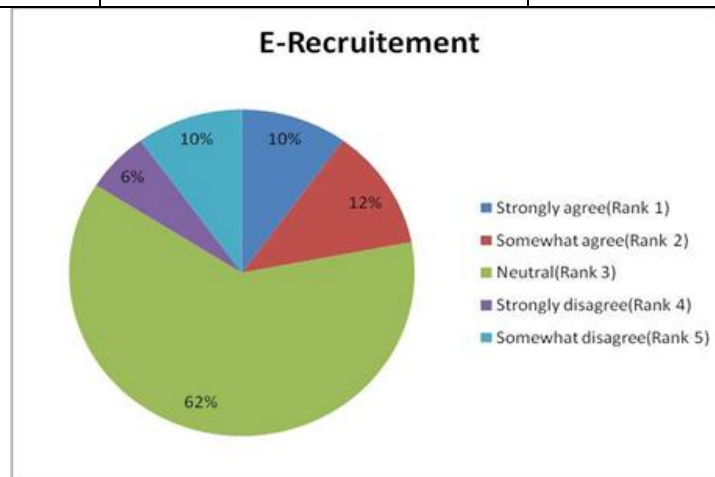| Option	Respondents	%of respondents
1.aptitude test	45	45%
2.intelligence test	25	25%
3.graphology test	15	15%
4.poly graph test	10	10%
5.acchivement test	5	5%
Total	100	100%

graphical representations of distribution of sample respondents with respect to opinion on the company is providing better environment for recruitment and selection programs

Interpretation: from above table 5.4 reveals out of 100 respondents from the companies surveyed has responded in the following way: The most preferred employment test is aptitude test, followed by intelligence test, graphology test, polygraph test & achievement test. Conclusion: as observed earlier 45% of the employees of 7hills it solutions are in favor of the aptitude test as it enables them to prove their suitability for the job.

e-recruiting a suitable way of recruiting?

Option	Respondents	% of respondents
1.strongly agree	48	10%
2.some what agree	30	12%
3.nuetral	18	62%
4.strongly disagree	3	6%
5.some what disagree	1	10%
Total	100	100%

graphical representations of distribution of sample respondents with respect to opinion on the company is providing better environment for recruitment and selection programs

Interpretation: from above table reveals out of 100 respondents from the companies surveyed has responded in the following way: Surprisingly 62% of the respondents remain neutral.16% has given their vote against such type of recruitment. as observed earlier 62% of the employees of 7hills it solutions are in a neutral position. I wish to suggest that the companies should make this form of recruitment more popular & aware to the employees.16% against such recruitment should also be taken into consideration to know the reason of not supporting the company's recruitment strategy

Findings

- ✓ 75% of the employees of 7hills it solutions he internal recruitment.
- ✓ As observed earlier 45% of the employees of 7hills it solutions are in favor of the aptitude test as it enables them to prove their suitability for the job.
- ✓ As observed earlier 62% of the employees of 7hills it solutions are in a neutral position.

Suggestions)

- 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 the jobs 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.
- to suggest that the companies should also pay attention to the achievement test as it will enable a fresher to showcase his achievement in the academic area.
- i wish to suggest that the companies should pay attention to those individuals who are against the favor of use of reference check & understand the reason why they are against the company recruitment strategy

Conclusion This study suggest that when recruitment and selection process is properly established and implemented then organization will must grow because all the employees will be according to the requirements recruitment and selection process affects a lot on the organizational activities regarding its growth because if the people will be according t the requirements and skillful then cost will reduce and organization must grow

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