

# **A STUDY ON RECRUITMENT AND SELECTION PROCESS IN ASIAN WIRES INDUSTRIES PVT LTD AT NELLORE**

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## **ABSTRACT:**

The performance / strength / calibre of the manpower that steers the day-to-day affairs of the organisations determines their success in this modern business environment. Many people are concerned about the process of recruiting and selecting all types of employees for both private and public organisations. Every organisation wishes to attract the best human resources in order to fulfil organisational needs and obtain excellent performance from appropriate candidates. There are numerous methods available for recruiting candidates in the field. The purpose of this paper is to comprehend the relationship between an organization's recruitment and selection process and its relationship to the organization's growth and effectiveness.

## **KEY WORDS:**

Selection, Recruitment and selection, process, employee selection

## **1. INTRODUCTION:**

Recruitment is the process of finding people with the necessary qualifications and in sufficient numbers to apply for jobs within a firm. The act of seeking suitable employees with multidimensional qualities and knowledge that connect with organisational strategies is critical to a company's success; thus, a larger strategic recruiting perspective is required.

"The selection and recruiting philosophy are "the right person for the appropriate task." Every organisation, especially managers, should carefully select its staff. The operational personnel is critical to business efficiency.

## **DEFINITION:**

Recruitment, as defined by EDWIN FLIPPO, involves actively seeking out and enticing qualified candidates to apply for open positions within a business.

## **2.REVIEW OF LITERATURE:**

### **Alan Price (2007):**

Price (2007), in his work Human Resource Management in a Business Context, formally defines recruitment and selection as the process of retrieving and attracting able applications for the purpose of employment. He states that the process of recruitment is not a simple selection process, while it needs management decision making and broad planning in order to appoint the most appropriate manpower. There existing competition among business enterprises for recruiting the most potential workers in on the pathway towards creating innovations, with management decision making and employers attempting to hire only the best applicants who would be the best fit for the corporate culture and ethics specific to the company (Price 2007). This would reflect the fact that the management would particularly shortlist able candidates who are well equipped with the requirements of the position they are applying for, including team work. Since possessing qualities of being a team player would be essential in any management position (Price 2007).

### **Korsten (2003) and Jones et al. (2006):**

According to Korsten (2003) and Jones et al. (2006), Human Resource Management theories emphasize on techniques of recruitment and 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 recruitment policies, job postings and details, advertising, job application and interviewing process, assessment, decision making, formal selection and training (Korsten 2003).

Jones et al. (2006) suggested that examples of recruitment policies in the healthcare, business or industrial sector may offer insights into the processes involved in establishing recruitment policies and defining managerial objectives.

### **3.RESEARCH METHODOLOGY:**

The research methodology consists of the research design, data collection method, sampling method, and analysis. The nature of the research will be exploratory and descriptive. This technique will incorporate both qualitative and quantitative data using a mixed methodology. The primary research method for this project will be questionnaires completed by company personnel. I approached Asian wires industries pvt ltd. based on my prior experience with executive search firms. Ltd., and our organisation recruited managerial personnel for the company. As a result, I will do my best to contact them and complete the questionnaires for their firm's Recruitment and Selection process.

**Research methods:** The required data has been collected through primary data and secondary data.

**Primary Data:** This will include questionnaires that will give a great deal of qualitative data.

**Secondary Data** - This consists of all the relevant literature, such as books, journals, online sources, and company websites. This collection of data may include both qualitative and quantitative information.

- **Type of sampling:** Convenience sampling
- **Sample Size:** 120
- **Research Instrument:** Questionnaire
- **Data Analysis:** Simple percentage, Simple Random Sampling

#### **SAMPLING TOOL**

##### **Percentage Analysis:**

PERCENTAGE = {NO. OF RESPONDENTS / TOTAL NO. OF RESPONDENTS \* 100}

#### 4.DATA ANALYSIS AND INTERPRETATION:

In your opinion, selection is made in this company based on your opinion?

1. Qualification                      2. Previous Experience                      3. Multi skills

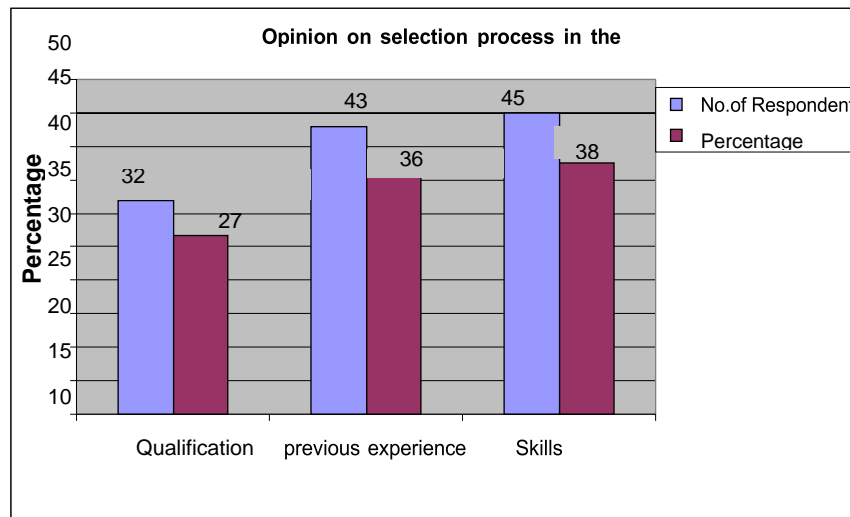
##### 4.1.1 TABLE SHOWING THE BASIS FOR THE SELECTION IN THE ORGANIZATION

Grade	No. of Respondents	Percentage %
Qualification	32	27
previous experience	43	36
multi skills	45	38
<b>Total</b>	<b>120</b>	<b>100</b>

#### INTERPRETATION:

36% of the employees are joined because of previous experience. And 38% of the employees were multi skilled people.

##### 4.2.1 GRAPH



Which type of interview did you face at the time of your selection?

1. Formal      2. Informal      3. Mixed

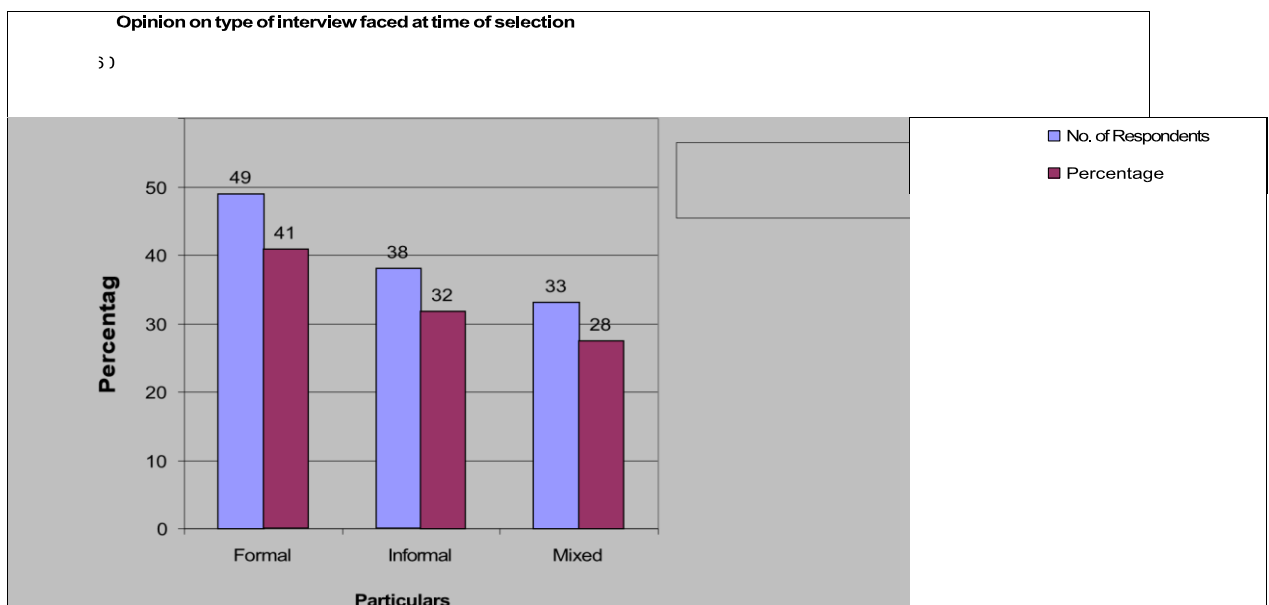
#### 4.1.2 TABLE SHOWING WHAT KIND OF INTERVIEW HAD DONE WHILE SELECTION

Grade	No. of Respondents	Percentage
Formal	49	41
Informal	38	32
Mixed	33	28
<b>Total</b>	<b>120</b>	<b>100</b>

#### INTERPRETATION:

41% of employees were joined through formal interview. And 32% of employees were joined through informal interview.

#### 4.2.2 GRAPH



Do you feel that the different selection process is required while selecting different positions?

1. Agree      2. Moderate      3. Disagree

#### 4.1.3 TABLE SHOWING OPINION ON DIFFERENT SELECTION PROCESSES IS NEEDED FOR DIFFERENT POSITIONS

Grade	No. of Respondents	Percentage
Agree	54	45
Moderate	39	33
Disagree	27	23
<b>Total</b>	<b>120</b>	<b>100</b>

#### INTERPRETATION:

45% of the employees agreed that different selection processes are required for different positions. And 33% of employees are moderate.

#### 4.2.3 GRAP

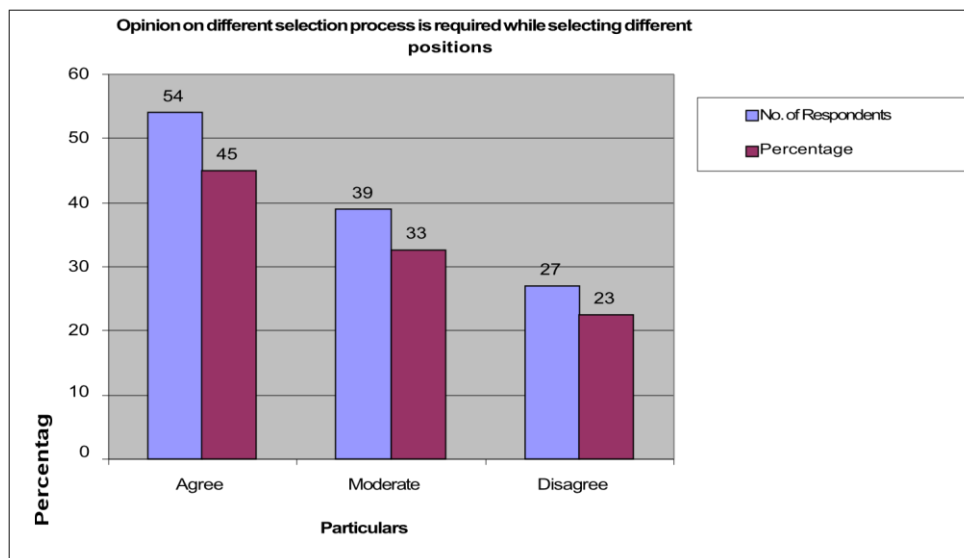
Which media is highly suitable for recruitment in your company?

1. Newspaper

2. Television

3. Radio

#### 4.1.4 TABLE SHOWING OPINION ON SUITABLE MEDIA FOR RECRUITMENT

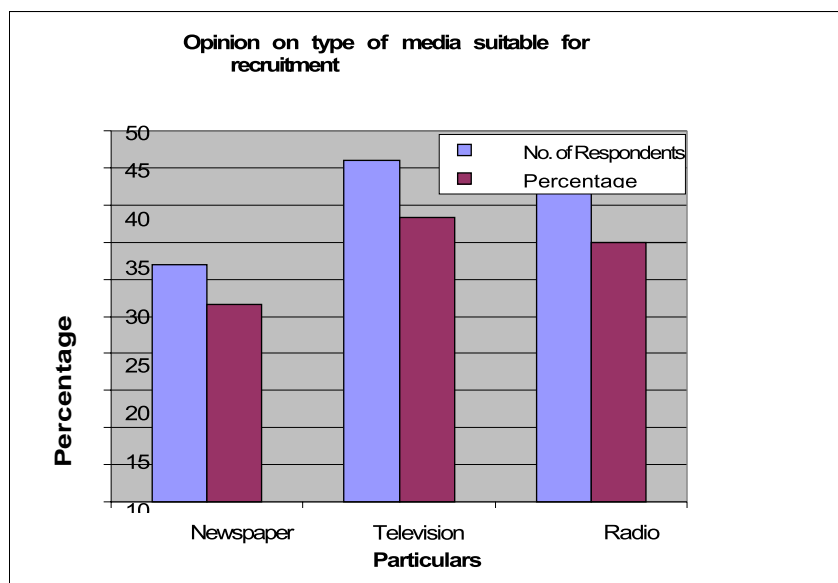


Grade	No. of Respondents	Percentage
Newspaper	32	27
Television	46	38
Radio	42	35
<b>Total</b>	<b>120</b>	<b>100</b>

## INTERPRETATION:

38% of employees are opined television is the suitable media for recruitment. And 35% of employees opined radio.

### 4.1.4 GRAPH



## 5. SUGGESTIONS

- To improve the selection procedure by giving value to the multi-skills.
- By conducting activities like group discussion and workshops to the employees to utilize their knowledge and skills.

## 6. CONCLUSION

Though it is a big organization, but for every organization growth is based on its employees. Asian wires are satisfying moderately its employees at recruitment procedures. By modernizing the present policy, the Asian wires organization will achieve good results.

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