

A STUDY ON RECRUITMENT AND SELECTION PROCESS

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ABSTRACT

This study has been done in GLORY INDUSTRIAL PRODUCTS to identify the Recruitment and selection process in the organization. “Better recruiting and selection procedures lead to superior organizational outcomes. Recruitment is the primary job of the human resources department. It is a procedure that involves sourcing, screening, and shortlisting. It refers to the process of detecting and filling a personnel demand. Selection is the process of evaluating candidates' skills, competence, and experience in order to narrow down the pool of applications to the best candidate for the position.

A well-chosen employee may help your firm meet its objectives, increase productivity, and foster a healthy work environment. But selecting the proper individual for the job is not an easy feat. This is where recruiting and selection come in. And today, as organizations strive to find the ideal blend of talent that not only meets their immediate needs but also contributes to their long-term success, the recruitment and selection process is critical in this pursuit, shaping the very foundation upon which successful teams are built.

The research design is used for the study was descriptive research. The descriptive research means the research which is done to know the current situation of the study. The data has been collected using structured questionnaire. The sample taken for this study was 200 out of population 225 at GLORY INDUSTRIAL PRODUCTS. The type of sampling technique used for the study was simple random sampling. Hence, it is important to have a well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization.

This study shows the recruitment and selection process by the GLORY INDUSTRIAL PRODUCTS.

INTRODUCTION

The success of an organization depends on its ability to attract and retain exceptional people. Recruiters must be more discriminating in their selections as the labour market gets more competitive and the range of abilities available increases, as bad hiring decisions can have long-term negative effects adverse repercussions, such as costly training and development expenses to reduce the likelihood of subpar work and high employee turnover, which in turn affects employee morale, the ability to provide high-quality goods and services, and the ability to retain organizational memory. In the worst-case scenario, the company could not meet its goals and lose its market share and competitive

advantage. The human resources department is essential to this procedure. The HR department is the backbone of every successful company, and without a strong set of individuals to hire, culture, and inform employees, the firm is bound to fail.

The **recruiting** process is a step-by-step procedure that a company uses to identify, attract, analyse, and finally hire the best individuals for its job openings. This procedure is designed to guarantee that the organization can secure personnel with the appropriate skills, credentials, and cultural fit to succeed inside the organization. Internal sources of recruiting refer to the hiring of personnel who are already on the organization's payroll. Internal communication can be used to notify employees about job openings.

Recruitment and selection are two key parts of the hiring process that allow companies to find and attract the best talent. Recruitment involves getting a job description in front of as many people as possible. Selection involves narrowing down the pool until you're left with the best person for the role.

Learning about this is essential for businesses in efficiently recruiting suitable candidates, saving businesses time and resources. In this article, we explain the recruitment and selection process and how it helps enterprises find ideal employees to fill roles and provide useful tips for recruiting applicants.

NEED FOR THE STUDY

An efficient recruiting and selection policy not only meets job needs, but it also assures that a business will continue to provide equal opportunity to its employees. The need is to identify general practices that organizations use to recruit and select employees. Adhering to such a strategy allows you to hire the best potential people for your firm.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES:

- A study on recruitment and selection process with reference to Glory industrial products.

SECONDARY OBJECTIVES:

- To study the effectiveness of recruitment and selection practices in an organization.
- To analyse the satisfactory level of the employee about the recruitment and selection process.
- To identify the factors of recruitment and selection process.

SCOPE OF THE STUDY

This present study is to analyse the Recruitment & Selection Process at Glory Industrial Products. This study is to help to organization regarding there Recruitment process, whether employees are satisfies with the recruitment process which is existing in organization and also this study helps to make decisions in selecting the right candidates for the right job.

LITERATURE REVIEW

Lee, S. (2024). “Talent Analytics in Recruitment and Selection”: Lee's review explores the growing use of talent analytics and big data in recruitment and selection processes. It discusses how organizations are leveraging data-driven insights to identify top candidates, predict job performance, and optimize hiring decisions.

Mills, E. (2024). “Humanizing Recruitment: The role of Emotional Intelligence”: Mills's review explores the importance of emotional intelligence (EI) in humanizing the recruitment and selection process. It discusses how recruiters can leverage EI competencies to build rapport, understand candidate motivations, and make empathetic hiring decisions.

Olsen, K. (2024). “Environmental Sustainability in Recruitment Practices”: Olsen's review delves into the integration of environmental sustainability principles into recruitment practices. It discusses how organizations are incorporating sustainability initiatives, such as green job postings, eco-friendly recruitment events, and carbon-neutral hiring practices, into their recruitment strategies.

Chowdhury, A. (2023). “The Gig Economy and its Impact on Recruitment and Selection”: Chowdhury's review delves into the rise of the gig economy and how it's influencing recruitment and selection practices. It explores the challenges and opportunities presented by hiring freelancers, independent contractors, and temporary workers, as well as strategies for effectively integrating gig workers into organizations.

Park, H. (2023). “Remote Work and its Impact on Recruitment and Selection”: Park's review investigates the shift towards remote work and its implications for recruitment and selection practices. It examines how organizations are adapting their hiring processes to accommodate remote work arrangements, including virtual onboarding and team collaboration tools.

RESEARCH METHODOLOGY

Meaning of research:

Research is defined as the creation of new knowledge and/or the use of existing knowledge in a new and creative way so as to generate new concepts, methodologies and understandings. In fact, research is an art of scientific investigation.

RESEARCH METHOD:

The research method is those techniques that are used for the condition of research.

RESEARCH METHODOLOGY:

Research methodology is a way to systematically solve the research problem. It may be understood as a science of studying how research is done scientifically.

RESEARCH DESIGN:

Research design as the “arrangement of conditions for collections and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure”.

TYPES OF RESEARCH DESIGN:

Exploratory research design

Descriptive and diagnostic research design

Experimental/ casual research design

The research design followed for the study is a descriptive type of research.

SAMPLING:

Sampling is a process used in statistical analysis in which a predetermined number of observations are taken from a larger population.

SAMPLING DESIGN:

A sample design is a finite plan for obtaining a sample from a given population.

SAMPLE SIZE:

200

SAMPLING TECHNIQUE:

Simple random sampling method has been adopted for the study.

HYPOTHEISIS:

It is a statement about the population parameter. In other words, a hypothesis is a conclusion which is tentatively drawn on logical basis.

Ho: There is no significant difference between two attributes. (NULL HYPOTHESIS).

H1: There is an significant difference two attributes. (ALTERNATE HYPOTHESIS).

SOURCES OF DATA COLLECTION:

- **PRIMARY DATA**
- **SECONDARY DATA**

Primary data:

The data which is collected for the first time is called as primary data. The various sources for collecting primary data are questionnaire, observation, interview, consumer panels etc. The primary source used for this study is questionnaire. Primary data are collected from the employees of “GLORY INDUSTRIAL PRODUCTS” by circulating a structured questionnaire among them.

Secondary data:

The various sources of secondary data are books, magazines, statistical data sources etc. secondary data are obtained from company profile, internet, various other documents, scope need and other reports of the company.

STATISTICAL TOOL:**STATISTICAL TOOLS: SPSS (STATISTICAL PACKAGE FOR SOCIAL SCIENCE):**

Statistical package for social sciences (SPSS) is mean for statistical analysis of data. It has got tools to obtain accurate result. SPSS is a computer program used for survey authoring and development.

- Percentage analysis
- Correlation
- Regression
- Chi- square & Anova

PERCENTAGE ANALYSIS:

In case percentage refers to a special kind of ratio. Percentage is used in making comparison between two or more series of data. In this study, the number of people who responded in a particular manner is interpreted in the form of percentages.

Percentage = (No of respondents/Total no of respondents) *100

REGRESSION:

Regression linear regression is a statistical procedure for calculating the value of a dependent variable from an independent variable. Linear regression measures the association between two variables.

$$Y=mx+y$$

Where Y= dependent variable

X= Independent variable

M= slope

B=y-intercept (point where line crosses Y-axis at x= 0)

CORRELATION:

Correlation analysis is made to determine the degree of relationship between two or more variables. It does not talk about cause-and-effect relationship. The values of coefficient of correlation lie between +1 to -1. When $r = +1$, it means there is a perfect positive correlation between the variables. When $r = -1$, it means there is a perfect negative correlation between the variables. When $r = 0$, it means no relationship between the two variables. Where, $x = (x - \bar{x})$; $y = (y - \bar{y})$ σ_x = standard deviation of series x σ_y = standard deviation of series Y N = number of pairs of observations r = the correlation coefficient.

CHI SQUARE:

The chi – square test is also known as non-parametric test or distribution free test is used when it is impossible to make any assumptions about population or when the researcher is unable to estimate the population's parameters.

It has been worked out as follows:

$$\chi^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

E_i

Where, O = Observed frequencies

E = Expected frequencies

The calculated value of χ^2 is compared with the table value, for given degree of freedom at a specified level of significance (5% and 10%). If the calculated value of χ^2 is more than the table value, then difference between the variables is considered to be significant or otherwise insignificant.

ANOVA:**Analysis of variance (ANOVA), ONE-WAY AND TWO WAY**

Analysis of variance (ANOVA) has been carried out to compare more than two means at a time. One-way analysis of variance involves only one categorical variable or a single factor, whereas in two-way analysis of variance, two factors on the dependent variable are studied.

The process of analysis is given here under:

One-Factor ANOVA (F-statistics):

| Sources of variations | Degree of freedom (df) | Sum of square | Mean square (variance) | F-statistic |
|-----------------------|------------------------|-------------------|------------------------|-------------|
| Among (Factors) | c-1 | SSA | $MSA = SSA / (C-1)$ | MSA / MSW |
| Within (Factors) | n-c | SSW | $MSW = SSW / (N-C)$ | |
| Total | n-1 | $SST = SSA + SSW$ | | |

Where,

n = total number of observations in all groups

c = the number of groups $c - 1 = df_1$ $n - 1 = df_2$ MSA is the mean squares among or between variances.

MSW is the mean squares within or error variances.

LIMITATIONS OF THE STUDY

- The study was made depending on the primary and secondary data collected which may go wrong in some cases.
- It is difficult to understand the different opinions of the employees.
- It is difficult to conclude whether the employees genuinely answered all the questions without any fear.

DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

Table showing effectiveness of the recruitment and selection process

| S.no | opinion | No of respondents | %of respondents |
|------|-------------------|-------------------|-----------------|
| 1 | Strongly agree | 26 | 13% |
| 2 | Agree | 79 | 39.5% |
| 3 | Neutral | 89 | 44.5% |
| 4 | Disagree | 5 | 39.5% |
| 5 | Strongly disagree | 1 | 0.5% |
| | total | 200 | 100% |

Interpretation:

From the above table observed that 13% of respondents strongly agree that the Recruitment and selection process is effective in the organization, 39.5% of respondents agree, 44.5% of respondents are neutral, 39.5% of respondents disagree and 0.5% of respondents strongly disagree that the Recruitment and selection process is effective in the organization.

Chart showing effectiveness of the recruitment and selection process

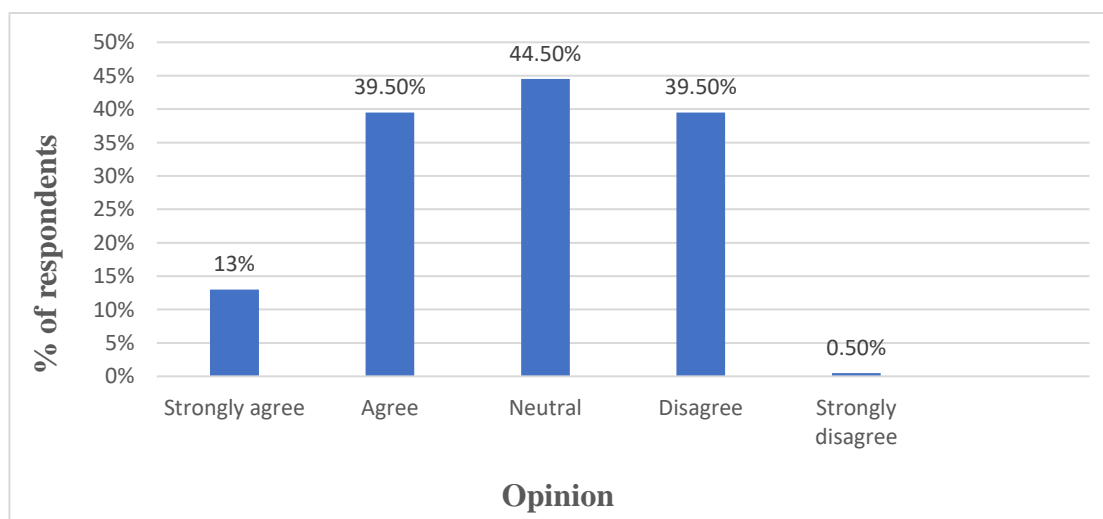


Table showing Current satisfaction with Recruitment and selection

| S.no | Opinion | No of respondents | % of respondents |
|------|-------------------|-------------------|------------------|
| 1 | Very satisfied | 24 | 12% |
| 2 | Satisfied | 114 | 57% |
| 3 | Neutral | 55 | 27.5% |
| 4 | Very dissatisfied | 5 | 2.5% |
| 5 | Dissatisfied | 2 | 1% |
| | Total | 200 | 100% |

Interpretation:

From the above table inferred that 12% of respondents very satisfied with the current satisfaction with recruitment and selection process, 57% of respondents are Satisfied, 27.5% of respondents are neutral, 2.5% of respondents disagree and 2.5% respondents are very dissatisfied, 1% of the respondents are dissatisfied with the current satisfaction with recruitment and selection process.

Chart showing Current satisfaction with Recruitment & Selection

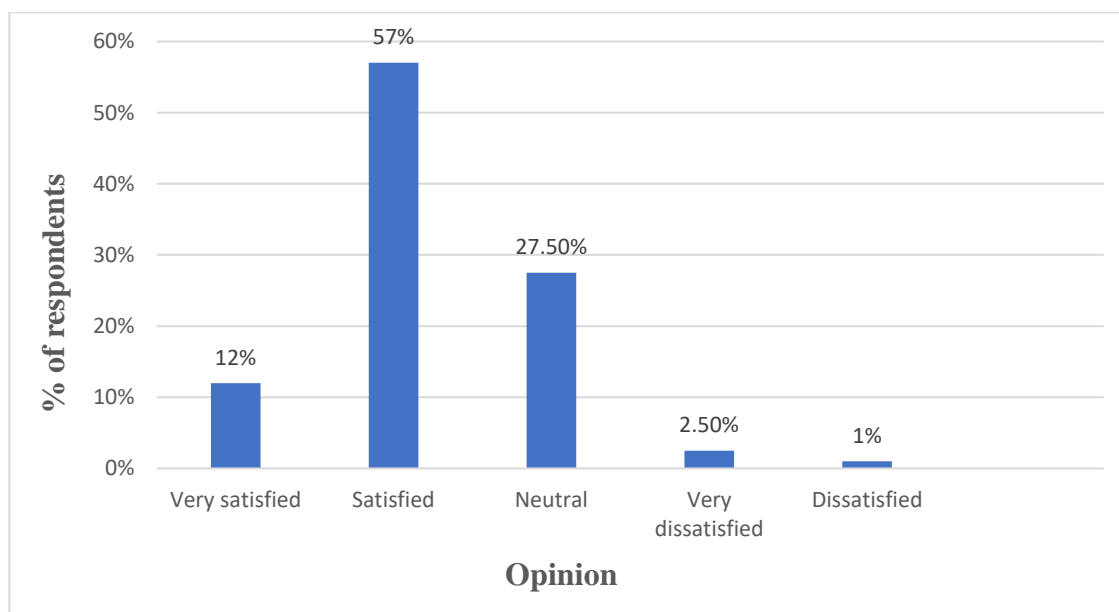


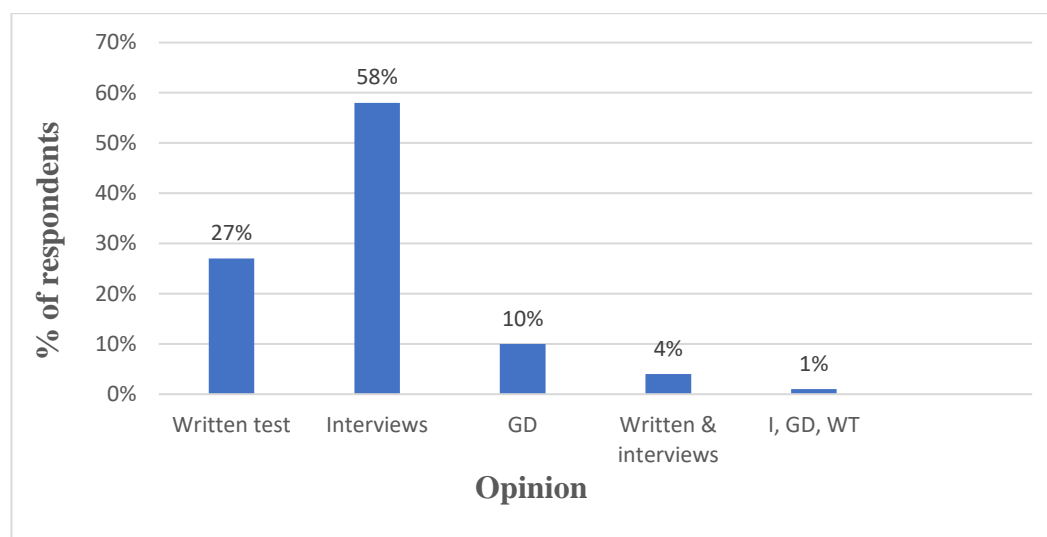
Table showing Effective Selection Procedures

| S.no | Opinion | No of respondents | % of respondents |
|------|------------------------------|-------------------|------------------|
| 1 | Written test | 54 | 27% |
| 2 | Interviews | 116 | 58% |
| 3 | Group discussions | 20 | 10% |
| 4 | Written & Interviews | 8 | 4% |
| 5 | Interview, GD & Written test | 2 | 1% |
| | Total | 200 | 100% |

Interpretation:

From the above table inferred that 27% of respondent's opinions is written test for the effective selection procedures, 58% of respondent's opinions are interviews, 10% of respondents is group discussions, 4% of respondents is written & interviews, & 1% of respondent's opinions is interview, GD & written test for the effective selection procedures.

Chart showing Effective Selection Procedures



CORRELATION DIFFERENCE BETWEEN ATTRACTION TO APPLY FOR THE JOB & FACTORS CONSIDER WHEN SELECTING CANDIDATES FOR A POSITION

NULL HYPOTHESIS(H0):

There is no significant relationship between attraction to apply for the job & factors consider when selecting candidates for a position.

ALTERNATIVE HYPOTHESIS(H1):

There is a significant relationship between attraction to apply for the job & factors consider when selecting candidates for a position.

STATISTICAL TEST: Correlation was used the above hypothesis.

| Correlations | | | |
|---|---------------------|--|---|
| | | WHAT ATTRACTED YOU TO APPLY FOR THIS JOB | WHICH OF THE FOLLOWING FACTORS DO YOU CONSIDER WHEN SELECTING CANDIDATES FOR A POSITION |
| WHAT ATTRACTED YOU TO APPLY FOR THIS JOB | Pearson Correlation | 1 | -.122 |
| | Sig. (2-tailed) | | .086 |
| | N | 200 | 200 |
| WHICH OF THE FOLLOWING FACTORS DO YOU CONSIDER WHEN SELECTING CANDIDATES FOR A POSITION | Pearson Correlation | -.122 | 1 |
| | Sig. (2-tailed) | .086 | |
| | N | 200 | 200 |

Correlations

INTERPRETATION:

As the above table shows $.086 > 0.05$. Hence, the Null hypothesis (H_0) is accepted. Hence it is concluded that there is no significant relationship between the attraction to apply for the job & factors consider when selecting candidates for a position.

RESULT:

In the above table, there is a Pearson correlation value is 1. So, it is a perfect positive correlation.

CHI-SQUARE DIFFERENCE BETWEEN WHICH SELECTION METHODS DID YOU ENCOUNTER DURING THE RECRUITMENT PROCESS & EDUCATION QUALIFICATION OF THE RESPONDENTS

NULL HYPOTHESIS(H_0):

There is no association between encounter of selection methods during the recruitment and selection process and qualifications of the respondents.

ALTERNATIVE HYPOTHESIS(H_1):

There is an association between encounter of selection methods during the recruitment and selection process and qualifications of the respondents.

STATISTICAL TEST

Chi-square was used the above hypothesis.

| Test Statistics | | |
|---|---|----------------------------------|
| | WHICH SELECTION METHOD DID YOU ENCOUNTER DURING THE RECRUITMENT PROCESS | QUALIFICATION OF THE RESPONDENTS |
| Chi-Square | 88.920 ^a | 139.400 ^b |
| Df | 3 | 4 |
| Asymp. Sig. | .001 | .001 |
| a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 50.0. | | |
| b. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 40.0. | | |

INTERPRETATION:

The significance level of $< .001$, which is less than 0.05, indicates that the null hypothesis is rejected, and the alternative hypothesis is accepted, suggesting there is an association between the selection methods encountered during the recruitment process.

RESULT:

There is an association between the selection methods encountered during the recruitment process and qualifications of the respondents.

REGRESSION DIFFERENCE BETWEEN SATISFACTION OF PRESENT RECRUITMENT & SELECTION PROCESS & AGE OF THE RESPONDENTS

NULL HYPOTHESIS (H₀):

There is no effect of difference between the satisfaction of present recruitment and selection process and age of the respondents.

ALTERNATIVE HYPOTHESIS (H₁):

There is an effect of difference between the satisfaction of present recruitment and selection process and age of the respondents.

STATISTICAL TEST: Regression was used the above hypothesis.

| ANOVA ^a | | | | | |
|--|------------|----------------|-----|-------------|-------|
| Model | | Sum of Squares | df | Mean Square | Sig. |
| 1 | Regression | .677 | 1 | .677 | 1.250 |
| | Residual | 107.278 | 198 | .542 | |
| | Total | 107.955 | 199 | | |
| a. Dependent Variable: DO YOU SATISFY WITH THE PRESENT RECRUITMENT & SELECTION PROCESS | | | | | |
| b. Predictors: (Constant), AGE OF THE RESPONDENTS | | | | | |

INTERPRETATION:

As the above table shows 0.265, which is greater than 0.05. Hence, the null hypothesis is accepted and alternate hypothesis is rejected. This suggests that there is no significant relationship between the (Independent variable) Satisfaction of present recruitment and selection process and age of the respondents (Dependent variable).

RESULT:

Hence it is concluded that there is no significant relationship between the satisfaction of present recruitment and selection process and age of the respondents.

ONE-WAY DIFFERENCE BETWEEN EFFECTIVENESS OF THE RECRUITMENT & SELECTION PROCESS & YEARS OF EXPERIENCE:

NULL HYPOTHESIS (H₀): There is no significant variance among the effectiveness of the recruitment and selection process and years of years.

ALTERNATIVE HYPOTHESIS (H₁): There is an significant variance among the effectiveness of the recruitment and selection process and years of years.

STATISTICAL TEST: One- way ANOVA was used the above hypothesis.

Oneway

| ANOVA | | | | | |
|--|----------------|-----|-------------|-------|------|
| HOW WOULD RATE THE EFFECTIVENESS OF THE RECRUITMENT & SELECTION PROCESS IN ASSESSING YOUR SUITABILITY FOR THE ROLE | | | | | |
| | Sum of Squares | df | Mean Square | F | Sig. |
| Between Groups | 1.904 | 3 | .635 | 1.099 | .351 |
| Within Groups | 113.216 | 196 | .578 | | |
| Total | 115.120 | 199 | | | |

INTERPRETATION:

As the above table shows that 0.351 is greater than 0.05, hence the null hypothesis is accepted and alternative hypothesis is rejected.

RESULT:

Hence it is concluded that there is no significant variance between the effectiveness of the Recruitment and selection process and the years of experience.

FINDINGS

- 44.5% of the respondents are neutral with the effectiveness of the recruitment and selection process.
- 27% of the respondents are neutral with the current satisfaction with the recruitment and selection process.
- 49% of the respondents are neutral that internal hiring motivates the selection process.
- 40% of the respondent's opinion are neutral for the subjective personality and communication assessments.
- 36% of the respondent's opinion are notice of job review for the interview type.
- 41% of the respondents attracted to apply for the job because of good working environment.
- 49% of the respondents' criteria for the candidate selections is work experiences

SUGGESTIONS

- After concluding the study of the company's recruitment policy, interaction with some of the recruitment manager, the organization should not majorly Clear job description is given to the candidates at the time of interview itself, to avoid disappointment after joining, the candidate should be informed in time whether they have been selected or not.
- The organization can use automated messages (Email) to speed up the process, So that the organization can avoid delay in informing the candidate, and also, there should be reliability on external sources.
- Promote internal mobility programs to encourage career advancement.
- Improve communication and transparency throughout the recruitment process.
- Attract candidates with diverse experience levels to bring fresh perspectives.
- Focus on providing a positive candidate experience from application to onboarding.

CONCLUSIONS

An effective recruitment and selection process reduces turnover, The recruitment and selection process are the time we not only identify a candidate who has the experience and aptitude to do the job that the organization are looking to fill, but also to find someone who shares and endorses company's core values. The candidate will need to fit in well within the company's culture. The selection and recruitment process should provide our company with an employee who adapts and works well with others in company's business. The project study entitled "recruitment and selection process" has been carried out with special reference to Glory industrial products, The sample questionnaire was distributed to the employees indicate the positive result. As satisfied and motivated employees help organization to higher level of inputs.

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