

A STUDY ON EMPLOYEE PERSPECTIVE TOWARDS RECRUITMENT AND SELECTION PROCEDURE**Rudhra^{*1}****Sivakanni^{*2}**^{*1} Department of management studies MBA Jerusalem college of engineering, Chennai^{*2} Assistant professor and department of MBA, Jerusalem college of engineering, Chennai**ABSTRACT:**

The research project entitled “A STUDY ON EMPLOYEE PERSPECTIVE TOWARDS RECRUITMENT AND SELECTION PROCEDURE UPDATER SERVICE LIMITED” is an attempt to understand & identify the employee perspective on recruitment and selection process in an organization; the data were collected through well-structured questionnaires which contain closed end question. This survey is collected from the employees in the organization. The research design used for this study is descriptive in nature. The descriptive study helps the researcher to find out various characteristics of the population. Convenience sampling technique was adopted for selecting sample units from the employees. The methods of data collection for the study include both primary and secondary data. A sample data of 116 respondents helped to analyse their perspective for recruitment and selection process and provide valuable suggestions. The statistical tool used for analysing and interpreting the opinions of the users and the tools includes simple percentage analysis and hypothesis testing (anova, regression test and weighted average). The results were presented with the help of different charts and diagrams were drawn from the analysing of data's, suggestions and conclusions have been made based on the findings.

keywords:

Recruitment, Selection, updater service limited, Employees perspective.

INTRODUCTION:

Successful human resource should identify human resource needs in the organization. Recruitment is the discovering of 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 job. The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also provide information so that unqualified applicants can self-select themselves out of job candidacy; this is, a good recruiting program should attract the qualified and not attract the unqualified. This dual objective will minimize the cost of processing unqualified candidates.

“Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization”. Recruitment is the activity that links the employers and the job seekers”. Recruitment is the process of finding candidates, reviewing applicant credentials, screening potential employees, and selecting employees for an organization. Effective recruitment results in an organization hiring employees who are skilled, experienced, and good fits with your corporate culture.

Selection is the process of picking individuals who have relevant qualifications to fill jobs in an organization. Selection is much more than just choosing the best candidate. It is an attempt to strike a happy balance between what the applicant can and wants to do and what the organization requires.

REVIEW OF LITERATURE:

Syed Iradat Abbas, Muzaffar Hussain Shah and Yusuf Haji Othman (1st August 2021) The current paper is a critical review of the literature on the various recruitment and selection techniques that are actively used for staffing purposes. Different studies on the topic have highlighted the important role of recruitment and selection techniques in improving organisational performance. Critical review of the literature has outlined that advertisement, contracting agencies, employee referrals, labour unions and electronic recruitment approaches are some of the commonly and actively used sources for attracting candidates at present. For selection process,

interviews, supervisors' approvals, reference checks, physical examination and online interview procedures are commonly used practices. The review has also discussed that the ongoing COVID-19 Pandemic has pushed many small, medium and large businesses to used electronic platforms for recruitment and selection. The review also discussed that social media platforms have become a much common facility for staffing activities and are increasingly becoming popular for all sorts of workforce sourcing needs for businesses globally.

A Study On Recruitment And Selection Process With Reference To E-Publishing Industry, Coimbatore (August 2020) Dr. V. Vanaja Associate professor, Department of management studies, Poornima Chandrasekar Student, Department of management studies Sri Ramakrishna Engineering College, Coimbatore. The paper aims to analyse the study of recruitment and selection process in genies it & services private limited, Coimbatore. The article explores the role of recruitment and selection process in the organization. Percentage analysis and chi-square test methods are used in this study with the sample size of 55 employees in the organization. The main objective is to understand the different recruitment and selection activities, and to analyse the satisfactory level of employees with regard to Recruitment and Selection Process. The data was collected through well-structured questionnaires.

METHODOLOGY:

The primary objective of this study is employee perspective towards recruitment and selection procedure and the secondary objective is the To find the effective sources of recruitment in uds and To find out the employee satisfactory level in the recruitment policy and To identify the challenges of selection process. Descriptive research design is used in the study. Descriptive research includes surveys, finding and enquires. Descriptive research methods can be used in multiple ways and for various reasons. This design can be identified by characteristics, data trends, conduct comparisons, validate existing conditions and conduct research at different time periods. The limitations of the study is respondents are reluctant to response in all cases and since small size of 121 respondents are taken so it is difficult of draw inference about the population from this small size. Primary data is collected by providing questionnaire to employees of the organization. The secondary data has been collected from journals, magazines, websites and annual reports.

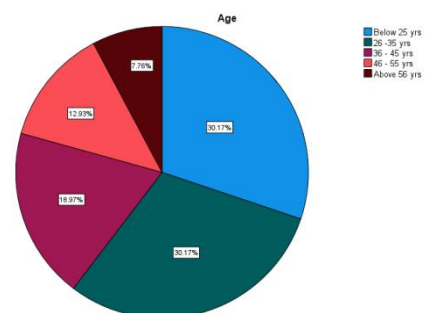
ANALYSIS:

1. PERCENTAGE ANALYSIS FOR AGE VARIABLE

TABLE 1

particular	Frequency	Percent
Below 25 years	35	30.2%
26 -35 years	35	30.2%
36 - 45 years	22	19.0%
46 - 55 years	15	12.9%
Above 56 years	9	7.8%
Total	116	100.05

CHART 1



INTERPRATATION:

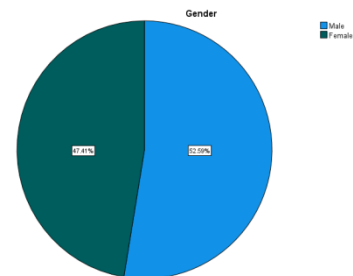
Out of 116 respondents 30.2% are below 25 years, 30.2% are 26-35 years, 19.0% are 36-45 years, 12.9% are 46-55 years and 7.8% are above 56 years.

2. PERCENTAGE ANALYSIS FOR GENDER VARIABLE

TABLE 2

particular	Frequency	Percent
Male	61	52.6%
Female	55	47.4%
Total	116	100.0%

CHART 2



INTERPRATATION:

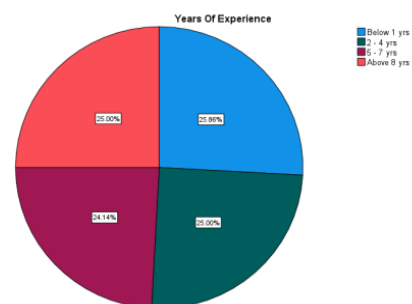
Out of 116 respondents 52.6% are Male and 47.4% are Female.

3. PERCENTAGE ANALYSIS YEARS OF EXPERIENCE VARIABLE

TABLE 3

particular	Frequency	Percent
Below 1 years	30	25.9%
2 - 4 years	29	25.0%
5 - 7 years	28	24.1%
Above 8 years	29	25.0%
Total	116	100.0%

CHART 3



INTERPRATATION:

Out of 116 respondents 25.9% are below 1 years, 25.0% are 2-4 years, 24.1% are 5-7 years, and 25.0% are above 8 years.

4. REGRESSION ANALYSIS:

Regression model is able to show whether changes observed in the dependent variable are associated with changes in one or more of the explanatory variables.

To find the impact between recruitment & selection procedure and shortlisted used by the company is satisfied.

NULL HYPOTHESIS:

H0: There is no impact between recruitment & selection procedure and shortlisted used by the company is satisfied.

ALTERNATE HYPOTHESIS:

H1: There is impact between recruitment & selection procedure and shortlisted used by the company is satisfied.

ANOVA ^a					
Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	15.898	2	7.949	6.638	.002 ^b
Residual	135.309	113	1.197		
Total	151.207	115			

a. Dependent Variable: Does the company give right pay for the right job

b. Predictors: (Constant), Is there resume screening & shortlisted used by the company is satisfied, how do you feel about the recruitment & selection procedure in updatar service limited

INTERPRATATION:

From the regression analysis it is found that the impact value of .002 is less than the table value of 0.5, the null hypothesis is rejected. Therefore, there is impact between recruitment & selection procedure and shortlisted used by the company is satisfied.

5. ANOVA:

Anova which stands for analysis of variance, is a statistical test used to analyze the difference between the means of more than two groups.

To find the difference between hear about job opening and internal & external source of recruitment.

NULL HYPOTHESIS:

H0: There is no significant difference between hear about job knowledge opening and internal & external source of recruitment.

ALTERNATE HYPOTHESIS:

H1: There is significant difference between hear about job knowledge opening and internal & external source of recruitment.

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
hear about job opening	Between Groups	.524	2	.524	.446	.505
	Within Groups	133.915	114	1.175		
	Total	134.440	116			
external source are used for recruitment	Between Groups	1.513	2	1.513	.716	.399
	Within Groups	241.064	114	2.115		
	Total	242.578	116			
internal source are used for recruitment	Between Groups	.411	2	.411	.190	.664
	Within Groups	246.512	114	2.162		
	Total	246.922	116			

INTERPRATATION:

From the anova analysis it is found that the difference value of .505 is greater the table value 0.5, the null hypothesis is accepted. Therefore, there is no significance difference between hear about job opening and internal & external source of recruitment.

From the anova analysis it is found that the difference value of .399 is greater the table value 0.5, the null hypothesis is accepted. Therefore, there is no significance difference between hear about job opening and internal & external source of recruitment.

From the anova analysis it is found that the difference value of .664 is greater the table value 0.5, the null hypothesis is accepted. Therefore, there is no significance difference between hear about job opening and internal & external source of recruitment.

6. WEIGHTED AVERAGE:

Weighted average is an average in which each quantity to be averaged is assigned a weight. These weightings determine the relative importance of each quantity on average.

To identify the challenges faced at the time of selection process.

Factors		Personal Bias	X1*W	Experienced Candidates	X2*W	Payment policies	X3*W	Organization fit	X4*W	Technical questions about job role	X5*W
Weights	W	X1		X2		X3		X4		X5	
Strongly Agree	1	31	31	21	21	15	15	18	18	24	24
Agree	2	42	84	31	62	30	60	37	74	34	68
Neutral	3	26	78	33	99	33	99	37	113	28	84
Disagree	4	12	48	20	80	21	84	17	68	17	68
Strongly Disagree	5	5	25	11	55	17	85	7	35	13	65
Total	15	116	266	116	317	116	343	116	308	116	309
$Y = \frac{\text{Sum}(X*W)}{\text{Sum}W}$			17.7		21.1		22.8		20.5		20.6
Rank			5		2		1		4		3

INTERPRATATION:

Payment policies got more weightage among other factors as 22.8. So, it is ranked as highest challenge at the time of selection process.

Among the challenges faced at the time of selection process, technical questions about job role, experienced candidates, Organizational fit & Personal biases are has been ranked as the 2nd, 3rd, 4th, & 5th respectively.

FINDINGS:

- According to the study Out of 116 respondents 30.2% are below 25 years, 30.2% are 26-35 years, 19.0% are 36-45 years, 12.9% are 46-55 years and 7.8% are above 56 years.
- According to the study Out of 116 respondents 52.6% are Male and 47.4% are Female.
- According to the study Out of 116 respondents 25.9% are below 1 years, 25.0% are 2-4 years, 24.1% are 5-7 years, and 25.0% are above 8 years.
- According to the study, regression analysis show is impact between recruitment & selection procedure and shortlisted used by the company is satisfied.
- According to the study, anova analysis show there is no significance difference between hear about job opening and internal & external source of recruitment.

- Payment policies got more weightage among other factors as 22.8. So, it is ranked as highest challenge at the time of selection process.

SUGGESTION:

- The recruitment and selection process of the company has some complex procedures, it can be simplified by reducing the number of technical questions for the job role at the time of selection.
- The Company should also try and reduce the probation period of one year to at least six months since this keeps the selected employees in anxiety since he or she is not permanently employed.
- The Company should also recruit and select people who have at least some previous job experiences since it enables the company to reduce on training cost of the employees and encourage policy holders.

CONCLUSION:

- For an organization to run successfully, Human Resource is very important since it acts as the heart of each and every organization. An organization either commercial or service based has to ensure that the Human Resource it has is qualified and possess the right skill to be able to give expected results to the management.
- Hence for all this to be possible the managements have to recruit and select the required personnel, "the right man for the right job". The study on Recruitment and Selection procedure adopted by UDS enables us to understand what is expected of the Human Resource Department while it recruits and selects employee's opinion to work inside the Organization. From the study the UDS can use both Findings and Recommendations to be able to improve on its Recruitment and selection techniques so as to enable it to have an efficient and effective workforce.

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- ISSN (Web): 2455-3662 Peer-reviewed journal EPRA International Journal of Multidisciplinary Research (IJMR) Volume 6, August 2020 DOI: 10.36713/epra2013 SJIF Impact Factor: 7.032 ISI Value: 1.188 An Examination of the Recruitment and Selection Procedures in the E-Publishing Sector in Coimbatore