



A Study on Employee Satisfaction Towards Hiring Process in Careernt Technology

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Abstract:

Employee satisfaction is an essential part of the hiring process. These analytics are data-driven that lead to finding, choosing, and hiring the right candidates. A much-needed solution to prevent bad hire costs Technology optimizes everything and discoveries keep increasing with time. Recruitment too has jumped on the bandwagon. Now, recruiters use data and analytics technology to reach the best candidates. We can say that the experts at analysing recruitment data are surely going to rule the future.

I. INTRODUCTION

In HRM as well as in organization, recruitment plays an important role in achieving organization vision, Mission, goal and objectives. To acquire and retain high quality workers is critical to an organization. Profitability of the organization depends on its utilization. If their utilization is done properly will make profit otherwise it will make loss. To retain right man at the right place at right time, some information regarding the job is highly essential. This information is obtained through job analysis, Job description and job specification. Without this recruitment will be unsuccessful. All recruitment should be based on organization's human resources plan. HRM department should assist line managers to develop their human resource plans effectively.

II. OBJECTIVES OF THE STUDY

- To analyse the satisfactory level of the employees who are responsible for recruitment process.
- To analyse the effectiveness of selection process adopted in the organisation.
- To study the recruiting and selection practices and various sources adopted in the organization
- To provide the suggestion for Recruitment and Selection process.

III. REVIEW OF LITERATURE

Sahu, 2018 The study was Optimizing the Recruitment Funnel in an ITES Company: An Analytics Approaching the Indian branch of a US based SaaS company spread across 9 locations worldwide. Struggling with inefficient recruitment processes and a high employee turnover of 28%, the company faced huge challenge of attracting right candidates to fill open positions and build a talent pipeline. The Company also faced issues due to absence of an applicant tracking system (ATS). Prior to adopting an applicant tracking system in 2017, they used to handle data in excel sheets. This created redundancy because of multiple versions of data being available with multiple recruiters. This study focuses on client services (CS) department which is the largest department in the company and has maximum issues in terms of hiring. Talent acquisition in the company begins by identifying.

Dr. GOPINATH. R., 2014 The presents study investigates that the Recruitment and Selection influencing Job Satisfaction with special reference to BSNL, Madurai SSA. The Recruitment and Selection is a one of the functions of human resource management which is mainly concerned with people at work and with their relationship within the organization.

James Dulebohn, 2013; James Dulebohn, 2013, p. 75 Properly implemented HR metrics and analytics can provide a number of benefits such as assessing the efficiency and effectiveness of different aspects of HR programs and activities (; making better-informed decisions and backed by facts- rather than hunch and thus make key HR decisions far more sellable to the business (Feffer, 2017); and offering HR departments strong competitive advantages, without which departments.

Tasmukhanova, 2022 The world of HR and recruitment has changed so much that social networks have become the same daily tool as HeadHunter. Learning how to work with social networks as efficiently as possible is vital, both in standard ways and with digital tools. To assess the level of competence and the level of proficiency in modern digital tools for finding candidates, it is necessary to evaluate the recruiter

Agrawal, 2022 recruiting for idea how firms exploit the prior inventions of new hires While we focus on the direct effect of inter-firm mobility on knowledge transfer, it is worth noting that mobility also influences the structure of interpersonal networks within and across firms, which in turn play an important role in further shaping knowledge diffusion patterns (Singh 2005, Fleming et al. 2007, Breschi and Lissoni 2009). 3 To be clear, prior literature does attempt to deal with the aforementioned issues by using technologically matched.

IV. STATEMENT OF THE PROBLEM

The factors include the level of pay and benefits, the opportunity for advancement within a company, the quality of the working conditions, leadership and social relationships.

V. RESEARCH METHODOLOGY

Source of data: This study is a descriptive research studies are those studies, which are Concerned with describing the characteristics of a particular individual, or a group. The main aim behind the study was to understand the Employee experience in the various stages.

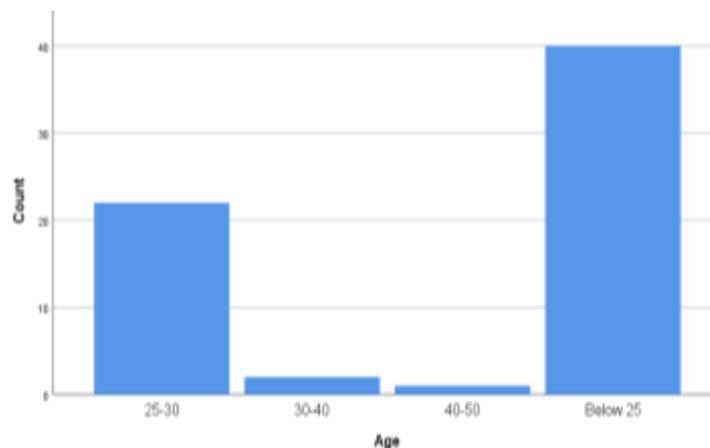
VI. LIMITATIONS:

- The data was collected through questionnaire. The responds from the respondents may not be accurate.
- Employees are busy with their work schedule. so, time may be the constraint.

VII. ANALYSIS AND INTERPETATION:

Analysis and interpretation deal with the analysis of the data collected for the study and the interpretation of the results obtained.

S. No	age	No. of Resonance	Percentage
1	25-30	22	33.8
2	30-40	2	3.1
3	40-50	1	1.5
4	Below 25	40	61.5
5	Total	65	100.0

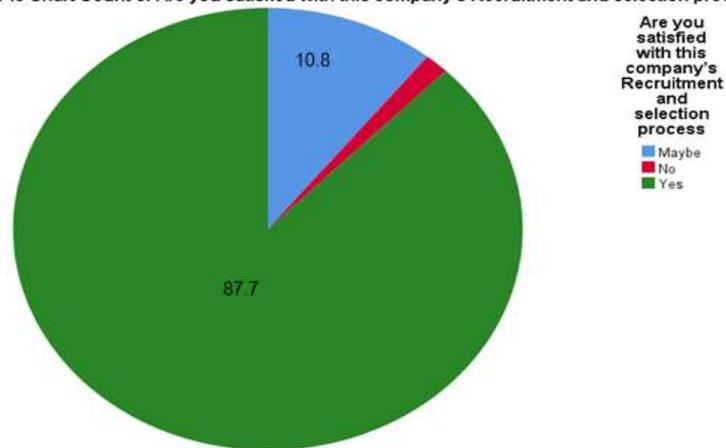


Interpretation:

From the above table reveals that 61.5 of the respondents belong to below age of 25. 33.8% of the respondents belong to 25-30 years of age. Rest of the respondents belong above age of (30-50).

S. No	Satisfaction Level	No. of Resonance	Percentage
1	Maybe	7	10.8
2	No	1	1.5
3	Yes	57	87.7
	Total	65	100.0

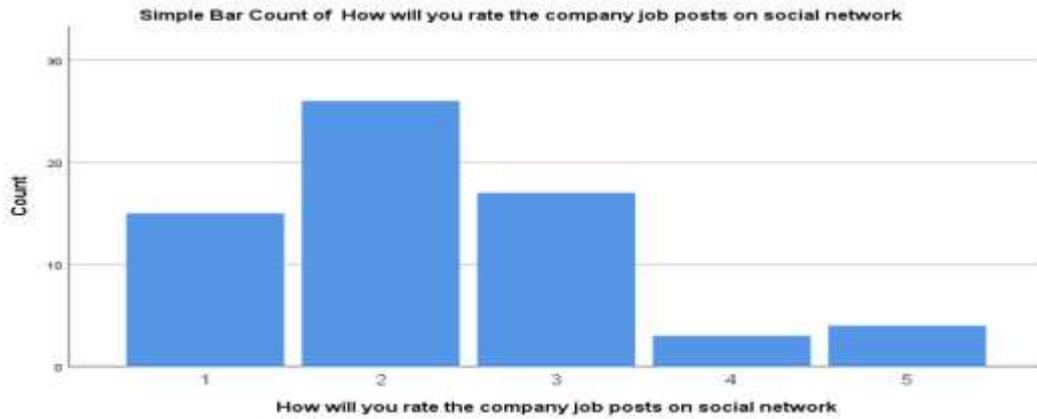
Pie Chart Count of Are you satisfied with this company's Recruitment and selection process



Interpretation:

From the above chart reveals that 87.7% of the respondents belong to Highly Satisfied, 10.8% of the respondents are having an average opinion on the selection process. 1.5% of the respondents are not satisfied with the selection process.

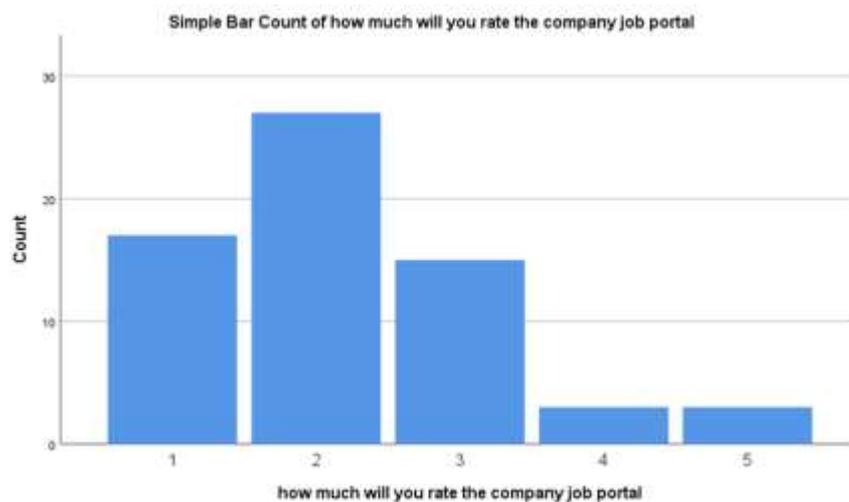
S. No	Satisfaction Level	No. of Resonance	Percentage
1	Highly Dissatisfied	4	6.2
2	Dissatisfied	3	4.6
3	Neutral	17	26.2
4	Satisfied	26	23.1
5	Highly Satisfied	15	40.0
	TOTAL	65	100.0



Interpretation:

From the above table reveals that 26.2% of the respondents belong to Highly Satisfied, 41.5% of the respondents belong to Satisfied 23.5% of the respondents belong to Neutral, 4.6% of the respondents belong to Dissatisfied and 4.6 % of the respondents belong to Highly Dissatisfied Category. Majority 41.5% of the respondents belong to the Satisfied.

S. No	Satisfaction Level	No. of Resonance	Percentage
1	Highly Satisfied	20	30.8
2	Satisfied	19	29.2
3	Neutral	19	29.2
4	Dissatisfied	5	7.7
5	Highly Dissatisfied	2	3.1
	TOTAL	65	100.0

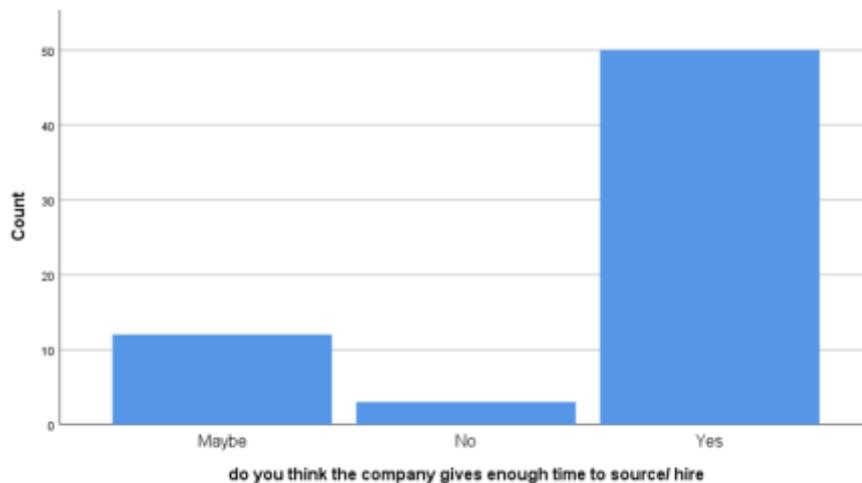


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From the above table reveals that 26.2% of the respondents belong to Highly Satisfied, 41.5% of the respondents belong to Satisfied 23.5% of the respondents belong to Neutral, 4.6% of the respondents belong to Dissatisfied and 4.6 % of the respondents belong to Highly Dissatisfied Category. Majority 41.5% of the respondents belong to the Satisfied.

Do you think the company gives enough time to source/ hire?

S. No	Satisfaction Level	No. of Resonance	Percentage
1	NEUTRAL	12	18.5
2	NO	3	4.6
3	YES	50	76.9
	TOTAL	65	100.0

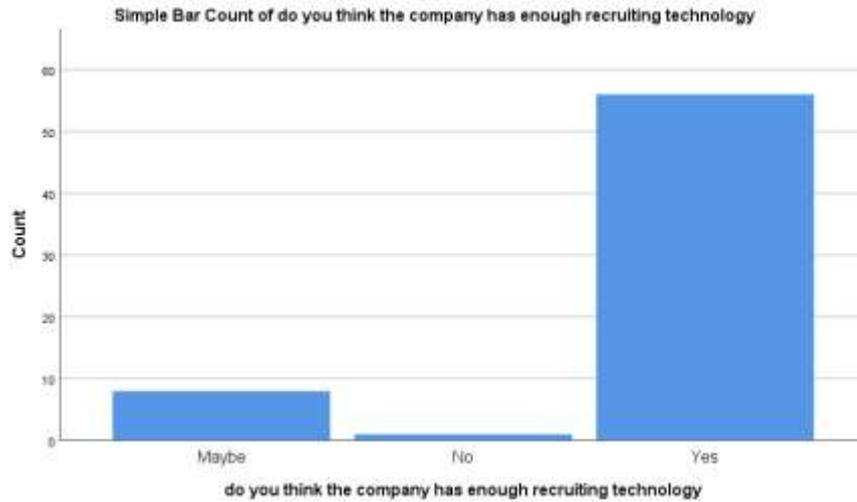


Interpretation:

From the above table reveals that 76.9% have enough time, 12.6% of the respondents belong to neutral 4.6% of the respondents belong to no. Majority 76.9 % of the respondent YES

Do you think the company gives enough time to source/ hire?

S. No	Satisfaction Level	No. of Resonance	Percentage
1	NEUTRAL	12	18.5
2	NO	3	4.6
3	YES	50	76.9
	TOTAL	65	100.0

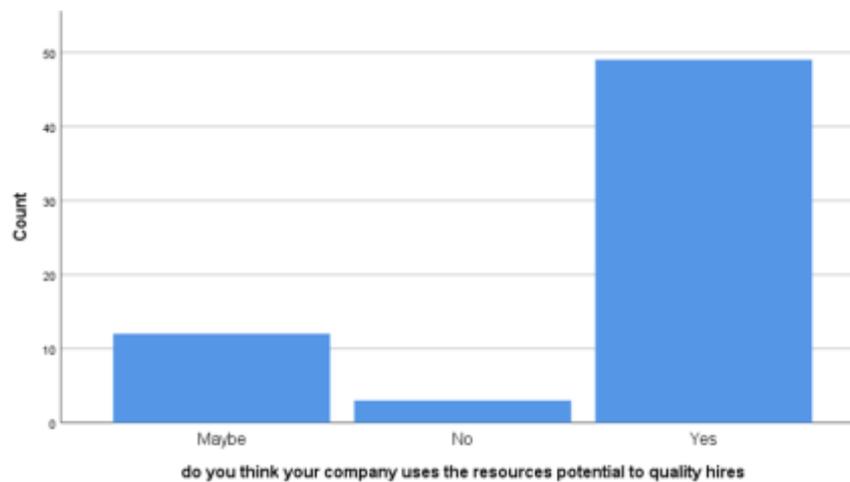


Interpretation:

From the above table reveals that 76.9% have enough time , 12.6% of the respondents belong to neutral 4.6% of the respondents belong to no. Majority 76.9 % of the respondent YES.

Do you think your company uses the resources potential to quality hires?

S. No	Satisfaction Level	No. of Resonance	Percentage
1	NEUTRAL	12	18.5
2	NO	3	4.6
3	YES	49	75.4
	TOTAL	64	98.5



Interpretation:

From the above table reveals that 75.4% has responded yes , 18.5% of the respondents belong to neutral 4.6% of the respondents belong to no. Majority 75.4 % of the respondent Y

VIII. CONCLUSION

- Majority of the respondents were from the employees between the age group of 21 – 25 years.
- Majority of the respondents 87.7 % of people were satisfied with the recruitment process of their client
- Majority of the respondents 29.2 of people have a average rating for candidate filtering
- Majority of the respondents 76.8 of people are satisfied with their job performance
- Majority of the respondents 87.7 % of people are satisfied with training
- Majority of the respondents 30% of people feel to have better resource for recruiting of people agreed that
- Majority of the respondents 41.2 % of people have mixed feelings about profile screening
- Majority of the respondents 30 % of employees feel the candidate filtering is good
- Majority of the respondents 75 % of people agreed that company uses their potential to hire quality candidate
- Majority of the respondents 83.1% of people agreed that get the result they expect

IX. REFERENCES

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- Sahu, 2018 The study was Optimizing the Recruitment Funnel in an ITES Company
 - Dr. GOPINATH. R., 2014 The presents study investigates that the Recruitment and Selection influencing Job Satisfaction
 - James Dulebohn, 2013; James Dulebohn, 2013, p. 75 Properly implemented HR metrics and analytics can provide a number of benefits such as assessing the efficiency and effectiveness of different aspects
 - Tasmukhanova, 2022 The world of HR and recruitment has changed so much that social networks have become the same daily tool as HeadHunter