



A Study on Selection Process of the Employee

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ABSTRACT

Selection is the process of picking or choosing the right candidate, who is most suitable for a vacant job position in an organization. In other words, selection can also be explained as the process of interviewing the candidates and evaluating their qualities, which are required for a specific job and then choosing the suitable candidate for the position. The selection of a right applicant for a vacant position will be an asset to the organization, which will be helping the organization in reaching its objectives. The test is used for primary data are Frequency Distribution, Cross Tabulation and Mann Whitney. From the study it is concluded that overall the respondents are satisfied with the selection process taken by the organization. Effective application of selection process increases the effectiveness and productivity of employees and organization as a whole.

INTRODUCTION

The selection process can be defined as the process of selection and short listing of the right candidates with the necessary qualifications and skill set to fill the vacancies in an organisation. The selection process varies from industry to industry, company to company and even amongst departments of the same company. Employee Selection is the process of putting right men on right job. It is a procedure of matching organizational requirements with the skills and qualifications of people. Effective selection can be done only when there is effective matching. By selecting best candidate for the required job, the organization will get quality performance of employees. Moreover, organization will face less of absenteeism and employee turnover problems. By selecting right candidate for the required job, organization will also save time and money. Proper screening of candidates takes place during selection procedure. All the potential candidates who apply for the given job are tested.

LITERATURE REVIEW

Syamala Devi Bhoganadam, (Oct 2014) A total of 50 employees from Sai Global YarnTex Private Ltd, vellampalli, was polled for the survey. The majority of the company's employees were satisfied, according to the inquiry, but changes are needed owing to the changing scenario of the selection process, which has a big impact on the company's operations as new blood and ideas enter the organisation. The hiring procedure is also good, and the human resources department of the organisation does an excellent job of placing people and filling job positions at all levels.

Endah Setyowati, (Feb 2017) According to study of authors, selection in many organisations is conducted arbitrarily though it was done through multi-stage.. This demonstrates a lack of objectivity in the filing of forms, with some even assuming the proposed organisation is completely by design. In addition, direct appointment was discovered in the second stage in terms of determining the college as a partner local government. The first are administrative stumbling blocks resulting from a lack of cooperation amongst policy frameworks that have formed the legal underpinning for conducting staff selection.

Charles Obiora Omekwu, (2019). According to the study it is necessary to address the issues in appointing librarians in Nigerian university libraries. Ethnicity, nepotism, federal character principle godfathers, favouritism, and other considerations must be avoided if university officials honestly want the best librarians. The inference is that librarian recruitment and selection would be jeopardised if correct procedures for overcoming hurdles were not followed. These barriers can be eliminated if library administration provides means for reporting incidences of corruption during the selection process, as well as an independent court and rule of law enforcement against violators. This will aid in the system's sanitization and improve library selection.

Navdeep Singh Gill, (Feb. 2021) Selections are the procedure which plays important role for the success of any organization. Selection procedure should be easy and simple so that organization can woo number of employees having good skills. After selection procedure should be unbiased and good. Employment rate also depends upon the methods of selection process.

Mahmood Aziz may, (June 2021) The first research question stated that when considering gender and race for internal promotion, the researchers discovered that there is no difference in candidates' race and gender in internal promotion at Telecommunication Company in Erbil, Kurdistan, so the researchers answered the first research question, and the second research question stated that selection methods used within our organisation

(application forms, assessment centres, psychometric tests)

C. Siddarth1 and R. Ramamurthy, (2020) Employee selection is a critical component of an organization's overall resourcing strategy, as it identifies and secures the people required for the organisation to survive and develop in the short to medium term. In order to find adequately qualified and capable individuals at all levels, selection operations must be sensitive to an ever-increasingly competitive market. It is necessary to distinguish between selection and recruitment. Because inappropriate candidates are discarded, it is a negative procedure. At the organisational level, a successful Human Resources Development programme in L&T construction prepares the individual to take on a higher degree of work, "organised learning over a set amount of time to develop the potential of performance change." The broader idea of a more deliberate national emphasis on human resource development.

METHODOLOGY

Objectives of the study:

- To study the selection process of employees at Dhru motors Ltd.
- To analyze the perception in the process of selection of employees.
- To study the effectiveness of selection of employees.
- To study whether scientific selection is beneficial to the employees or not.
- To study whether scientific selection is beneficial to the company or not.

The present study is based upon descriptive type of research design in the sense that the purpose of the study has been to portray accurately the various dimensions of performance appraisal in the light of employees' performance in the organisation under study.

Sample Size:

The sample for the present study includes the workers, officers and executives of the Aaiswarya Printing and Dying Pvt. Ltd. The sampling frame consists of respondents above 18 years of age. Care has been taken to see that the respondents belonging to different age-groups, designation, income-group and educational qualifications are covered. Thus, population represents the broader demographic profile of the respondents. The conclusions are drawn on the basis of data collected and summarized. The interpretations have been based on those conclusions drawn from the analysis of data and formal as well as informal talks with the workforce.

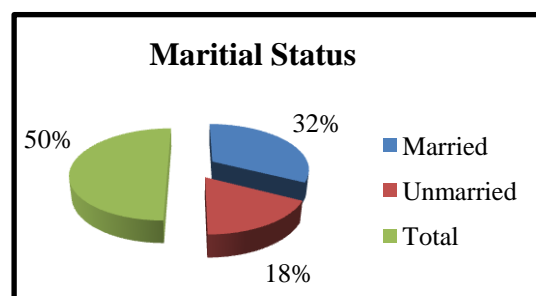
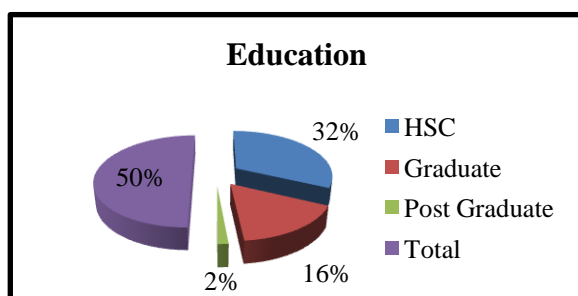
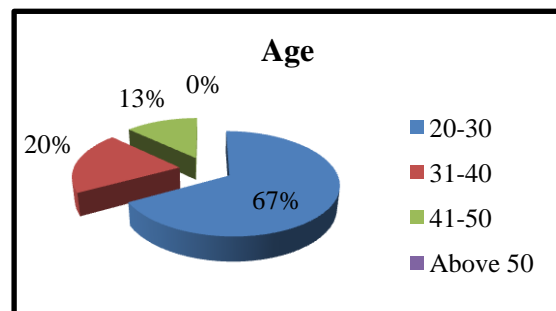
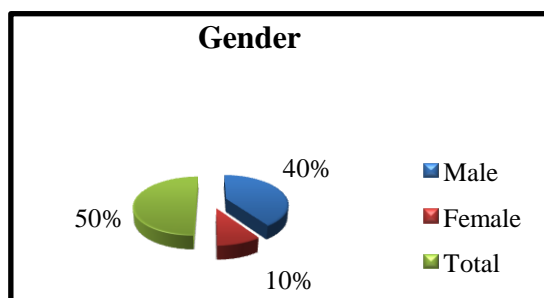
Research Instrument:

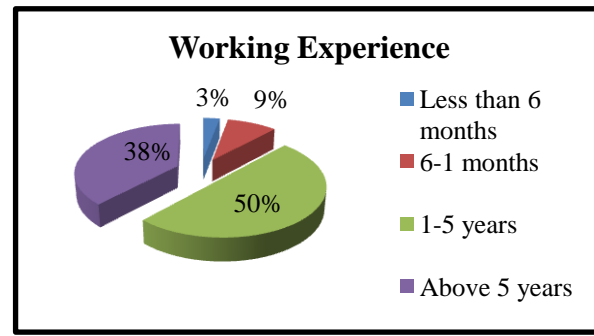
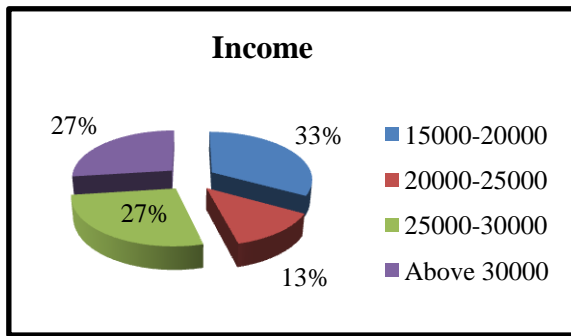
The data has been tabulated and suitable statistical tools such as percentages and averages have been used for the analysis of data. Also the statistical tools such as mean, mean ranks, standard deviation, kurtosis, skewness have been applied. The Kruskal Wallis Test has also been applied to find out the significance of differences (at 0.05 levels) wherever applicable.

Demographic Details of Respondents:

Any study is incomplete without a detailed outline of demographic profile of respondents. Keeping in mind this fact, an effort has been made to seek background information of respondents.

Frequency:





Effectiveness with Selection Process	53%	36%	3%	1%	1%
Statement	Very Satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
The Selection Process Helps the Company to get Right Candidate	30%	51%	11%	5%	3%
The Selection Process of the Company is Lengthy	59%	33%	5%	3%	0%
The Selection Process of the Company is Time Consuming	58%	33%	7%	2%	0%
The Cost of Selection Process in the Company is High	61%	34%	3%	2%	0%
Effectiveness with Selection Process	53%	36%	3%	1%	1%

Interpretation:

The demographic details collected from respondents have been presented in the form of various graphs. The study indicates that 81% of employees are males and 19% employees are females. So it's present that the organization has more males than females.

The study indicates that 67% of employees fall in the age group of 20-30 years. The graph of this age group is highest. Thus it can be inferred that maximum staff is quite young.

The organization has more proportion of post graduated and HSC staff. This indicates that the organization has more preference for graduate people. 33% of their staff is post graduate. Thus, more educated people get first preference for employment in the organization.

The company have 65% of employees are unmarried and 35% of are married in the organization.

The organization have 33% of employees are highly paid under (15000-20000) and the rest of the employees are between 20000-25000.

The company completed many years in market yet it has highest proportion 38% of least experience above 5 years staff. Staff with more than 5 years of experience.

Responses to the following statements:

Interpretation:

The respondents indicates that 0.30% (30 out of 100) employees are very satisfied, 0.51% (51 out of 100) employees are satisfied, and 0.11(11 out of 100) % employees are neutral and 0.05% (5 out of 100) employees are dissatisfied. So it clearly shows that 51% of employees are very satisfied with the lengthy process.

The respondents indicates that 0.59% (59 out of 100) employees are very satisfied, 0.33% (33 out of 100) employees are satisfied, and 0.05 % employees are neutral and 0.03% (3 out of 100) employees are dissatisfied. So it clearly shows that 59% of employees are very satisfied with the lengthy process.

The respondents indicated that 0.58% (58 out of 100) employees are very satisfied, 0.33% (33 out of 100) employees are satisfied, 0.07% (7 out of 100) employees are neutral and 0.02% (2 out of 100) employees are dissatisfied. So 0.58% employees are very satisfied with the time consuming process.

The respondents indicates that 0.61% (1 out of 100) employees are very satisfied, 0.34% (34 out of 100) employees are satisfied, 0.03% (3 out of 100) employees are neutral, 0.02% (2 out of 100) employees are dissatisfied and 0.01% (1 out of 100) employees are very dissatisfied. So 0.61 employees are very satisfied with the cost of selection process in the company is high.

The respondents indicated that 0.53% (53 out of 100) employees are very satisfied, 0.36% (36 out of 100) employees are satisfied, 0.09% (9 out of 100) employees are neutral, 0.01% (1 out of 100) employees are dissatisfied and 0.01% (1 out of 100) employees are very dissatisfied. So 0.53% employees are very satisfied with effective selection process in the company.

Statement						
Adopt Scientific Method of Selection	Yes 99%	No 1%	Total 100%			
Time Required by the Company for Selection Process	Immediately 31%	One Week 26%	10-15 Days 21%	15-30 Days 22%	Total 100%	
Method of Selection Process of Company	Reference 19%	Panel of Expert 8%	Immediate Boss 35%	Top Management 16%	Any Others 22%	Total 100%
Passed Through Scientific Method	Yes 97%	No 3%	Total 100%			
Appointment as a Staff Done by-	Top Management 38%	Immediate 20%	Panel of Experts 26%	Any others 16%	Total 100%	
Source of Information Regarding Vacancy	Advertisement 46%	Consultant 24%	Friends/Relatives 17%	Others 13%	Totals 100%	
Satisfaction with the Selection Process	Yes 94%	No 6%	Total 100%			
The Approach of Management during Selection Process	Positive 59%	Negative 39%	Casual 1%	Total 100%		
Method of Selection Process	Written Test 19%	Group Discussion 9%	Personnel Interview 42%	Medical Examination 9%	Any others 21%	Total 100%
Confirmation with Laws while Selection	Yes 80%	No 20%	Total 100%			

Interpretation:-

The 99% (99 out of 100) employees are saying yes to adopt scientific method of selection. So, it's clearly show that more employees are adapting to scientific method of selection process. The 0.31% (31 out of 100) employees are saying that company required time for selection process is immediately. So it's clearly shows that 0.31% employees are saying immediately. The 0.35% (35 out of 100) employees are saying that selection process done through immediately boss, So, clearly shows that the company selection process is done through immediately boss. The 0.97% (97 out of 100) employees are pass through scientific method of selection. So, it's clearly show that more employees are pass through scientific method of selection process. The 38% (38out of 100) employees are appointed through top management as a staff of the company, So, clearly shows that the company appointed staff through top management.

The 0.46% (46 out of 100) employees are identifying the source from advertisement to known about the job; So, it's clearly shows that employees are identifying the source from advertisement. The 0.94% (94 out of 100) employees are satisfied with the selection by which you are selected, so, it's clearly show that more employees are satisfied with the selection by which you are selected. The 0.59 % (59 out of 100) employees are positive

approach during the selection process, . So, it's clearly shows that employees are satisfied with the positive approach of selection process. The 0.68 % (68 out of 100) employees are rate the selection process good, So, it's clearly shows that 0.68% employees are rating selection process is good

Mann Whitney

Mann Whitney test is used to test whether two samples are likely to derive from the same population.

H0: Opinion of Males as well as female respondents does not differ significantly for selection process in organisation.

H1: Opinion of Males as well as female respondents does differ significantly for selection process in organisation.

	Null Hypothesis	SIG	Decision
1	The distribution of The selection process helps the company to get right candidate? Is the same across categories of What is your gender?	.376	Retain the null hypothesis.
2	The distribution of The selection process of the company is lengthy? Is the same across categories of What is your gender?	.228	Retain the null hypothesis.
3	The distribution of The selection process of the company is process is time consuming? Is the same across categories of What is your gender?	.461	Retain the null hypothesis.
4	The distribution of The cost of selection process is high? Is the same across categories of What is your gender?	.573	Retain the null hypothesis.
5	The distribution of The selection process of the company is effective? Is the same across categories of What is your gender?	.440	Retain the null hypothesis.

Independent-Samples Mann-Whitney U Test Summary	
Total N	100
Mann-Whitney U	892.000
Wilcoxon W	1102.000
Test Statistic	892.000
Standard Error	103.923
Standardized Test Statistic	.885
Asymptotic Sig.(2-sided test)	.376

The above table shows that there is no impact on employee's selection. Company should selection the more employees to its organization. The selection process of the company is unbiased, they are aware of their own rules which they choose while selecting the candidate. Company selection process should be clearly visible selection process is consultant with top management. We can take some of the feedbacks from the employees to

understand the employees' point of view while selecting the employees. Their performance is affected positively by selecting employee for the company. They feel like continue to do job in the same organization. The significance test value is greater than 0.05.

Findings

- All employees are male. There is less female employees in the organization.
- Majority employees are adults and middle age belongs from the age group 25-30 and 31-40.
- Majority of employees Graduated and HSC in the organization.
- Most of the employees are married in the organization.
- In the organization majority of employees is paid between 15000-20000.
- 65% of employees have experience between 1-5 years.
- Most of employees are satisfied with the selection process helps to get right candidate.
- 90% of employees are very satisfied with the lengthy process.
- Most of employees are very satisfied with the time consuming process.
- All employees are very satisfied with that the process helps to get the same cost of training employees.
- 60% of employees are very satisfied with the effective process.
- All the employees said yes that the company adopt scientific method for selection.
- Employees said that the time does company required for selection process is immediately.
- 75% of employees said that the company selection process done through reference.
- 95% of employees said yes that they pass through scientific method of selection.
- Most of employees said that they appointed as a staff in the company through top management.
- 69% of employees said that they know about the company through advertisement.
- Generally all employees said yes that they satisfied with the selection process by which they are selected.
- Majority of employees saying that the approach of management during the selection process is positive.
- 78% of employees rating the selection process of the company is good.
- 80% employees had pass through personal interview before selection.

Recommendation

It can offer the following better recommendation based on the data review and which will aid the company in having a more efficient method.

- The company should follow other new techniques of selection process also for their betterment.
- Selection process feedback should be taken by the candidates to improve the process.
- Company should use the social networking sites for creating pool of good candidates.
- Follow up to be done to the newly engaged employees to ensure that they have settled in and to check on how well they are doing.
- Also, the company is advised to follow the existing selection policies in future also.

Conclusion:

Based on the above result, we can draw the following conclusion that the data was collected by means of questionnaire and the majority of the respondents believe that the selection process is quite effective at Dhru motors Ltd. Mostly all the respondents were satisfied but changes are required according to the changing scenario as selection process has a great impact on the working of the company as a fresh blood, new ideas enter in the company. Selection process is also good and the company's selection department is doing well in placing the candidates and filling the job vacancies for all levels of position.

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