



A Comparative Study on Recruitment Process of Pharmaceutical and Chemical Industries.

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ABSTRACT:

The main responsibility of the personnel department is to find potential employees and encourage them to apply for positions inside the company. This is what is meant by recruitment. Getting the right candidates to apply for positions within the organization is the process of effective recruitment. The purpose of a successful recruitment campaign is to bring in the top candidates for the position while also assisting the recruiter by providing a large selection. The difficulty of filling the open post and the urgency of the requirement is typically inversely correlated with the recruitment efforts and costs required.

So, I have undertaken the project A COMPARATIVE STUDY ON RECRUITMENT PROCESS IN PHARMACEUTICAL AND CHEMICAL INDUSTRIES. To find out the difference between sources of recruitment of the industries and the recruitment process in both industries.

Key Words: Recruitment, Process of Recruitment, Types of Recruitment, Method of Recruitment

1. INTRODUCTION:

The process of creating a pool of qualified applicants for organizational posts is known as recruitment. There is no true selection necessary because the choice has already been made if the pool of potential candidates most effectively matches the number of people to be hired. The company should accept all the candidates while also leaving some vacancies empty. The process of finding potential employees is called recruitment. Such individuals can apply voluntarily or they will need to be prodded to do so in order to be considered for rewarding roles inside the company. Finding qualified individuals is the goal of recruitment, and doing so frequently needs much more than placing an advertisement in the newspaper. For instance, a company will likely need to do the following in order to update daily attrition and offer for growth.

1. To effectively hire qualified people, be familiar with the industry and company.
2. Identify the formulas for success in the market for hard labour, including strategies for dealing with rival recruiting attempts.
3. Develop contacts and bonds with resources for possible employees.
4. Build the company's reputation as a desirable place to work by promoting the company's brand. To gauge the success of recruiting activities, create recruiting metrics.

Meaning:

Recruitment bureaucracy is a phase in the process that starts with desire and ends with the candidate's location. It comes after the manpower planning, which is the first step in the procurement characteristic. By recruiting, it is possible to gather the variety and quantity of people required to maintain the business. Finding functional candidates for actual or anticipated organizational vacancies is known as recruiting. Lord claims that recruitment takes the form of a contest. Companies must compete to understand, appeal to, and hire the most qualified candidates in the same way that they compete to expand, produce, and market high-quality services or products. It is a commercial enterprise, and a very large one at that, to recruit people.

Process of Recruitment

The human resource manager's recruitment strategy is crucial (HRM). It is not carried out without good strategic planning. Recruitment is referred to as a tactic that provides the agency with a pool of potential participants from which to choose. Organizations should implement the proper staffing strategies and projections to determine how many people they will need before hiring. Consider the potential for growth. Additionally, the organizational life cycle will play a role.

2. REVIEW OF LITERATURE

1. Saks, Alan M., —A Reconceptualization of the Theory Behind Recruitment Source Effectiveness¹, Proceedings of the Annual Conference of the ASAC, 1994, HR Division, Halifax, NS, pp. 12-16. 27 Tyrrell, Marc W.D., —Cultural Evolution in Cyberspace: Notes towards a Virtual World Systems Theory¹, Paper presented at the American Sociological Association Annual Meeting, New York, 1995.

Saks (1994)²⁶ in his research paper on "Reconceptualizing the Theory Behind the Effectiveness of Recruitment Sources" pointed out that the effects of different recruitment sources clearly showed that informal recruitment sources tended to produce candidates who had lower turnover and a better "fit" than recruitment through more formal channels. Tyrrell (1995)²⁷ in his research paper on "Cultural Evolution in Cyberspace: Notes on Virtual World Systems Theory" found that the descendants of BBS were used by both human resource professionals and job seekers as a way to obtain information, hold keep up with developments and get jobs/candidates.

2. Albert Blake Terblance, —Recruitment Outcome: Contrasting Different Recruitment Methods¹ Research Project submitted to Gordon Institute of Business Science, University of Pretoria, Pretoria.

Halcrow (1988)²¹ in his research paper on "Employees are your best recruiters" found that internal recruitment sources were not expensive and less time consuming compared to external recruitment sources. Another advantage of in-house provisioning was that the employees were already familiar with the system and the organization also has information about their skills, abilities and actual behaviour in the workplace. Internal sourcing increased employee morale and motivation.

3. Peremptory, V.F., Peremptory, O., —Human Resources Management: Principles, Policies and Practicel, Wholesomeness Portakabin Publishers, Lagos, 2001, pp. 78-86. 13 Penny Clark, —Recruitment and Selection Practices in A Selected Organization¹, Journal of Management Practice, 2002, 4(1), 166-177

Peremptory and Peremptory (2001)¹² in their book on —Human Resources Management: Principles, Policies and Practicel mentioned that, recruitment was an integral part of human resource and involved the process of identifying and attracting or encouraging potential applicants with needed skills to fill vacant positions in an organization matching them with specific and suitable jobs and assigning them to these jobs. Clark (2002)¹³ in his research paper on, —Recruitment and Selection Practices in Selected Organizations¹ concluded that, recruitment preparation needed to have a clear method of communication requests, for vacant or new positions — such as a requisition form or memo. Employment agencies are a beneficial source of use, for employing low skilled workers on a temporary basis, in order to keep the workflow uninterrupted.

3. RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY:

4. 1.To examine recruitment process of Pharmaceutical and Chemical Industries.
5. 2. To identify the core skills expected in Pharmaceutical and Chemical Industries.
6. 3. To identify the issues in recruitment process of Pharmaceutical and Chemical Industries.
5. To study the relationship between the socio-economic characteristics and core skills expected in Pharmaceutical and Chemical Industries.

Research design:

The research design constitutes the blue print for the data collection, measurement and analysis of data. It is the overall operational pattern or the framework of the research that stipulates what information is to be collected from various sources and procedures. The descriptive research design has been employed for the present study.

Universe:

The first step in developing any sample design is to clearly define the set of objectives, technically called the universe. The universe for this study consists of Pharmaceutical and Chemical Industries in the Vadodara district.

Sample and sampling size:

Sample is the representative of the whole universe. Here, the researcher has used simple random sampling method, and selected 51 respondents from various Employer of Pharmaceutical and Chemical Industries in the Vadodara district which are randomly selected.

Tool of data collection:

Primary Data:

Tool for the data collection will through questionnaires.

Secondary data:

Internet, books, previous dissertation, journals

4. DATA ANALYSIS AND INTERPRITATION

All respondents were assigned a response number and entered into a statistical tool to maintain respondent confidentiality. The collected data was coded and analysed using SPSS

ATTRIBUTES	OPTION	PERCENTAGE		FREQUENCY	
		Chemical	Pharma	Chemical	Pharma
Age	20 to 30	52%	40%	13	10
	30 to 40	40%	52%	10	13
	Above 40	8%	8%	2	2
Qualification	S.S.C	12%	0	3	0
	H.S.C	25%	8%	4	2
	Graduation	31.5%	32%	9	8
	Post-Graduation	31.5%	60%	9	15

The study includes 25 Chemical and 25 Pharmaceutical industries respondents. In Chemical Industries average age of respondents is 20 to 30 And in pharmaceutical industries average age is 30 to 40. In Chemical Industries (31.5%) average respondents' qualification is graduation and post-graduation. In pharmaceutical Industries (60%) average respondents' qualification is post-graduation.

SOURCES FOR RECRUITMENT CAN BE USE IN RESPONDENTS' ORGANIZION.

ATTRIBUTE	OPTIONS	PERCENTAGE		FREQUENCY	
		Chemical	Pharma	Chemical	Pharma
Sources of Recruitment	Reference	36%	24%	9	6
	Social media portal	24%	36%	6	9
	Walk in interview	16%	16%	4	4
	Newspaper	12%	8%	3	2
	Campus interview	8%	4%	2	1
	Other	4%	12%	1	3

The data collected indicated that in chemical industries sources for recruitment can be use 36% references, 24% social media portal, 16% Walk in interview, 12% newspaper, 8% Campus interview, 4% other and pharmaceutical industries sources for recruitment can be use 24% references, 36% social media portal, 16% Walk in interview, 8% newspaper, 4% Campus interview, 12% other.

WHICH ONLINE PORTAL CAN BE USED FOR THE RECRUITMENT

ATTRIBUTE	OPTIONS	PERCENTAGE		FREQUENCY	
		Chemical	Pharma	Chemical	Pharma
ONLINE PORTAL	LINKEDIN	40%	48%	10	12
	Naukri.Com	44%	28%	11	7
	JOOBLE	16%	0	4	0
	OTHER	0	24%	0	6

The data collected indicated that in chemical industries respondents' organization are 40% LINKEDIN, 44% Naukri .com, 16% Joooble, 0% other online portal for the recruitment and in pharmaceutical industries respondents' organization are 48% LINKEDIN, 28% Naukri .com, 0% Joooble, 24% other online portal for the recruitment.

TECHNOLOGICAL SUPPORT FOR THE PROCESS OF RECRUITING

ATTRIBUTE	OPTIONS	PERCENTAGE		FREQUENCY	
		Chemical	Pharma	Chemical	Pharma
TECHNOLOGICAL SUPPORT	Always	64%	48%	16	12
	Sometimes	8%	44%	2	11
	No	28%	8%	7	2

The data collected indicated that in chemical industries respondents are saying organization can 64% always, 8% sometimes, 28% no take a technological support for the process of recruiting and in pharmaceutical industries respondents are saying organization can 48% always, 44% sometimes, 8% no take a technological support for the process of recruiting.

5. SUMMARY OF FINDING

- Majority of the respondents are equal industries.

Recruitment process in chemical industry

- Majority of the (13) respondents age is 20 to 30.
- Majority of the respondents are (9) graduated and post-graduated.
- Majority of the respondent's source of recruitment are (11) reference.
- All respondents are satisfied with the recruitment process in chemical industries.
- Majority of the (9) respondents' sources for recruitment can be use reference in respondent organization.
- Majority of (16) respondents are saying organization can always take a technological support for the process of recruiting.
- Majority of the (12) respondents are given 80 to 100% rate of HR department's performance in recruitment.
- Majority of the (11) respondents are organization naukri.com online portal can be used for the recruitment.
- Majority of the (21) respondents are saying yes, organization doing timeless recruitment and interview process.
- Majority of the (16) respondents are average time spent by HR department for the candidate during recruitment process are 6 to 15 days.
- Majority of the (20) respondents are comfortable with them interviewer face to face interview.
- Majority of the (18) respondents are saying yes think e-recruitment is best for now days.
- Majority of the (4) respondents are problem face during recruitment process for the lack of commitment, lack of self-motivation, poor in decision making.

Recruitment process in pharmaceutical industry

- Majority of the (13) respondents age is 30-40.
- Majority of the (8) respondents are graduated.
- Majority of the respondents are (10) respondents' source of recruitment is reference.
- So, it can be seen that all respondents are satisfied with the recruitment process in chemical industries.
- Majority of the (8) respondents' sources for recruitment can be use reference in respondent organization.
- Majority of (12) respondents are saying organization can always take a technological support for the process of recruiting.
- Majority of the (12) respondents are given 60 to 80% rate of HR department's performance in recruitment.
- Majority of the (12) respondents' organization are LinkedIn online portal can be used for the recruitment.
- Majority of the (16) respondents are saying yes, organization doing timeless recruitment and interview process.
- Majority of the (18) respondents are average time spent by HR department for the candidate during recruitment process are 6 to 15 days.
- Majority of the (18) respondents are comfortable with them interviewer face to face interview.
- Majority of the respondents are (13) saying yes think e-recruitment is best for now days.
- Majority of the respondents are (4) problem face during recruitment process for the lack of attitude, lack of relevant knowledge.

6. CONCLUSION

- In any type of organization, Recruitment is very important for betterment of organization. In this study, we are understanding recruitment process of Pharmaceutical and Chemical Industries.
- Majority of the employees in the Pharmaceutical and Chemical industry
- belong to the middle age group and most of the employees in both pharmaceutical and chemical industries are graduates and post graduates with relevant subjects like chemistry, pharmacy and etc.

- In both industries, mostly employees agree with they are coming in these industries with tool of references. They also agree with their organization was conducted a recruitment process in systematic way and they are satisfied to it.
- Newspapers, campus recruitment, online sources and websites are
- effectively used sources of recruitment in the pharmaceutical industries. In the chemical industries, newspaper, online sources and websites were effective sources of recruitment. Newspapers, radio, walk-ins, referrals, online sources and websites are effective sources of recruitment in the automobile industry, but both industries employees agree with online sourcing tool use in their industries in now days. E-recruitment is most use full tool for it in now days.
- Both industries Employees are aware about recruitment process of their organization. Pharmaceutical industries employees say that their organization use a Naukri.com and chemical industries employees go with LinkedIn for use for E-recruitment.

7. SUGGESTION

- A business should market its vision, culture and values during the recruitment process to differentiate from its competitors, to communicate this message both internally and externally.
- Craft a core competence template to use during the interview process that can be used to rate the individual skills, knowledge, attitudes and behavior of each potential candidate
- Use a range of advertising routes such as online advertisements, newspaper adds, advertisements in trade journal, internal advertisements, word of mouth (ask colleagues to spread the word to other colleagues, friends and family) for effective recruitment processes.
- Advise professional recruiters to consult their organization or professional association's information and library services and trained research staff in public libraries, as a key additional step in researching and reviewing published evidence of best practice and emerging trends in recruitment process
- Recruit via a recruitment agency. Build a rapport and relationship with a preferred recruitment agency and help them to really get to know the business and exactly, the sort of an employee who could add value.
- Always use a panel of interviewers rather than a one-on-one interview.

8. REFERENCES

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