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A Study on Effectiveness of Recruitment and Selection

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Introduction

Recruitment and selection

The success of an organisation rests less on the quantity of workers than it does on the calibre of those workers. Therefore, it is crucial for any company to hire the best possible personnel. Finding candidates, explaining job prospects, and stirring up interest are all aspects of recruitment. To accomplish organisational goals and foster organisational development, the recruitment and selection process is crucial and must be conducted in a systematic manner. Employees are crucial to organisational growth, and as a result, organisations are just now beginning to place enough value on their human resources. Because they add value, viewpoint, and characteristics to organisational culture, human resources are crucial to the success of any organisation. A company's human resources can increase impressively under effective management. The recruitment process is where human resource management starts, followed by the selection phase. The selection and recruitment processes traditionally included certain subjective components. However, if we approach job applications professionally, we can lessen the influence of subjective factors (Djabatey et al., 2012). Selection, as opposed to recruitment, is the process of choosing the best candidate from the pool of applicants (Walker et al., 2009). It is well recognised that the appropriate choice can have a wide range of positive effects on both organisational development and work life. According to the literature, organisational development and personnel performance are closely related. The right choice will lead to success, but the improper choice of employee might lead to failure as well (Djabatey et al., 2012). Therefore, the purpose of this study is to better understand how efficient hiring and selecting practises relate to organisational development. The researcher hypothesised that would be necessary to accomplish the aforementioned goal. Organisational development is significantly impacted by the recruitment and selection process. Organisational development is not significantly impacted by the recruitment and selection process.
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Literature Review

Sania Usmani (2020) Recruitment and Selection Process at Workplace: A Qualitative, Quantitative and Experimental Perspective of Physical Attractiveness and Social Desirability. (2020) The most important results and recommendations mentioned in this review came to search of three studies related to the subject of the recruitment process and selection in the workplace: a qualitative, quantitative and experimental perspective of physical attractiveness and social desire. It was concluded that all three studies and data analysis, and found that physical attractiveness does not play a role in the selection and employment process Individually, this review will help shed light on theories on the factors that affect the recruitment process. The results of this review will also guide all future studies on how appearance, confidence, communication skills and resumption of clarity play an important role in the recruitment process rather than physical or facial attractiveness.

Dharshini.K.A & Seleena.R (2020) A Pragmatic study on Human Resources Trends in recruitment and selection process in Non-Banking Financial Companies in Kanniyakumari district (2020) The most important study recommended that it is necessary to enhance the new form of talent acquisition, such as campus recruitment, the trainees program to employ the appropriate talents, and the evaluation of candidates during recruitment must be more efficient. This study provided a conclusion that the recruitment process and selection among employees of non-banking financial companies have a positive importance Regarding their job satisfaction, the company still has to enhance the level of employment in new formulas for employment of qualified employees in the coming time period.

Objectives of the study

- Creating a large talent pool of candidates to ensure the organization can hire the best employee.
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- Reducing the likelihood that a candidate will leave after a brief time by finding the right employee for the position the first time around
- Improving and streamlining the recruitment and selection process, including expediting future job analyses for similar positions.
- Evaluating the effectiveness of different recruiting and sourcing techniques and sources for job applicants..

Need and Scope of the study

- Identifying the best practices in recruitment and selection.
- Investigating the various factors that influence the recruitment and selection process.
- Exploring the various challenges faced by organizations in the recruitment and selection process.

- Determine the present and future requirement of the organization personnel-planning and job analysis activities.
- Analysis of manpower budget analysis of the for the recruitment in the recruitment process.
- To identify general practices that organizations use to recruit and select employees.

Limitations of the study

Recruitment / Selection

- Employees were busy in their work so they did not spend much time in respond openly to the question asked.
- Due to time constraint the in depth study could not be conducted.

The information collected from the employees may not be 60 percent true the may some false because of some company rules.

Company Profile

Iontach Academy Private Limited incorporated with MCA on **21 August 2018**. The **Iontach Academy Private Limited** is listed in the class of company and classified as **Non Govt Company**. This company is registered at Registrar of Companies(ROC).

Company Legal Name	IONTACH ACADEMY
ROC Code	Roc-chennai
Company No.	124162
Company Category	Company limited by Shares
Company Sub Category	Non-govt company
Company Class	Private
Authorised Capital	☐ 3.00 lakh
Paid up Capital	☐ 2.00 lakh
Incorporation Date	21 Aug 2018
Date of AGM	30 Nov 2021
Date of Balance Sheet	31 March 2021
Listing Status	Listed
Industry	After School Activity, Real STEAM, Science & Technology

Research methodology

Primary research

Research is defined as human activity based on intellectual application in the investigation of matter. The primary purpose for applied research is discovering, interpreting, and the development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe. Research can use the scientific method, but need not do so

- **PRIMARY DATA:** The data which are collected afresh for first time and thus happen to original in character is called primary data.
- **SECONDARY DATA:** The data which have already been collected and analyzed by someone else is called Secondary data. The Secondary data used mainly to support primary data. Company profile they sites, magazines, articles they're widely.

Secondary Research methodology

METHODOLOGY This project is based on information collected from primary sources. An attempt has been made to present analysis of HR policies in

IONTACH ACADEMY, CHENNAI. The data been used to cover various aspects of, HR policies regarding IONTACH ACADEMY, CHENNAI

Research Design

SAMPLE SIZE AND DESIGN A sample of 80 employees as respondent's they're chosen in Iontach academy, chennai., was contacted in order to collect the primary data from them. For the purpose of present study a related sample of population was selected on the basis of 'convenient sampling'.

Two Common Types of Research Design
TYPE OF SAMPLING The sampling type is non – probability which involves deliberating selection of particular units constituting a sample, which represents the universe.

STRATIFIED SAMPLING stratum means a layer population from which samples are to be selected may contain a number of layers from each layer a few samples are selected that is why this method is called stratified sampling.

Sample Size

Sample size for my data is 103 people.

Demographic factors of my sample are:

1. Age: 18-35 age group people.

2. Gender: Male and Female both.

3. Occupation: Business men, women and working employees.

4. Cultural background: All culture background like- (Hindu, Muslim, Christian)

5. Family status: Middle class, Higher class

6. Qualification: Graduation, Post Graduation

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Statistical tools used in study

- **Percentage Analysis** as a statistical tool for my data. Based on questionnaire I had made questions and circulate it between 103 people including college students and organization staffs, and find the result based on present situation of the companies. The people who are working in the organization they understand the situation easily and has given their feedback based on their own opinion.

Data analysis and interpretation

Recruitment analytics tools combine data and predictive analysis to drive better and faster hiring decisions. These analytics tools help you explore each aspect of your business and turn data into actionable insights to elevate your recruiting strategies.

CHI SQUARE TEST

Relationship Between Age & Satisfaction About the selection process.

Ho=Null hypothesis
There is no significance relationship between age & satisfaction about the selection process.

H1=Alternative hypothesis

$X2 = \sum(O – E)2 /E$

Calculated Value	=	E
Table Value	=	O
Degrees of freedom	=	C

Calculated Value is less than Table Value. Accept the null hypothesis.
There is no significance difference between the Age & Satisfaction about the selection process.

Importance of data interpretation

Data interpretation is very important, as it helps to acquire useful information from a pool of irrelevant ones while making informed decisions. It is found useful for individuals, businesses, and researchers.

Helps businesses understand their customers better, improves sales, improves customer targeting, reduces costs, and allows for the creation of better problem-solving strategies.

Conclusion

The project is prepared to explain the process of Recruitment & Selection at aasai water Which involves identifying and attracting the potential candidates

from within and outside the organization and evaluating them for future employment. Better recruitment and selection strategies result in improved organizational outcomes.Recruitment is necessary for any organization as it brings new employees with new ideas and challenges the existing workforce with an old mind-set. Recruitment has to make more robust as it provides jobs to millions of people and indirectly contributes to developing individuals and nations.Recruitment is a very long process that takes lots of time to complete. Companies need individuals for specific posts and specific work. And according to the needs of the company recruitment agency hire individuals and suggests names to the organization. But sometimes these could be more efficient. The recruitment agency has to choose from a small pool of options as limited individuals possess the desired skills.

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Findings

- From the above table it is observed that the highest 58.3% are male and 37.4% of the respondents are female.
- From the above table it is observed that, 32.2% of respondents are below 25, 27.0% of respondents are
- 26 - 35 years, 17.4% respondents are 36 - 45 years and only 19.1% of respondents are above 46.
- From the above table it is observed that, 65.2% of respondents are single and 30.4% of respondents are
- Married.
- From the above table it is observed that, 34.8% of respondents are sslc, 31.3% of respondents are
- hsc,13.0% respondents are pg,9.6 % respontents are ug and only 7.0% of respondents are diploma.
- From the above table it is observed that,25.2% of respondents are strongly agree,27.0% of respondents   are agree,20.9% respondents are neutral,17.4% of respondents are disagree and only 5.2% of respondents are strongly disagree..

Reference

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