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To Study Recruitment and Selection Process at Zentosys Solutions Pvt Ltd.

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ABSTRACT :

Organizational outcomes are enhanced by more effective recruitment and selection practices. In order to shed light on the recruitment and selection process, a study paper named "Recruitment and Selection" has been developed.

The primary goal is to ascertain the general procedures that businesses adopt for hiring and choosing staff members, as well as the ways in which these procedures impact organizational results in the electronics sector. This paper's primary goal is to list the standard procedures that businesses follow when hiring and choosing staff members. The study also focuses on identifying the ways in which recruitment and selection procedures impact organizational outcomes and offering some helpful recommendations.

Introduction :

Effective human resource management should determine the organization's human resource needs. Finding suitable applicants for current or planned organizational openings is known as recruitment. From a different angle, it might be seen as a connecting activity that brings together job seekers and those who have positions to fill. A successful hiring campaign will draw in a lot of competent candidates who will accept an offer of employment. Additionally, it should offer information that allows unqualified candidates to remove themselves from consideration for the position; in other words, a successful hiring program should draw in qualified candidates rather than unqualified ones. The cost of screening unqualified candidates will be reduced thanks to these two goals.

Requirement :

- Recruitment is the process of attracting prospective employees and stimulating them for applying job in an organization.
- Recruitment is the process of hiring the right kinds of candidates on the right job
- Recruitment and selection activity is predominantly dealt with in two fields:
- A generally prescriptive human resource management or personnel management viewpoint © 2023 IJNRD | Volume 8, issue 12 December 2023 | ISSN: 2456-4184 | IJNRD.ORG
- IJNRD2312017 International Journal of Novel Research and Development (www.ijnrd.org) a102 and
- A very technical psychology literature that focuses on the validity (absolute and relative) of different forms of recruitment techniques, such as competency modelling, interviews and various types of psychometric testing.

Methods of Recruitment :

There are various methods of recruitment but for the sake of simplicity, they have been categorized under two broad headings.

- Internal Recruitment
- External Recruitment

Selection

The process of choosing people with the necessary skills to fill positions in an organization is known as selection. Selecting the best applicant is only one aspect of selection. It's an effort to find a good balance between what the organization needs and what the applicant can and wants to do.

Importance of Selection:

Selecting the right employees is important for three main reasons: performance, costs and legal obligations.

Objectives :

- 1) The primary objective of the study is to analyze the process of Recruitment and Selection in the industries.
- 2) To observe the procedure to select the candidates from internal as well as from external sources in the industries.
- 3) To find out the various recruitment sources used by the selected industries.

Research Methodology :

The process of methodically resolving the research challenge is known as research methodology. It entails data collection, statistical analysis, interpretation, and conclusion-making regarding study data. Data is gathered from many sources with the study's goals in mind.

This section's goal is to outline the approach used to finish the project. Any research project heavily relies on its technique. The accuracy and efficacy of the research approach determine how successful any given study will be.

Data Collection :

Data refers to a collection of organized information, usually the results of experience, observation or experiment, or a set of premises. This may consist of numbers, words, or images, particularly as measurements or observations of a set of variables.

Sources of Data :

There are two types of data sources available to the research processes. 1. Primary data. 2. Secondary data

1. Primary Data

The primary data is collected by using primary methods such questionnaires, interviews, observations etc. For this study questionnaires are used to collect primary data from the employees of the industries Though some of the findings reported in the study of recruitment and selection and in large firms offer some pointers that are worthy of further exploratory research, especially among small and medium sized organizations, we lack a systematic understanding of how or why organizations choose to use different combinations of these strategies. Employees now report that performance tests are utilized in 46% of businesses for recruitment and selection, and personality tests are frequently employed for some jobs in 19% of organizations.

Professional, management, and sales personnel appear to be the primary recipients of personality tests in larger organizations, whereas professional and administrative personnel appear to be the primary recipients of performance tests.

The overall relative relevance of various skills and fit among the big employer sample The following were the approaches used for assessment:

1. Interview
2. Experience in the workplace
3. Competency/performance test
4. Qualifications
5. Assessment
6. Test of aptitude and personality

2. Secondary Information Secondary information

Secondary data is collected from various Journals, books, websites, Government reports, News papers, and other research reports

TABLE NO.1

Particulars	No of Respondents
Newspaper sources	40
Journals & Periodicals	11
Campus recruitment	20
Employee referral	40
Consultancies	22
Total	133

Analysis :

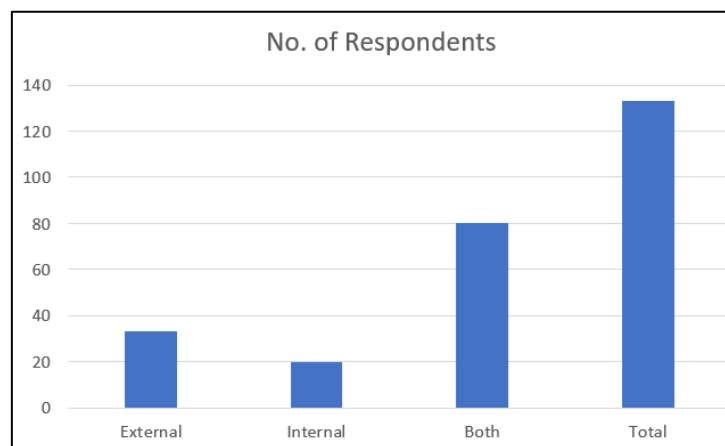
Since data analysis essentially entails examining all of the information we have gathered, it is a crucial component of every project. A collection of techniques known as data analysis aids in fact description, pattern recognition, explanation development, and hypothesis testing. Following an investigation of each questionnaire question, an interpretation is also given, along with the rationale behind the specific organizational feature.

Analysis of Questionnaire

Analysis about the source of recruitment followed in the selected industries

TABLE NO.2

Particular	No. of Respondents
External	33
Internal	20
Both	80
Total	133



REVIEW OF LITERATURE :

The recruitment and selection process, according to Edwin Flippo, is "a process of searching for prospective workers and motivating and motivating people to submit applications for positions within a company.

Research by Jones et al. (2006) and Korsten (2003):

Jones et al. (2006) and Korsten (2003) state that theories of human resource management place a strong emphasis on

methods for hiring and choosing employees, as well as the advantages of using assessments, interviews, and psychometric testing. They went on to say that the hiring process might be done online, internally, or outside. The levels of recruiting rules, job posts and information, advertising, the application and interview process, evaluation, decision-making, official selection, and training are usually the foundation of this procedure (Korsten 2003).

Alan Price's 2007 publication, Human Resource Management in a Business Context, provides a precise definition of

The process of locating and luring qualified applications for employment is known as recruitment and selection. According to him, hiring is not a straightforward selection procedure; rather, it requires managerial decision-making and extensive planning to select the best candidates.

Conclusion :

The most important component of a corporation is its human capital. Looking more closely viewpoint – this asset's very characteristic is what distinguishes one organization from another and is what makes the organization's vision a reality.

"The philosophy of attracting as many applicants as possible for given jobs" encapsulates the core of recruitment. The appearance of this definition is what previously directed recruitment efforts. Nowadays, though, the focus is on matching the goals of the company with the individual.

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