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A STUDY ON RECRUITMENT AND SELECTION OF MANPOWER WITH REFERENCE TO ASTER MIMS HOSPITAL CALICUT, KERALA

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ABSTRACT :

Onboarding is the entire process around recruitment, hiring, and helping the new employee to reach full productivity as quickly as possible and this process is critical to the success of any organization. Effective onboarding would mould the new employee to become a contributing member of the staff in the shortest period possible .A structured onboarding process improves employee engagement and confidence in their new career which in turn directly relates to an employee's initial performance. Introducing and improving on boarding contributes to an employee commencing with confidence, feeling supported, becoming productive and realising their value sooner .An organizational analysis was made at the Aster MIMS hospital, Kozhikode, Kerala, to analyse the effectiveness of the present recruitment onboarding programme so as to suggest any further improvements needed. Most of the respondents were satisfied with the current process of onboarding. HR professionals are having a big responsibility to hire best candidates from the available talent pool and retain them in the organization. Implementing a well-planned and managed onboarding program not only benefits the new hire but also provide a good investment for the organization. With the cost of recruitment escalation, onboarding can save the organization's hiring cost by retaining the already appointed staffs. The limitation of the study was the non availability of another pattern of onboarding for comparison and the period of onboarding was seven days only which is too short. However there was no feed back and follow up action taken on the previously employed staffs in recorded form in the hospital.

Keywords: Recruitment, selection, human resource, employee satisfaction.

OBJECTIVES OF THE STUDY:

- ➢ To analyse Recruitment process in Aster MIMS Hospital.
- ➢ To observe the procedure for selecting the candidates by various sources.
- ➢ To analyse the effectiveness of recruitment onboarding program at Aster MIMS Calicut.

NEED OF THE STUDY

The purpose of this study is to identify the many sources of recruiting and selection processes in a Aster MIMS hospital Calicut. In any organization, the recruitment and selection processes are the foundations for success. The reason for this is because human resources (HR) play a crucial impact in an organization's overall performance. The HR department is in charge of redesigning jobs, incorporating job design knowledge into training and management development programs, and implementing them to ensure that solid human resource policies and practices are formed.

SCOPE OF THE STUDY

This study will examine the current recruitment and selection processes at Aster MIMS hospital Calicut, identifying strengths and areas for improvement. It will analyse the hospital recruitment strategies, selection criteria and HR policies.
Recommendations will provided for enhancing recruitment selection process Aster MIMS Hospital, considering future trends in the healthcare industry.

REVIEW OF LITERATURE:

- ➢ FANGLING HU [November 2014]

HR abilities, information and insights are rapidly improving themselves in their fields, with advance learning for improving the economy also well. In which, authoritative key assets play a prominent role, for example, capital. Recruitment being the first stage of improvement, which focuses on showcasing the abilities of the candidate and identifying the potential out of them, keep in mind that the candidate should continue long term relationship with the organization. And also improve his skills accordingly. Therefore, one should know the complete usage of the procedure, methods and techniques along with recruitment framework. It becomes an essential part in building the organization goals.

➢ J. NEELAKANTA GUGESH, S. SHEELA RANI [July to December 2013]

The Recruitment process is to make better arrangements and better plans for their business. It enables them to make choices and provide opportunities to evaluate the process. The process is to search for the candidate from a group of people, one candidate is chosen, who acquires all the skills and knowledge and who can a perfect suit fit for role to perform the assigned task in given time effectively. "It's the way of finding candidates to submit the work assigned, which involves skills" is the formal definition of recruitment.

➢ NANKERVIS [2012]

The entire process of Advertisement is providing information to the candidates, getting their details and resumes, screening the applications, arranging an interview, talking (informing the candidate about the interview), testing them based on the workforce criteria.

➢ NEERAJKUMARI [2012]

If the organization has to enhance its authoritative results, the firm has to improve its recruitment and selection procedures. To enhance this feature, so as to be updated and active in R & S process, an examination paper was been set up with a name- "Recruitment & Selection". It will also provide information and also to light up the people about this process and its procedure in the Real World. The ultimate goal to affect the authoritative results positively, by changing the enrolment techniques and selection representatives for better recruitment decision following the principle objectives.

➢ M SRIMANNARAYANA [2011]

Training is essential for enhancement and development of the skills the candidate. Therefore, continuous Training & Development process should take part in the organization and it should be measured, so as to check if organizational objectives are met.

➢ AYESH TABASSUM [2011]

The correct of managing the R & S is the key source of success as well as for keeping hopes on organizational activities and also to maintain the relationship with the 29 candidates and other organizations. It creates a powerful impact on the organizational goals.

➢ ONGORI HENRY, TEMTIME Z [2010]

The SME (Small and Medium Enterprise) selection practices of recruitment has been indicated to enhance and improve the administrative practices in these sectors, which suggest suitable human assets and methods for the completion of the process. This helps to achieve the maintain the tends in SME's through R & S process, which act as a major element in making it possible and successful. The director honestly considers this for the survival, achievement and development of SME's.

RESEARCH DESIGN:

Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

SOURCES OF DATA:

There are two major sources of data: - Primary Data and Secondary Data.

➢ Primary Data It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of 150 employees. In this, the questionnaire is used for conducting personal interviews and for collecting the data.

➢ Secondary Data It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website.

HYPOTHESIS:

HYPOTHESIS - 1

➢ **H0:** Organization does not clearly define the position objectives, requirement, and candidate specifications in recruitment process.

➢ **H1:** Organization clearly define the position objectives, requirement, and candidate specifications in recruitment process.

HYPOTHESIS – 2

➢ **H0:** There is no significant relationship between experience and knowledge in their field among employees

➢ **H1:** There is significant relationship between experience and knowledge in their field among employees.

PERCENTAGE ANALYSIS

Research questions are always answered with a descriptive statistic generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

ONE SAMPLE T-TEST

The one sample t test, also referred to as a single sample t test, is a statistical hypothesis test used to determine whether the mean calculated from sample data collected from single group is different from a designated value specified by the researcher.

ANOVA

ANOVA compares the variation between group means to the variation within the groups. If the variation between the group means is significantly larger than the variation within groups, it suggest a significant difference between the means of the groups.

One-Sample Test

	Test Value = 2				95% Confidence Interval of the Difference	
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
My organization clearly define the position objectives, requirement, and candidate specifications in the recruitment process	-7.725	49	.000	-.62000	-.7813	-.4587

INTERPRETATION

Here, Sig. value is 0.000 which is lower than 0.05. Therefore, null hypothesis is rejected.

INFERENCE

Hence, the organization clearly define the position objectives, requirement, and candidate specifications in recruitment process.

FINDINGS

- ➢ Majority 58% of the respondents are male.
- ➢ Majority 36% of the respondents strongly agree that the organisation is doing timeliness recruitment.
- ➢ Majority, 48%, of respondents hold a Graduate Degree.
- ➢ Majority 65.43% of the respondent's are nurses.
- ➢ Majority, 64.7%, of respondents are Married.
- ➢ Majority, 29.3%, of respondents earn Less than Rs. 3,00,000 annually.
- ➢ Majority, 30.7%, of respondents have 3-5 years of total experience.
- ➢ Majority 50% of the respondents are highly satisfied with the effectiveness of recruitment and selection process.
- ➢ Majority 43% of the respondents prefer Written Test.
- ➢ Majority 69% of the respondents prefer Walk In .
- ➢ Majority 55% of the respondents strongly agree.
- ➢ Majority 36% of the respondents strongly agree that the organisation is doing timeliness recruitment.
- ➢ Majority 59% of the respondents applied for the job because of the organisation's reputation.
- ➢ Majority 92% of the respondents received training program after joining.
- ➢ Majority 85% of the respondents are highly satisfied with their current position.
- ➢ Majority 84% of the respondents highly agree that HR team act as a consultant during pre-screening process.
- ➢ Majority 97% of the respondents had three rounds of interview.
- ➢ Majority 86% of the respondents strongly agree that the recruitment team provide clear understanding about the organisation's values and culture.
- ➢ Majority 85% of the respondents strongly agree that the interview questions were relevant to the job position and qualification.
- ➢ Majority 85% of the respondents are highly satisfied with the recruitment and selection process.

SUGGESTIONS

- ➢ The company can use advanced tools and techniques that will enhance success rate of the recruitment onboarding program.
- ➢ As Majority of the respondents were satisfied with the current recruitment onboarding program, it is suggested the company to continue the same procedure.
- ➢ Most of the respondents are on the opinion that the Good welcome program educate and inform new hires about organizational culture and practices, and hence suggested the compny to continue the same procedure.
- ➢ A well executed onboarding process is the first step in fostering high employee engagement.
- ➢ As the onboarding process at MIMS hospital Calicut has only 7 days programme of onboarding, no comparison could be made with one month or 2 month programme. So it is suggested to enhance the programme to two weeks, 1 month, 2 months etc. to compare the effectiveness.
- ➢ Hospital level regular feed back needs to be recorded and maintained.
- ➢ Inferior and candidates who are not prone to improve needs to be discarded from the hospital or engage them in other areas.
- ➢ After a considerable period of work after onboard, highly efficient candidates need to be rewarded for improving their morale and extracting their full output.

LIMITATION OF THE STUDY

- ➢ The study was limited by the size of the sample, which may not fully represent the entire population of the hospital's manpower.
- ➢ The time available for conducting the study limited the depth and breadth of data that could be collected and analyzed.

CONCLUSION

Study on recruitment onboarding is more an ART rather than a process. HR professional is having a big responsibility to hire best candidates from the available talent pool and retain them in the organization. Implementing a well-planned and managed onboarding program not only benefits the new hire but also provide a good investment for the organization. With the cost of recruitment escalation, onboarding can save the organization's hiring cost by retaining staffs. The present study inferred that most of the employees are satisfied with the present program of onboarding program at Aster MIMS Calicut.

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