



A Study on Recruitment and Selection Process at Pioneer Management Consultant Pvt Ltd

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ABSTRACT:

This study examines the recruitment and selection process at Pioneer Management Consultants to identify areas for enhancement and optimization. Through a combination of qualitative interviews, surveys, and data analysis, the research assesses current practices, identifies challenges, and proposes strategic improvements. Findings reveal opportunities for streamlining processes, enhancing candidate experience, and aligning selection criteria with organizational goals. The study contributes valuable insights for Pioneer Management Consultants to refine their recruitment strategies, ultimately improving talent acquisition and organizational performance.

Keywords: Recruitment and selection, Literature Review, Strategic Staffing, Competitive Advantage.

INTRODUCTION:

Recruitment is the way toward hunting down imminent representatives and animating them to apply for employment in the association. Determination might be characterized as the procedure by which the association looks over among the candidates, those individuals whom they feel would best meet the employment necessity, considering current natural condition. The venture title "A study on Recruitment and Selection Process" directed in Pioneer management Consultant intends to discover the general assessment of the Recruitment and Selection handle gone to by the workers at Pioneer management Consultant. The fundamental goal of this venture is to think about the enrollment and determination procedure of Pioneer management Consultant. The optional destinations are to distinguish whether the Recruitment is done from inner or outer sources, to dissect the adequacy of enrollment and choice process, to recognize the components of Recruitment and choice process, to recognize better approaches for enhancing the present enrollment methodology, to distinguish the normal time spent for determination handle.

OBJECTIVES:

- To assess the perception of the employers towards the various sources of recruitment
 - To identify the effectiveness of interview process and interviewer
 - To Analyze the effectiveness of final and HR discussion process
 - To understand the standard of technical interview conducted.
 - To know the overall satisfaction about the various features of compensation offered.
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REVIEW OF LITERATURE:

Michael D. white and Glispy Escobar (2018) states that recruitment and selection have become critically important issues for police departments around the world. This paper highlights seven issues, two in recruitment and selection and five training, that we believe are critical for finding, hiring and training effective police officers in the future.

Sonal Sisodia and Nimit Chowdhary (2020) It can be inferred that illustration in recruitment advertisement of service organization of service organization creates tangible representation and challenge to the application to presume the intended significance of the illustrative appeal. Descriptive research is a study designed to depict the participants in an accurate way. **Onigiri Henry and Termttime Z (2019)** investigate the recruitment and selection practices of SMEs and suggest appropriate strategies on how to improve human resource management practices to enhance organizational

performance. Recruitment and selection practices are the key factors to the entry point of human resources to any organization which also tends to determine the success and sustainability of SMEs. **French ray and Rumbles sally (2016)** says that the important role of recruitment and selection within the process of leading, managing and developing people. Recruitment and selection are pivotal in this regard in certain important respects. **Smith, (2018)** Selection procedure also should be in application to the modern techniques. The literature says that employers are doing the traditional method of recruiting rather than the modern technologies. **Ahmad and Schroeder (2018)**, opined that the first step to ensuring the success of organizations, is to make sure that employees possess the right qualities thus; effective recruitment practice reduces labour turnover and enhances employee morale.

RESEARCH DESIGN:

Desc 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.

SOURCE OF DATA:

Collecting data from the company records and documents, these are all internal data and other data are the external. In data collection, there are 2 types 22.

Primary Data:

It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of the respondent's customers. In this, the questionnaire is used for conducting personal interviews and for the collecting the data

Secondary Data:

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

ONE-WAY ANOVA CLASSIFICATION:

Null hypothesis (H₀):

There is no significance difference between the first-hand information on the Job vacancy was seen from Pioneer management Consultant Job Portal and the Interview environment was comfortable.

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Agree	24	1.00	.000	.000	1.00	1.00		
Agree	32	1.72	.457	.081	1.55			
Partially Agree	20	2.00	.000	.000				
Disagree	21	2.86	.655					
Strongly Disagree	13	4.54						
Total								

Alternate hypothesis (H₁):

There is a significance difference between the first-hand information on the Job vacancy was seen from Pioneer management Consultant Job Portal and the Interview environment was comfortable.

Descriptive

First-hand information on the Job vacancy was seen from Pioneer management Consultant Job Portal.

ANOVA

First-hand information on the Job vacancy was seen from Pioneer management Consultant Job Portal

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	122.784	4	30.696	176.404	.000
Within Groups	18.271	105	.174		
Total	141.055	109			

INTERPRETATION:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is a significance difference between the first-hand information on the Job vacancy was seen from Pioneer management Consultant job Portal and the Interview environment was comfortable.

FINDINGS OF THE STUDY

- Majority (49.2%) of the respondents of Male.
- The majority (54.4%) of the respondents were married. The majority (54.2%) of the respondents belong to the age group of 31-40 category.
- The majority (34.4%) of the respondents belong to UG educational qualification.
- The majority (39.2%) of the respondents belong to the Monthly Income of 21,000- 30,000 category.
- The majority (43.2%) of the respondents 2-4 years have been working with this organization.
- Majority (47.2%) the respondent's salary the preference of employees to move for a new job (new company)
- The majority (59.5%) of the respondents were satisfied with their current job.
- The majority (59.2%) of the respondents disagree with planning further career growth in this organization.
- The majority (53.6%) of the respondents of the disagree training program is always linked with your career development/growth.
- The majority (56.8%) of the respondents disagree that companies pay more attention to incentives and perks offered.
- The majority (48.8%) of respondents disagree that work-life balance is supported by this organization.
- Majority (47.2%) the respondents of disagree for the recognition deserve for performance
- Majority (50.4%) the respondents were disagree for the implementation 3 Rs for increase employee retention.

CONCLUSION:

It was a great experience to understand the process of Human Resource Acquisition and the systematic manner in which the Recruitment and Selection takes place. It also gave me an insight into the working of such a reputed company, where the need for skilled manpower is so high since a lot of demand for experienced persons in this hydraulics industry and it is really a challenging task for the company's HR department to spot the best fish from the pond.

Most of the employees were satisfied but changes are required according to the changing scenario as the recruitment process has a great impact on the working of the company as fresh blood, new ideas enter the company.

The selection process is good, but it is the should also be modified according to the requirements and should job profile so that the main objective of selecting the candidate can be achieved. Further from this the survey I hope of the organization will be benefited and with the help of the suggestions given the organization can improve its functioning and is the overall Recruitment and Selection process in the organization and its performance will increase.

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