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A Study on Recruitment and Selection Process at Pioneer Management Consultant

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ABSTRACT

The study is done to find out the effectiveness of the recruitment and selection process carried out in the Pioneer management Consultant. To suggest to them the various advanced technologies and methods to recruit a suitable candidate for the job. The results of the study may help the recruitment team to improve their recruitment policies and process in order to improve the effectiveness and efficiency of the recruitment process. A study of this kind helps to put theoretical aspects into the project and aims to give information to Pioneer management Consultant. The nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable Pioneer management Consultant to implement the recommendations made at the end of the study. The scope of the study is limited only to the Human Resource Department Aspects Of Pioneer management Consultant. The study is confined only to this functional area, Specifically on Recruitment and Selection Process of the company.

KEYWORDS: Recruitment and Selection, Literature Review, Content Analysis, 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 characterised 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 conditions. 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.

OBJECTIVES

· To assess the perception of the employers towards the various sources of recruitment

· To identify the effectiveness of interview process and interviewer

· To know the overall satisfaction about the various features of compensation offered

REVIEW OF LITERATURE

Michael D. white and Glipsy 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 organisation creates tangible representation and challenges the application to presume the intended significance of the illustrative appeal. **Mir Mohammed Nurul Absar (2020)** states that Recruitment and selection is one the most important functions of human resource management. The present study aims at exploring differences and similarities between the public and private sector manufacturing firms of Bangladesh with respect to recruitment and selection practices, sources of recruitment and selection devices. **Ongori Henry and Temtime Z (2019)** has to investigate the recruitment and selection practices of SMEs and suggest appropriate strategies on how to improve human resource management practices to enhance organisational performance. Recruitment and selection practices are the key factors to the entry point of human resource to any organisation 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 is pivotal in this regard in certain important respects

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

In this research, internal and external sources of data are used. Collected raw materials through facts and figures of the researcher's works. Collecting data from company records and documents, these are all internal data and other data are 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 respondent's customers. In this, questionnaire is used for conducting

· **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.

STATISTICAL ANALYSIS

CHI-SQUARE TEST

	Value	Df	Asymp.sig (2-sided)
Pearson Chi-square	214.765	16	.000
Likelihood ratio	166.038	16	.000
Association	88.526	1	.000
N of Valid Cases	110		

a.   19 cells (76.0%) have expected count less than 5. The minimum expected count is .25.

INTERPRETATION

Since the calculated value is greater than the tabulated value, we reject the null hypothesis and hence there is a significant difference between the management monitor and approve the write-offs of obsolete and inactive inventories and often do departments compare quantities received against receiving reports.

ANOVA

First-hand information on the job vacancy was seen from pioneer management consultant job portal

	Sum of Squares	df	Mean squares	F	Sig.
Between	122.284	4	30.696	176.404	.000
Groups	18.271	105	.176		
Within Groups	141.055	109			
Total					

INTERPRETATION

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

FINDINGS

- Majority (49%) of the respondents were male.

- Majority (54%) of the respondents were married. (54.2%) of the respondents belong to the age group 31-40 category.

- Majority (34.4%) of the respondents belong to UG educational qualification.

- Majority (39.2%) of the respondents belongs 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 organisation.

- 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 organisation.

- The majority (53.6%) of the respondents of the disagreement 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 organisation.

- 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

SUGGESTIONS

Most of the respondents need modifications in the recruitment and selection process. The company has to make some modifications like using new techniques for recruiting and to increase the time spent selecting the employees. The company is using only the job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So, it is suggested to adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees. The company can increase their candidate pool through internal sources. Many of the candidates are not aware of the company policies before joining the company. Training can be given to those candidates to know clearly about the company policies**.**

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.

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