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A Study & Analysis of Recruitment & Selection Process at Tech Analogy

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ABSTRACT:

The main function of an HR Department is Recruitment and Selection and this process is the first step towards making competitive quality and recruitment strategic advantage for an Organization. This paper assesses the challenges faced by Tech Analogy in the recruitment process, such as sourcing high-quality candidates, reducing time-to-hire, and ensuring a positive candidate experience. It also discusses the innovative solutions and best practices implemented by the company to overcome these challenges. The paper delves into the company's hiring strategies, methodologies, and their effectiveness in acquiring suitable talent.

Key Words: recruitment, selection, strategy, methodology, effectiveness

Introduction :

In this paper, I have discussed the different aspects of recruitment and selection. I got the opportunity to gain practical knowledge on the selection and hiring process and a deep exposure to know about the work Human Resources department. The study also gave me a chance to deep dive into the Human resource field and a chance to understand the recruitment and hiring & selection process of the company Tech Analogy.

EdTech companies need to be able to identify right talent for their open positions. This means understanding the skills and experience that are required for each role, as well as the company's culture and values. This paper will discuss different ways to identify the right talent, such as through job postings, employee referrals, and social media. Once EdTech companies have identified the right talent, they need to be able to attract top candidates to their open positions. This means creating a strong employer brand and developing effective recruiting strategies. This paper will discuss different ways to attract top candidates, such as offering competitive salaries and benefits, creating a positive work environment, and providing opportunities for professional development. Once EdTech companies have a pool of qualified candidates, they need to be able to select the best candidates for their open positions. This means using a variety of selection methods, such as interviews, assessments, and reference checks.

Review of Literature:

Challenges in Recruitment and Selection Process: An Empirical Study by Sophia Diana Rozario 1,Sitalakshmi Venkatraman 2,*ORCID andAdil Abbas 3 30 June 2019 / Revised: 25 July 2019 / Accepted: 30 July 2019 / Published: 5 August 2019 : Today's knowledge economy very much depends on the value created by the human resource of an organization. In such a highly competitive environment, organizations have started to pay much attention to the recruitment and selection process, as employees form their main asset. However, the critical factors involved in the employee selection process is not well studied. Previous studies on the recruitment and selection process have been performed mainly to study the performance of the employees and the criteria for attracting the right talent leading to employee retention and organizational efficiency. The distinction of this paper is that it studies the existing recruitment and selection process adopted by tertiary and dual education sectors in both urban and regional areas within Australia. The purpose of this research is to conduct an empirical study to identify the critical aspects of the employee selection process that can influence the decision based on different perspectives of the participants such as, hiring members, successful applicants as well as unsuccessful applicants. Various factors such as feedback provision, interview panel participation and preparations, the relevance of interview questions, duration and bias were analyzed, and their correlations were studied to gain insights in providing suitable recommendations for enhancing the process.

Best Practices and Emerging Trends in Recruitment and Selection Chungyalpa W* and Karishma T: February 08, 2016, Accepted date: March 10, 2016, Published date: March 15, 2016In today's hyper competitive business environment employees are a source of competitive advantage. It is absolutely critical for businesses to hire the right people, with the right skills, right knowledge, right attributes, at the right time, for the right job. The recruitment and selection process has become one of the key processes determining the success of an organization. This paper examines the recruitment and selection process and the latest trends concerning recruitment and selection.

Recruitment and selection remains one of the most important functions of the HR department. As competition increases between firms selecting and recruiting the right and qualified talents become all the more important. Traditionally companies have largely relied upon prospective candidates to find the firm however today head hunting is a active function of the HR department. Firms not only need to head hunt but also must retain existing employees. The entire recruitment and selection strategy has changed and evolved to a new form where the onus lies on the firms to advertise, attract, and retain top talents. Internet based technologies and various other soiZare and information systems have provided new capabilities like never before. This is a growing trend amongst firms to adopt and utilize these technical solutions. The future is bound to see an increased role of internet based solutions in recruitment and selection process.

A Study On Recruitment & Selection Process With Reference by Sujeet Kumar and Ashish Kumar Gupta, Department of Information and Technology Department of Information: Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on the Recruitment and Selection process. The main objective is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes at the Electronics Industry, In Krishna Dt Ap, India. Successful recruitment and selection practices are key components at the entry point of human resources in any organization. The main objective of this paper is to identify general practices that organizations use to recruit and select employees. The study also focuses its attention to determine how recruitment and selection practices affect organizational outcomes and provides some suggestions that can help. Data analysis has been done with statistical tools like tables, graphs, pie charts, and bar diagrams.

Recruitment practices have evolved to accommodate the changing landscape of the job market. In their article "Modern Recruitment Trends" (Smith et al., 2018), the authors highlight the shift from traditional job boards to online platforms and social media. They emphasize the importance of employer branding and the use of data analytics to target the right talent pool effectively. These trends are particularly pertinent in the context of the Ed-Tech industry, where competition for tech-savvy candidates is high.

Objective of the Study:

1) **To develop skills in recruitment and selection**: The study can help develop skills in areas such as interviewing, assessment, and decision-making. These skills can be valuable in any career, but they are especially important for those who want to work in human resources or recruitment.

2) **To understand the organization's recruitment and selection process**: It can provide an opportunity to learn about the different methods of recruitment and selection, as well as the challenges and best practices involved in the process.

3) **To gain hands-on experience in recruitment and selection**: To provide an opportunity to apply the knowledge learned in the classroom to real-world situations. This can be done by participating in the recruitment and selection process for actual job openings, or by conducting research on the topic.

Research Methodology:

For writing this paper, I have used Primary data collection, i.e., Questionnaires and Observation methods for my research survey and secondary data, which I have collected through the company's website, other websites, blogs, LinkedIn, articles and a few research papers.

Data Collection Type – Primary and Secondary

Research Design – Descriptive

Sample Size

For this study, I have used 30 responses to conduct the survey.

Analysis:

- As per my survey on 'which is the common platform used for Job Posting for the recruitment and selection process', as per a total 30 responses I received, 100% of people agreed that they use Naukari, 83.3% of responses was for LinkedIn, 80% was for Indeed and 63.3% responses agreed with using Internshala.

- For legal and ethical considerations in the recruitment and selection process, As per the survey, Avoiding discrimination was selected by 13.3, Protecting the privacy of candidates was agreed by 13.3%, and providing equal opportunity to all candidates was chosen by 13.3%. Whereas, 60% of people believed that all the mentioned factors are equally important factor.

- When asked about the full form of a CV, the majority that is of people knew that it stands for Curriculum Vitae but there were still a few people (16.7%) who were not aware of the CV's Full form.

- As per the survey, 83.3% of people believed that providing feedback is important after the selection process whereas 16.7% of people still don't believe in the same.

- As per the options provided for how ed-tech companies improve their Recruitment and selection process, 10% selected 'by making the process fairer and more equitable, 10% believed by using more modern recruitment methods, the other 13.3% people selected Making the process more efficient, 20% selected by making the process more transparent but the majority with 46.7% people selected all of the above options as all these are required for the improvement.

- As per the survey, Recruitment and Selection includes Campus Hirings, 76.7% of people believed that yes it includes campus hiring whereas, 23.3% people believed that no it does not include campus hiring.

- When asked about typically not considered a part of the recruitment and selection process in an ed-tech company, the majority with 73.3% people selected that analyzing market trends is the least important of all, whereas, others also believed in Conducting Interviews (13.3%), Posting job openings on the company website (10%) and 3.3% of people believed that Reviewing resumes are not the conservable factors.

- As per the survey, 90% of people believed that Ed-tech companies also like the companies that support or go with Internal hiring, Only a few(10%) didn't believe in internal hiring in ed-tech companies.

- From the above survey, when asked about the use of structure interview in selection process, 17% of employees chose "it allows interviewers to ask random questions" , 56% of employees chose "provides consistent and fair evaluation of candidates" , 20% Focuses only on the candidate's appearance and the other 7% of employees believed that it "saves time for the interviews."

- From the above survey, ask about what the term onboarding refers to in the context of recruitment and selection, 21% of employees selected the option of hiring new employees, training existing employees was selected by 7%,59% of employees selected integrating and orienting new employees into the organization and the other 13% selected conducting performance appraisals.

Findings :

- The findings provide a comprehensive overview of Tech Analogy's recruitment and selection process, highlighting its strengths, challenges, and innovative approaches.

- The most common platform that is used by the company for Job Posting for the recruitment and selection process, i.e., as per the survey, 100% employer use LinkedIn.

- From the data, it was observed that the legal and ethical considerations in recruitment and selection are to avoid discrimination, Protect the privacy of candidates and provide equal opportunity to all candidates.

- As per the survey made 83.3% recruiter of the company believed that it is a good practice to provide the feedback to the candidates after their interview.

- From the data received, 90% of the people stood for internally hiring of candidates for the open position in the company.

- As per my server, 76.7% of recruiters of the company agreed that they opt for the campus hiring process.
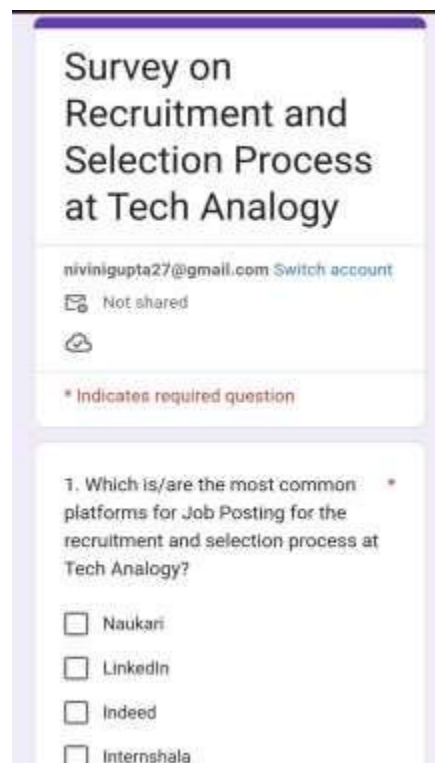
Recommendations & Suggestions

- The organization should practice proper Tech Analogy's guidelines as the purpose of Human Resource Management is to improve the productive contribution of people.

- SOP should be maintained and adhere by the company as it will be very useful in efficient working process.

- To get effective and efficient employee, the organization should arrange proper training and development programs.

- The entire HR department should be well informed regarding the employment personal.

- The organization should provide incentives and extra-work payment to its employees, staffs and interns. The management should have job evaluated salary structure, which is most competitive than other organizations at least which is ongoing in the market for startups.

- To evaluate employee performance; the management should follow the promotion policy properly.

- In-order to get a competitive advantage and to deliver quality service, top management should try to modify the services.

- Periodical performance appraisal and giving recognition and rewards to the qualified employees/interns to keep motivating them.

- The management should create a customer database and continuously inform the investors about the available facilities or opportunities that will work to achieve twin goals at a time; one is direct marketing and another is a large pool of customer databases.

Conclusion

From the above discussion, it can be concluded such a way that since human resource management is a continuously practiced issue it plays a significant role on an organization's overall performance. If an organization wants to gain full benefit from human resource management it should follow all the sections of HRM. As a small AMC few persons are recruited for its operations and performances. But it will expand soon or later and then the number of HR employees may not be enough to run the company. Committed and trustworthy employees are the most significant factors in becoming an employer of choice, it is no surprise that companies and organizations face significant challenges in developing energized and engaged workforces. However, there is an abundance of research to demonstrate that increased employee commitment and trust in leadership can positively impact the company's bottom line. In fact, the true potential of an organization can only be realized when the productivity level of all individuals and teams are fully aligned, committed, and energized to successfully accomplish the goals of the organization. Thus, the objective of every company should be to improve the desire of employees to stay in the relationship they have with the company.

Appendices

2. As per Tech Analogy HR Department, Which of the following is a legal and ethical consideration in recruitment and selection? *

○ Avoiding discrimination

○ Protecting the privacy of candidates

○ Providing equal opportunity to all candidates

○ All of the above

3. In the context of recruitment what does CV stand for?

○ Curriculum Vitae

○ Candidate varification

4. Does Tech Analogy believes it to be a good practice to provide the feedback to the candidate after the selection process? *

○ Yes

○ No

5. How can Tech Analogy improve their recruitment and selection process?

○ By using more modern recruitment methods

○ By making the process more transparent

○ By making the process more fair and equitable

○ Making the process more efficient

○ All of the above

6. Does Tech Analogy goes for Campus Hiring, Y/N *

○ Yes

○ No

○ Other:

7. Which of the following is not typically considered as a part of the recruitment process in Tech Analogy? *
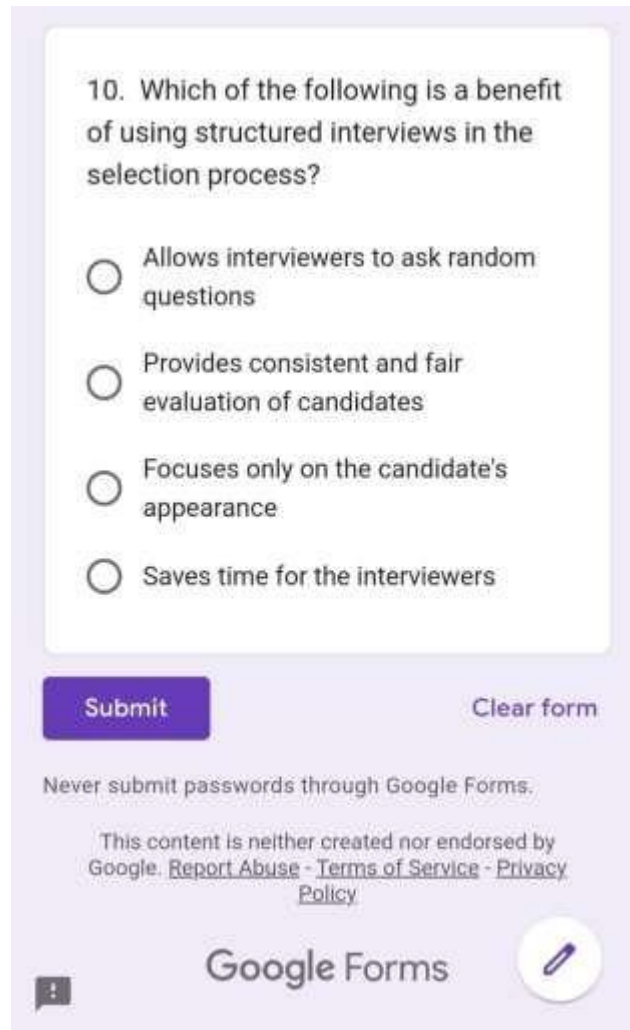
○ Conducting Interviews

○ Posting job openings on the company website

○ Analysing market trends

○ Revewing resumes

8. Does Tech Analogy also supports internal recruitment? *

○ Yes

○ No

9. What does the term "onboarding" refer to in the context of recruitment and selection?

○ Hiring new employees

○ Training existing employees

○ Integrating and orienting new employees into the organization

○ Conducting performance appraisals

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