



A Study on Employee Perception Towards Post Recruitment and Induction Process

Mr. Vasanth. V¹, Dr. A. Arun²

¹Final Year MBA Student/Department of Management Studies/IFET College of Engineering, IFET Road, Gangrampalayam /Villupuram- 605108

²Assistant professor/Department of Management Studies/IFET College of Engineering, IFET Road, Gangrampalayam/Villupuram- 605108

ABSTRACT

This study investigates employee perceptions of the post-recruitment and induction processes in various organizations, aiming to understand how these initial stages of employment impact overall job satisfaction and integration. Using a mixed-method approach, data was gathered from 300 newly recruited employees through surveys and in-depth interviews. The findings reveal that employees' perceptions of the recruitment and induction processes significantly influence their early job experiences and long-term engagement. Positive perceptions are linked to higher levels of job satisfaction, quicker adaptation to the organizational culture, and improved performance. Conversely, negative experiences during these stages can lead to disengagement and higher turnover intentions. The study highlights the importance of well-structured and supportive post-recruitment and induction programs in fostering a positive work environment. Recommendations include clear communication of job roles, comprehensive onboarding training, and ongoing support during the initial employment period to enhance employee perceptions and outcomes.

Keywords: Employee perception, Post-recruitment, Induction process, Job satisfaction.

1.1 Introduction

The process of recruitment and induction serves as the gateway for employees into an organization, shaping their initial experiences and setting the tone for their tenure. While recruitment focuses on identifying and attracting talent, induction facilitates the integration of new hires into the organizational culture, processes, and dynamics. However, beyond the logistical aspects, the perceptions and experiences of employees during this crucial phase profoundly impact their engagement, productivity, and long-term commitment to the organization. This introduction sets the stage for exploring the multifaceted dimensions of employee perception towards the post-recruitment and induction process. By delving into the intricate interplay of organizational practices, individual expectations, and contextual factors, this study aims to illuminate the key determinants that shape how employees perceive and experience the transition from being prospective candidates to valued team members. In examining employee perception, it is essential to consider the various stages of the post-recruitment and induction process. This encompasses the period from the acceptance of the job offer to the initial days, weeks, and months within the organization. Each phase presents distinct opportunities and challenges that influence how employees interpret their role, interact with peers and supervisors, and assimilate into the organizational fabric.

1.2 Review of Literature

S. Smith (2020), *Understanding Employee Perceptions of Post Recruitment Processes*: Positive post-recruitment experiences enhance employee satisfaction and retention. This study explores how effective post-recruitment processes contribute to overall job satisfaction. Mixed-methods approach, including surveys and interviews. Employee satisfaction, retention, post-recruitment processes.

Chen (2021), *Post-Recruitment Practices and Employee Performance*: Effective post-recruitment practices correlate with improved performance metrics. Evaluates the relationship between post-recruitment activities and employee performance. Empirical research with performance data analysis. Post-recruitment practices, performance metrics, employee performance.

R. Kumar (2022), *Impact of Induction Training on New Employee Morale*: Proper induction training significantly boosts new employee morale and productivity. Investigates the effect of induction training on employee morale. Surveys and focus groups. Induction training, employee morale, productivity.

M. Garcia (2020), *Post-Recruitment Communication and Employee Integration*: Continuous communication post-recruitment aids in smoother employee integration. Focuses on the importance of ongoing communication in the post recruitment phase. Qualitative interviews. Post-recruitment communication, employee integration.

N. Lee-- (2021), Linking Induction Programs to Employee Loyalty: Strong induction programs are linked to higher levels of employee loyalty. Explores the connection between induction programs and employee loyalty. Correlational study. Induction programs, employee loyalty.

1.3 Research Gap

- There is limited research exploring the role of perceived job requirements in shaping long-term career aspirations and organizational commitment.
- The research is needed to explore the impact of personalized induction experiences on employee engagement and retention, as well as the effectiveness of virtual induction processes in remote work environments
- There is limited research investigating the moderating effects of demographic factors, such as age and tenure, on the relationship between perceived job requirements and organizational commitment.

1.4 Objective of the study

- To enhance induction processes to better align with employee expectations, promoting satisfaction and engagement.
- To know employees' perceptions of post-requirement expectations to identify areas for improvement.
- To integrate technology-driven solutions to streamline post requirement and induction processes for efficiency

1.5 Research Methodology

1.2 Technique for Gathering Data

Primary and secondary data are the two types of data sources.

Data Collection Method

There are two sources of data namely Primary and Secondary data.

Primary Data

Primary data are fresh data that are collected through surveys from the employees using questionnaires.

Secondary Data

Secondary data are collected from some other sources such as journals, magazines, and websites.

Research Design

A descriptive research design is used in this study.

Descriptive Research Design

Descriptive research is used to describe the characteristics of a population or phenomenon being studied. It is focused on fact findings investigation in well-structured form and is based on primary data. The descriptive studies are undertaken to ascend and be able to describe characteristics of the variables of the interest in a situation.

Sample Size

Among the total 800 employees, the sample size taken for the study is 153respondents.

Statistical Tools

After the data have been collected, an analysis has been done with the following tool.

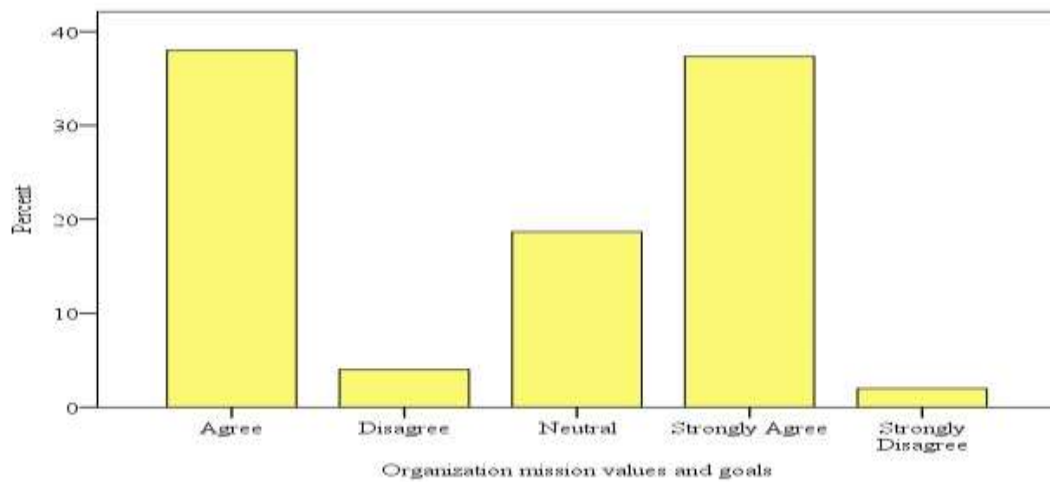
- Percentage analysis
- Chi-Square test
- Correlation

1.6 DATA ANALYSIS AND INTERPRETATION

Organization mission values and goals

Table No: 1.1 Organization mission values and goals

Particulars	Frequency	Percentage
Agree	57	38.0
Disagree	6	4.0
Neutral	28	18.7
Strongly Agree	56	37.3
Strongly disagree	3	2.0
Total	150	100

**Figure No: 1.1 Organization mission values and goals****Inference**

From the above table, it is inferred that 38% of the respondent are agree , 37.3% of the respondent are strongly agree , 18.7 % of the respondent are neutral. 4.0 % of the respondent are disagree, 2.0 % of the respondent are strongly disagree

Induction trainees are encouraged**Table No: 1.2 Induction trainees are encouraged**

Particulars	Frequency	Percentage
Agree	48	32.0
Disagree	7	4.7
Neutral	42	28.0
Strongly Agree	50	33.3
Strongly disagree	3	2.0
Total	150	100

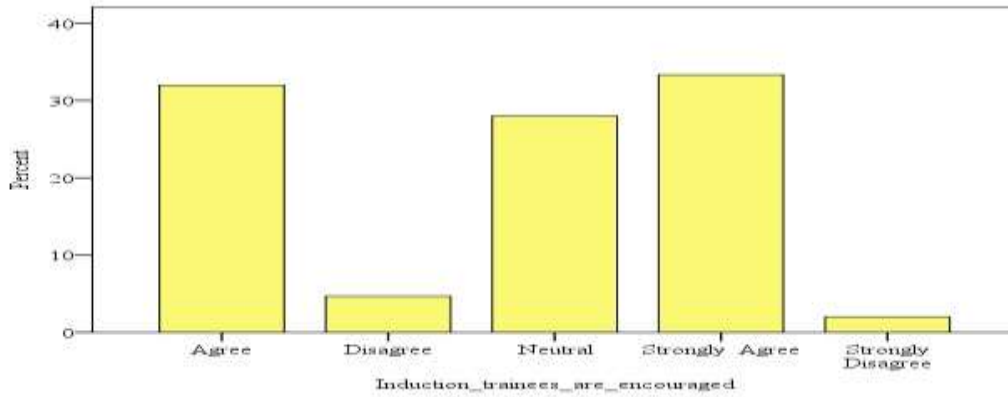


Figure No: 1.2 Induction trainees are encouraged

Inference

From the above table, it is inferred that 33.3 % of the respondent are strongly agree, 32% of the respondent are agree, 28 % of the respondent are neutral, 4.7 % of the respondent are disagree, 2.0 % of the respondent are strongly disagree

Opportunities for new employees

Table No: 1.3 Opportunities for new employees

Particulars	Frequency	Percentage
Agree	55	36.7
Disagree	10	6.7
Neutral	32	21.3
Strongly Agree	46	30.7
Strongly disagree	7	4.7
Total	150	100

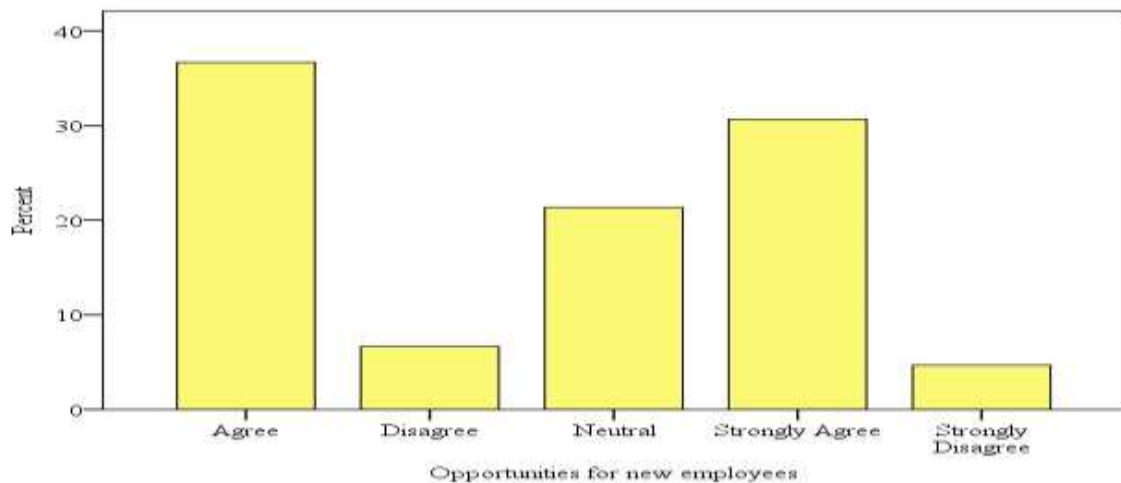


Table No: 1.3 Opportunities for new employees

Inference

From the above table, it is inferred that 36.7% of the respondent are agree , 30.7 % of the respondent are strongly agree , 21.3% of the respondent are neutral ,6.7 % of the respondent are disagree,, 4.7 % of the respondent strongly disagree

1.7 Chi-square Test

Null hypothesis

H₀: There is no significant between Adequate support and guidance & Achieve the organization goals and objectives

Alternative hypothesis

H₁: There is significant between Adequate support and guidance & Achieve the organization goals and objective

Table No. 1.4 Summary of the chi-square

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Adequate support and guidance Achieve the organization goals and objectives	150	100.0 %	0	0.0%	150	100.0 %

	Value	df	Asymp. Sig. (2-sided)
Pearson ChiSquare	21.919 ^a	16	0.146
Likelihood Ratio	20.697	16	0.190
N of Valid Cases	150		

Inference

From the above table 4.32, the significant value is **p = 0.146** which is less than 0.05 so, alternative hypothesis is accepted, its reveal that there significant association between Adequate support and guidance and Achieve the organization goals and objectives.

1.8 Correlation

Null hypothesis

H₀: There is no relationship between the onboarding process and The use of technology

Alternative hypothesis

H₁: There is relationship between the onboarding process and The use of technology

Table No. 1.5 Summary of the Correlations

		The onboarding process	The use of technology
The onboarding process	Pearson Correlation	1	0.077
	Sig. (2-tailed)		0.352
	N	150	150
The use of technology	Pearson Correlation	0.077	1
	Sig. (2-tailed)	0.352	
	N	150	150

Inference

From the 4.41, $r = 0.077$ (I value lies between -1 to +1), hence it is clear that there Is a positive correlation between the on boarding process and the use of technology (i.e.) H₁ is accepted. There is a significant relationship between the on boarding process and the use of technology.

1.8 Suggestion

- Improve communication strategies to ensure that information is clearly and consistently disseminated.
- Regular feedback sessions can also help to identify gaps in communication.
- Conduct regular surveys to gather feedback on various aspects of the onboarding and induction process. Use this data to make continuous improvements.
- Provide continuous learning opportunities and resources to help employees build confidence in their abilities.
- Provide training sessions and user guides to help employees navigate these platforms effectively.
- Post-recruitment surveys can help gauge alignment and identify any discrepancies.

1.9 Conclusion

In conclusion this study focused on employee perceptions towards post recruitment and induction process that are imparted in Lucas TVS Limited. Through this study, it becomes evident that employees value clear communication, comprehensive training, and ongoing support during the post-recruitment and induction phase. In this study I have studied how employee perceptions towards post recruitment and induction process, here I have collected data from employees through a questionnaire in that I have found some problems and I gave my suggestion to overcome those problems.