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A Study on Effectiveness of Recruitment and Selection Process with Platform 3 Solution Pvt. Ltd.

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ABSTRACT

Improved recruitment and selection processes produce better organisational results. Recruitment is the process of finding prospective employees and soliciting their applications for jobs inside the business. Selection is the process by which an organisation identifies and selects persons considered most appropriate for the job needs, while considering the existing environmental factors. In the contemporary competitive business environment, businesses must meet the expectations for workforce workers. An business must establish a meticulously planned recruitment policy that can be effectively implemented to attain ideal outcomes. INTRODUCTION

The recruiting and selection process entails discovering and collecting a pool of potential candidates with the necessary knowledge, skills, and experience, allowing an organisation to pick the most appropriate persons. To satisfy employment vacancies in accordance with defined role specifications and criteria. The recruitment and selection process encompasses the oversight of applicants and their submissions, in addition to the assessment of resumes. Applicant tracking systems (ATS) are progressively advantageous to companies, streamlining the administration of job listings and candidates for each available position. Recruitment is the thorough process of identifying, sourcing, evaluating, shortlisting, and interviewing candidates for roles (either permanent or temporary) within a business. Recruitment is the process of selecting candidates for unpaid roles.

Managers, human resource generalists, and recruitment specialists may execute recruitment; however, in some cases, public-sector employment, commercial recruitment agencies, or specialised search consultancies, such as Executive Search for senior positions, may be utilised to manage certain aspects of the process. Online recruitment has gained prominence, integrating artificial intelligence.

Keywords: Recruitment and selection, Prospective employees, Job requirement, Current environment, Well-structured recruitment, Applicants, Organizational outcomes.

REVIEW OF INTRODUCTION

Barber, A.E. (1998) This study offers a comprehensive examination of the recruitment process, emphasising the importance of an organisational perspective in attracting elite individuals.

Breagh, J.A. (2013) This article synthesises the results of recruitment research, highlighting strategies that significantly impact the effectiveness of the recruitment process. Annual Review of Psychology, Volume 64, Pages 389-416. Collins, C.J., & Han, J. (2004)

Collins and Han analyse the impact of initial recruitment techniques and the importance of business branding in attracting elite candidates. Personnel Psychology, Volume 57, Issue 3, Pages 685-717

RESEARCH METHODOLOGY

This study employed a descriptive research methodology to precisely depict the individuals. The research utilised both primary and secondary data. Primary data were collected from respondents through a questionnaire, whilst secondary data were sourced from pre-existing materials not specifically compiled for this study. Secondary data were acquired from publicly available online records. A non-probability sampling technique, namely convenience sampling, was employed, leading to the selection of 105 respondents for data collection. A structured questionnaire was created using closed-ended questions with multiple scaling methods. The analytical instruments utilised comprise SPSS for hypothesis testing, the Chi-Square test within SPSS, and correlation analysis via SPSS.

OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

• To find out whether the employees are satisfied with the recruitment process in company.

SECONDARY OBJECTIVES

• To study recruitment and selection strategies of the company.

• To know the employee satisfaction level with current recruitment and selection process.

• To analyze various problems related to recruitment and selection in the company.

• To provide suggestions to improve the recruitment and selection process.

DATA ANALYSIS AND INTERPRETATION

The questionnaire became the basis to build five hypotheses (Null) for further testing. To analyze the results SPSS is used. In the data analysis process, chi-square were used for hypothesis testing. Correlation testing were used.

Percentage analysis of age, gender, years of experience, marital status.

To investigate how socio demographic affects on recruitment and selection process.

PERCENTAGE ANALYSIS:

• Years of experience company

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
0-1 YEAR	23	21.9%
2-5 YEARS	18	17.1%
6-10 YEARS	21	20.0%
11-15 YEARS	31	29.5%
Above 15 years	12	11.4%
TOTAL	105	100%

Count of 5) Years of Experience in this company
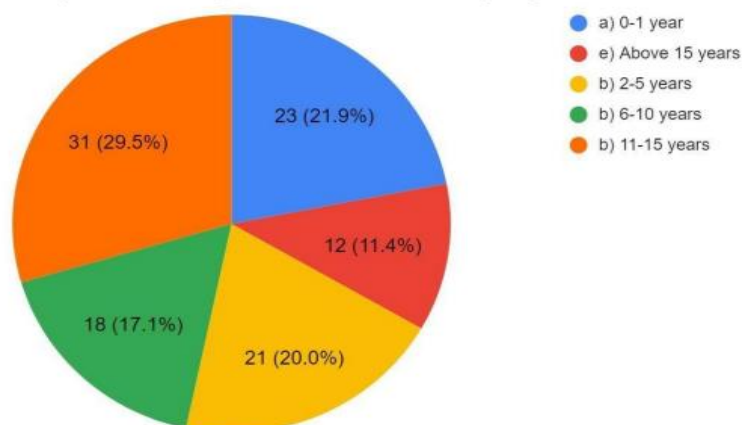
- Age

OPTIONS	NO OF RESPONDENTS	PERCENTAGE%
MALE	73	69.5%
FEMALE	32	30.5%
TOTAL	105	100%

Count of 2)Gender:
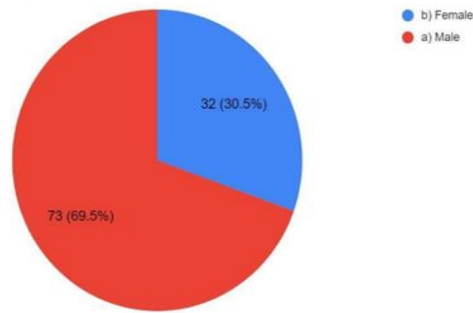
HYPOTHESIS 1:

Null Hypothesis (H0): There is no significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.

Alternate Hypothesis (H1): There is a significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.913 [a]	6	.740
Likelihood Ratio	1.857	6	.750
N of Valid Cases	105		

INTERPRETATIONS: The p value is 0.740 which is greater than the significance value (0.05) hence null hypothesis H0 is accepted. And H1 is rejected

INFERENCE:

Thus, there is no significant difference in the average response time of companies to job applications and the types of questions asked during interviews across different companies.

HYPOTHESIS 2:

Null Hypothesis (H0): There is no significant difference in between genders and in feelings experienced during interviews among individuals.

Alternate Hypothesis (H1): There is a significant difference in between genders and in feelings experienced during interviews among individuals.

Correlations

		2)Gender:	7) How do you feel when you were facing the interview?
2)Gender:	Pearson Correlation	1	.057
	Sig. (2-tailed)		.566
	N	105	105
7) How do you feel when you were facing the interview?	Pearson Correlation	.057	1
	Sig. (2-tailed)	.566	
	N	105	105

INTERPRETATIONS:

The p value is 0.057 which is greater than the significance value (0.05) hence null hypothesis H0 is accepted. And H1 is rejected.

INFERENCE:

Thus, there is no significant difference in between genders and in feelings experienced during interviews among individuals.

FINDINGS:

• Majority of the respondents are from 20-25 age people with 28%

• Majority of the respondents are male with 69.5%

• Majority of the respondents are unmarried with 65.7%

 • Majority of the respondents have completed their UG with 52.4%

• Majority of the respondents are experienced in 11-15 years with 29%

• Majority of the respondents mentioned there is four stages in selecting with 31.4%

• Majority of the respondents feel relaxed while facing the interview with 41%

• Majority of the respondents are from employee reference with 41.9%

• Majority of the respondents feel its informative on job website with 41%.

SUGGESTIONS:

• The company should consider streamlining the recruitment process to reduce the time taken for on boarding

 • The company should consider reviewing the criteria used by interviewers during recruitment to ensure that they are reasonable and fair.

• The company should include aptitude test as part of their recruitment in order to make the selection process easier.

• The company can ensure a positive candidate experience throughout the recruitment process.

 • The company should regularly review and refine your recruitment and selection process based on feedback from candidates, hiring managers, and HR professionals. Identify areas for improvement and implement changes to optimize efficiency and effectiveness.

CONCLUSION:

In conclusion, creating a successful recruitment and selection process is key to finding the right people for your team. By clearly defining job requirements, using multiple sourcing channels, and implementing structured interviews and assessments, you can identify candidates who are the best fit for the job. It's also important to consider cultural fit, provide a positive candidate experience, and continuously improve the process over time. With these steps, you can build a talented and engaged workforce that contributes to the success of your organization. Continuous improvement is crucial for refining and optimizing the recruitment and selection process over time. Regular review and feedback collection help identify areas for enhancement and ensure that

the process remains aligned with the organization's evolving needs and objectives. By prioritizing these elements and continuously refining the process, organizations can build a talented and diverse workforce that drives innovation, productivity, and success.

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