



A STUDY ON EMPLOYEE OPINION TOWARDS RECRUITMENT AND SELECTION PROCEDURE AT ARIMA TECH

A.Ramasethu¹, M.Srinithya²

¹ Assistant Professor , Department of BPS

² II M.com Department of Commerce

SRI KRISHNA ADITHYA COLLEGE OF ARTS AND SCIENCE

KOVAIPUDUR , COIMBATORE - 641042

ABSTRACT :

This research investigates employee opinions on recruitment and selection procedures at Arima Tech. Using quantitative data from 150 respondents and supported by extensive literature, this study examines methods used, sources of recruitment, employee satisfaction levels, and areas for improvement. The findings provide insights into refining recruitment strategies in similar organizational contexts.

Keywords: Recruitment, Selection, Human Resource Management, Employee Opinion, Arima Tech, HR Practices

INTRODUCTION

Recruitment and selection are vital HR functions that shape an organization's workforce. This study focuses on employee experiences with these processes at Arima Tech. It identifies recruitment sources, evaluates process effectiveness, and explores perceptions of fairness and efficiency. Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. The project title "A study on Recruitment and Selection Process" conducted in ARIMA TECH aims to find out the general opinion of the Recruitment and Selection process attended by the employees at ARIMA TECH.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVES

- To study the process of Recruitment & Selection in Arima Tech

SECONDARY OBJECTIVES

- To assess the perception of the employers regarding the recruitment process they have undergone.
- To identify whether the recruitment is done from internal or external sources.
- To analyze the effectiveness of recruitment and selection process.
- To study the factors of recruitment and selection process.
- To evaluate new ways of improving the present recruitment procedure.

RESEARCH METHODOLOGY

Research design is the decision regarding what, where, when, how much, by what means concerning an inquiry or a research study constitutes a research design. It can be defined as the arrangement of conditions for collection and analysis of data in a manner that aims to combine the relevance to the research purpose to the economy procedure. Research design is needed because it facilitates the smooth sailing of the various research operations, thereby making research as efficient as possible yielding maximal information with minimal expenditure of effort, time and money. In fact, research design has a great bearing on the reliability of the results arrived at end as such constitutes the firm foundation of the entire edifice of the research work.

METHODS OF DATA COLLECTION

There are two types of data:

Primary and Secondary

PRIMARY DATA: They are those which are collected afresh and for the first time and thus happen to be original in character.

SECONDARY DATA: On the other hand, are those which have already been collected by someone else and which have already been passed through the statistical process. The methods of collecting primary and secondary data differ since, primary data are to be originally collected, while in the case of secondary data, the nature of data collection work is merely that of compilation.

FOR THIS STUDY

In this study, primary data has been collected directly from the respondents using a questionnaire while the secondary data was collected from books, articles and the internet.

SAMPLE SIZE

The sample size used in this study is 150.

SAMPLING METHOD

This study has based on a simple random Sampling method

AREA OF THE STUDY

The study was carried among the employees of Arima tech.

TOOLS FOR THE ANALYSIS

The tools used for the data analysis in the research are:

1. Simple percentage analysis

SIMPLE PERCENTAGE ANALYSIS

Simple Percentage analysis is the method which is used for finding the average of collected information. Percentage analysis can be calculated as follows.

First the no. of respondents is to be noted in a tabular form and then percentages is calculated by dividing by the no. of respondents by total no. of respondents which is then multiplied by 100.

$\text{Simple Percentage} = \text{No. of respondents} / \text{Total no. of respondents} * 100$

LITERATURE REVIEW

Various studies have examined recruitment strategies, especially the transition to digital platforms. Research indicates that candidate experience, technological adoption, and employer branding are key success factors.

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The researcher has selected the companies that are differentiated by four sectors like Software, Pharmaceutical, financial institutions, automobile and other sector. Initially companies that are using digital technologies in recruitment are given preference. As the study is going on it came to know that some companies are stuck with traditional way of recruiting people. Then second priority is given to those companies that still, stuck with traditional practices in recruiting men. A valid opinion from all the four sectors has been gathered and validated through proper statistical tools. Hence this research is an attempt to understand the difference between the opinions of recruiting companies Regarding digital process and AI HR.

DR. AMER HANI AL-KASSEM [YEAR-2017]

The study recommended that access to employee services, develop their skills, and motivate them at high levels of performance, and in order to ensure the maintenance of their commitment to the organization, this is necessary to achieve organizational goals. Also, no organization can survive without giving importance to its employees. Moreover, the adoption of different business models, best practices and strategies is the motto that the institution must follow to retain its employees. Achieving reasonable expectations for employees must be an ongoing process.

RESULTS AND DISCUSSION

SOURCES OF RECRUITMENT INFORMATION IN ARIMA TECH

| SOURCES | FREQUENCY | PERCENTAGE |
|-------------------|------------|------------|
| CONSULTANTS | 14 | 9 |
| JOB PORTALS | 36 | 24 |
| WEB SITES | 81 | 54 |
| CASUAL APPLICANTS | 19 | 13 |
| TOTAL | 150 | 100 |

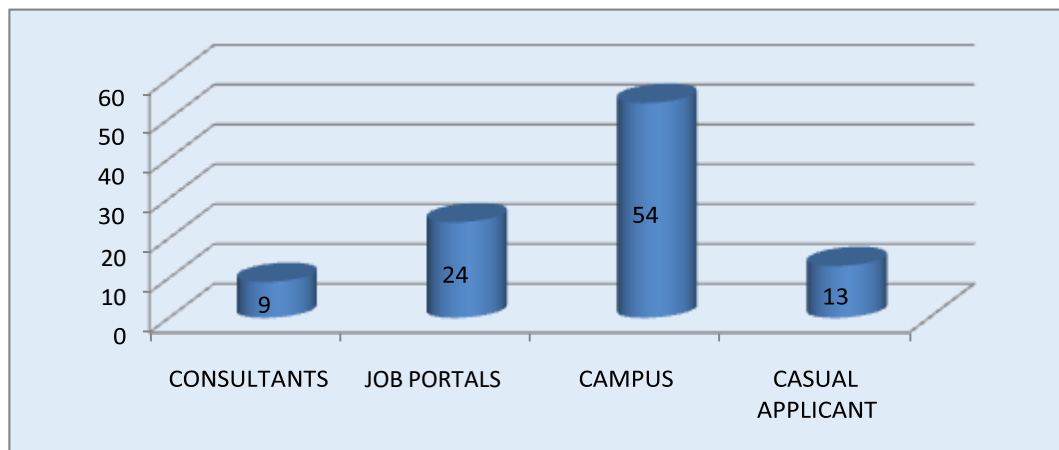
INTERPRETATION:

From the above table it is inferred that 54% of the respondents are recruited through campus interview, 24% of respondents are through Job portals, 13% of respondents are recruited through Casual applicants and 9% of respondents are through consultancy.

INFERENCE:

It is found that most of the respondent's sources of recruitment is website.

SOURCES OF RECRUITMENT INFORMATION IN ARIMA TECH



SATISFACTION OF THE ROUNDS OF INTERVIEWS CONDUCTED

| ROUNDS OF INTERVIEW | FREQUENCY | PERCENTAGE |
|---------------------|------------|------------|
| YES | 150 | 100 |
| NO | - | - |
| TOTAL | 150 | 100 |

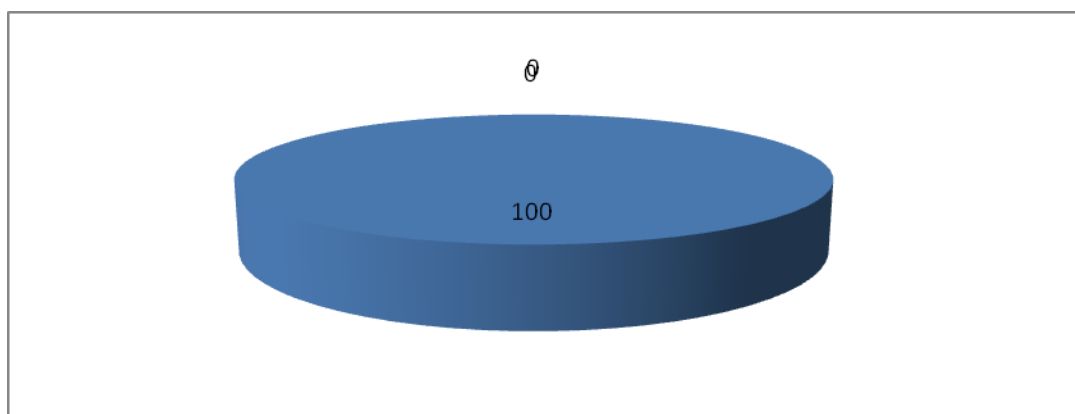
INTERPRETATION:

From the above table it is inferred that 100% of respondents are satisfied with the rounds of the interview conducted.

INFERENCE:

It is found that most of the respondents undergone 3 stages 100% of respondents are satisfied with the rounds of the interview conducted.

SATISFACTION OF THE ROUNDS OF INTERVIEWS CONDUCTED



FINDINGS

- 66% of respondents are female; 36% aged 21-30.
- 54% hold postgraduate degrees; 72% are married.
- 54% discovered the job via company website; 100% acknowledged referral policy.
- 45% underwent a 3-stage selection process.
- 50% prefer personal interviews; 43% value aptitude tests.
- Key hiring factors: English fluency (55%), Work experience (50%), Intellectual potential (47%).
- 86% feel no need for recruitment modifications.
- Respondents favor external recruitment (57%) over internal (30%).

SUGGESTION

Most of the respondents need modifications in the recruitment and selection process. The company must make some modifications like using new techniques for recruiting and increasing the time spent selecting the employees.

The company is using only job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So, the company is suggested to adopt some more resources like getting information from the employment exchange, magazines and newspapers for recruiting 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

The conclusion is drawn from the study and survey of the company regarding the Recruitment and Selection process carried out there. A study on the Recruitment and Selection Process conducted in Arima Tech has brought out various information about the company's recruitment and selection procedure. Using this survey the researcher could identify the recruiting modules conducted in the organization, various factors considered for the recruitment and selection process and the satisfaction level of the employee towards the Recruiting.

This study confirms that Arima Tech's recruitment practices are largely effective, though opportunities exist for refinement. Clear criteria, use of technology, and structured evaluation are pivotal in enhancing outcomes.

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