International Journal of Research Publication and Reviews

Study the Recruitment and Selection at CSPL Pvt Ltd

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ABSTRACT:-

This study analyse the recruitment and selection process within the organization to identify the effectiveness, challenges, and area of improvements. This study also understand how the recruitment and selection process is run. The study highlights the critical role of Human Resource Management in attracting, engaging, and retaining talent, selecting the employees. This research provides valuable insights for HR professionals and organizational leaders seeking to optimize their recruitment and selection strategies for hiring the employees.

Key words:- Recruitment, Selection, Employee Retention, Person Specification, Interviews.

1. INTRODUCTION:-

Human resource management (HRM) is the process of recruiting, selecting, training, developing, and managing an organization's workforce. Human resource management involves designing and implementing policies, procedures, and programs to enhance employee performance, productivity, and job satisfaction.

This study aims to understand and study the process of recruitment and selection wich most important part of the industry.

Recruitment is the activity of finding candidates for the vacant position and encouraging them to apply for it.

The selection process in a company is a systematic procedure used to identify and hire the best candidate for a job opening. The process involves several stages, from initial screening to final selection.

2. OBJECTIVES OF THE STUDY:-

The primary objective of this study is to evaluate the recruitment and selection process.

- a) To study the current recruitment and selection process
- b) To identify the challenges and limitations
- c) To identify the effectiveness of the recruitment and selection process
- d) Provide recommendations to firms for enhance the recruitment and selection process.

3. SCOPE FOR THE FUTURE

The project has significant potential for expansion and improvement. Future developments could include integrating advanced technologies, increasing scalability, and improving efficiency. Additionally, there is scope for further research to optimize performance and adapt to evolving industry trends.

4. REVIEW OF LITERATURE

Recruitment and selection are foundational functions of Human Resource Management (HRM), aimed at attracting, identifying, and hiring the most suitable candidates to fulfill organizational goals. According to Armstrong (2014), recruitment is the process of generating a pool of qualified candidates, while selection is about choosing the right individual through systematic evaluation.

In the context of private sector companies like CSPL Pvt Ltd, efficient recruitment and selection strategies are vital to maintain competitiveness, support business growth, and reduce turnover.

The Harvard Model of HRM (Beer et al., 1984) emphasizes stakeholder interest and situational factors in shaping HR practices.

The Matching Model focuses on aligning organizational needs with employee capabilities (Fombrun et al., 1984).

The Resource-Based View (Barney, 1991) considers talent as a strategic asset, highlighting the importance of attracting high-performing individuals.

These frameworks imply that firms like CSPL Pvt Ltd must adopt context-sensitive recruitment strategies that align with business goals.

According to Sinha and Thaly (2013), Indian companies are increasingly using e-recruitment tools due to cost efficiency and wider reach. For CSPL Pvt Ltd, utilizing both traditional and modern methods may offer an optimal balance in candidate sourcing.

Gatewood, Feild, and Barrick (2015) stress the importance of reliability and validity in selection tools to avoid biased decisions and ensure organizational fit.

Structured interviews and psychometric assessments are gaining popularity in Indian firms due to their objectivity. CSPL Pvt Ltd's selection procedure must therefore reflect transparency, role-specific criteria, and alignment with company values.

According to LinkedIn Global Talent Trends Report (2020), companies that focus on candidate experience and employer reputation attract better talent. This is especially relevant for firms like CSPL Pvt Ltd that aim to scale up and compete for skilled human resources.

Ravali Kusu and Shree Balaji:-

Research is based on the pure and practical facts which the HR personnel's deal with in their daily work routine, Either it is regarding to salary issues, Personal issues or regarding any form of change in the top staff own contract or anything regarding to job and organization requirement, better recruitment and selection strategy's 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 recruitment and selection process. The main objective is to identify general practices that organizations use to recruit and select employee and to determine how the recruitment selection practices effect organizational outcome at Genting Lanco Power plant in Krishna district AP India.

Ms.G.KARTHIGA,Dr.R.Karthi, Ms.P.Balaishwarya:-

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

Dhanalakshmi R, Sunil G E

Recruitment and selection is the process of determining the requirements for a vacancy, identifying the vacancy and the needs of the person holding the position, advertising the desired position, and selecting the most desirable and qualified candidates. Because human resources are very important in achieving organizational goals and success. Therefore, recruiting and selecting the right person for the right job is important to the success of any organization. The huge value of human capital in an organization gives them a competitive advantage and becomes the lifeblood of the organization. This study examines the complexity of recruitment and selection at Mysore Sugar Company Limited Mandya. This study examines the literature review on the recruitment and selection procedures followed by organizations.

Pshdar A.hamza, Baban Jabbar Othman, Bayar Gardi, Shahla Ali Ahmed:-

The recruitment is the main function of HR department and the recruitment process is the first step towards making the competitive quality and the recruitment strategic advantage for the association. A quantitative method used to analyze this study, the researchers prepared questionnaire and distributed at Telecommunication Companies in Erbil-Kurdistan. The objective of this research paper is to determine the recruitment and selection procedures in organizations, and finding out the methodologies that are involved in the process. Moreover, finding out how being qualified and having certificates affects the recruitment process, and how different criteria such as gender, race, and culture effect on it as well. The survey was conducted at Telecom Companies. Employees filled the survey.

Krinal Gandhi, Student of Uka Tarsadia University:-

Recruitment and selection are the process of identifying the need for a job, defining the requirements of the position and the job holder, advertising the position, and choosing the most appropriate person for the job. Undertaking this process is one of the main objectives of management. Indeed, the success of any business depends to a large extent on the quality of its staff. Recruiting employees with the correct skills can add value to a business and recruiting workers at a wage or salary that the business can afford, will reduce costs. Employees should therefore be carefully selected, managed, and retained, just like any other resource.

Dr. Sunita Shah:-

With reference to this context, this project is been prepared to put a light on Recruitment and Selection process. This project includes Meaning and Definition of Recruitment and Selection, Need and Purpose of Recruitment, Evaluation of Recruitment Process, Recruitment Tips. Sources of Recruitment through which an Organisation gets suitable application. Scientific Recruitment and Selection, which an Organisation should follow for, right manpower.

Kajol Gandhi, Student of bharati vidyapeeth deemed university:-

The main objective of study is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect rganizational outcomes at Electronics Industry. The main objective of this paper is to identify general practices that organizations use to recruit and select employees .The study also focus its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help.

THIRUVENKATRAJ T.R, NIRMAL KUMAR. R:-

This study helps the organization to identify the area of problem and suggest way to improve the recruitment and selection process, this study focus on understanding recruitment and selection process. Convenient sampling is used in this study. The sample size for the study is 100. The tools that are used in this study are Percentage analysis and Chi square test is used.

Jincheng Ma:-

Recruitment and selection is a paramount organizational process that ensures an adequate and reliable supply of qualified personnel to facilitate the achievement of set goals. Employees are essential resources in a company since they help in converting strategies into actionable goals. The approach and frequency of R&S depends on the type of firm and the industry it belongs, where some, particularly in the service sector, demand more labor than those in manufacturing. Therefore, enterprises undertake regular R&S exercises to hire new staff or promote existing ones as a measure to sustain their internal competitiveness. The study targeted on R&S as a critical factor of the HR department.

P. Avinash Goyal and Dr. P. Venkataiah:-

In this day and age, employees or human capital is considered as most valuable assets in any company. The availability of skilled and efficient employees is very rare. Therefore recruitment process is the heart of any organization. Selection of right candidate for the described job is really a herculean task because it provides the way for the development and growth of any Companies. The best human capital availability in organizations makes them competitive advantage and as well as they become the real life blood of the organizations. Recruitment and selection lie at the heart of how businesses procure human resource required to maintain a sustainable competitive advantage over its competitors. Information technology essentially refers to the digital processing, storage and communication of information of all kinds.

5. Statement of the Problem

Newly hired employees often leave the company within a short period, indicating a mismatch between the company's expectations and the employees' skills and interests.

Inadequate Training and Development: The company's training and development programs are inadequate, leading to newly hired employees being underprepared for their roles.

The current recruitment process is time-consuming, costly, and often yields poor-quality candidates.

6. RESEARCH METHODOLOGY:-

For this research quantitative research was adopted and the data collected by the primary sources.

Research Approach: Survey Method

Research Instrument: Questionnaire

Method of Contact: Online

Sample Size:100 Respondents

7. Data Analysis & interpretation

Gender

Gender	No. of Respondent
Male	76
Female	26
Total	**102**

Interpretation

The data represents the gender distribution of respondents in a survey. The table above the chart shows that out of a total of 102 respondents 76 are male respondents and 26 are female respondents.

1. **Age**

Age group	No. of Respondent
18-25	41
26-35	40
36-45	15
46-50	6
50+	0
Total	**102**

Interpretation

The information represents the number of respondents across different age groups. The 18-25 and 26-35 age groups have the highest participation, with 41 and 40 respondents, respectively. There is a significant decline in participation among older age groups, with 15 respondents in the 36-45 group and only 6 in the 46-50 group. No respondents belong to the 50+ age category.

2. **Nature of the job**

Nature of the job	No. of Respondent
Permanent	35
Temporary	67
Total	**102**

Interpretation

The bar chart illustrates the nature of jobs among 102 respondents. A majority, 67 respondents (65.7%), hold temporary jobs, while 35 respondents (34.3%) have permanent positions.

3. **Employee working years in the company**

Years	No. of Respondent
0 to 5	66
5 to 10	32
10 to 15	4
15 to 20	0
More than 20	0
Total	**102**

Interpretation

The majority of respondents 66 out of 102 have an experience of 0 to 5 years. A significant portion 32 respondents falls within the 5 to 10 years range. Very few respondents only 4 have 10 to 15 years of experience, and none have more than 15 years. The data suggests a relatively young or new workforce, with limited long-term experience.

4.　　**Time taken by company to takes response of application**

Period	No. of Respondent
less than 5 days	53
5 to 10 days	25
11 to 15 days	17
15 to 20 days	5
More than 20 days	2
Total	**102**

Interpretation

 The chart illustrates the response time of a company to job applications. The majority of respondents 53 reported receiving a response in less than 5 days, while 25 received it within 5 to 10 days. A smaller number, 17 respondents, waited 11 to 15 days, and only 5 and 2 respondents waited 15 to 20 days and more than 20 days, respectively

5.　　**Employee ratings for selection policy of company**

Particular	No. of Respondent
Very good	34
Good	29
Average	29
Poor	6
Very poor	4
Total	**102**

Interpretation

The chart illustrates employees ratings of the company's selection policy. Out of 102 respondents, 34 rated it as Very good, followed by 29 each for Good and Average. A smaller portion, 6, found it Poor, while only 4 rated it as Very poor.

6.　　**Stages are involved in selecting a candidate in the company**

Particular	No. of Respondent
1	12
2	35
3	35
4	13
more than 5	7
Total	**102**

Interpretation

The chart shows the number of stages involved in selecting a candidate, as perceived by employees. The majority of respondents 35 each believe the selection process has either 2 or 3 stages. A smaller group 12 thinks there is only 1 stage, while 13 believe there are 4 stages. Only 7 respondents think there are more than 5 stages.

7. **Technological support for the process of recruiting taken by the company.**

Particular	No. of Respondent
Telephone	15
Video conferences	19
Online support	27
Computer	18
Others	23
Total	**102**

Interpretation

The chart indicates the types of technological support used in the recruitment process. Online support is the most used 27 respondents, followed by "Others" 23 and video conferences 19. Telephone 15 and computers 18 are used less.

8. **Getting tests during the process of recruitment by the company.**

Particular	No. of Respondent
Written	9
Aptitude	20
Group discussion	17
Personal interview	48
Others	8
Total	**102**

Interpretation

The chart shows the types of tests conducted during recruitment. The majority 48 respondents conduct personal interviews, followed by aptitude tests 20 and group discussions 17. Written tests 9 and other methods 8 are used less.

9. **recruitment is done by reference**

Particular	No. of Respondent
Strongly disagree	6
Disagree	11
Neutral	35
Agree	41
Strongly agree	9
Total	**102**

Interpretation

The chart indicates that 41 respondents agree and 9 strongly agree with recruitment through reference, while 35 remain neutral. A smaller portion, 11 disagree and 6 strongly disagree.

8. FINDINGS

Demographic part that male employee are more than female employees.

Younger employees demonstrate higher levels of participation and engagement.

The data indicates that a majority of employees hold temporary jobs.

The information indicate a workforce dominated by non-administrative roles.

The findings indicate a workforce with a high proportion of employees having less than five years of experience.

From the information I found that most job applicants receive responses within five days.

The findings indicate that most employees rate the company's selection policy positively.

The findings indicate that personal interviews are the most commonly used recruitment test.

A notable number of respondents perceive recruitment as being influenced by preference.

Employees have varying perceptions of technological support in the recruitment process.

9. SUGGESTIONS

Organizations should leverage this by offering advanced skill development and leadership opportunities to maximize their potential.

Need for retention strategies, mentorship programs, and career development initiatives to enhance long-term employee commitment.

The company should ensure clarity and consistency in its recruitment stages to improve transparency and candidate expectations.

Indicating a need for the company to enhance and standardize its technological tools.

10. CONCLUSION

This study has provided valuable insights into the recruitment and selection process within organizations, highlighting its critical role in workforce management and organizational success. The findings indicate that while companies have structured hiring procedures in place, there is still room for improvement in areas such as employee retention, technological integration, and transparency in selection methods.

The research also reveals that a well-educated workforce, primarily consisting of young professionals, is essential for business growth. However, challenges like job insecurity, limited career advancement opportunities, and recruitment through references need to be addressed to ensure a fair and efficient hiring process.

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