

Impact of Recruitment And Selection Process on Organizational Performance

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Abstract--- *The present study is to focus on to find the impact of Recruitment and selection Process in Organizational Performance conducted in Pageone Technologies, Chennai aims to find out the general opinion of the Recruitment and selection process attended by the employees at Pageone Technologies. The main objective of project is to study the process of Recruitment in Pageone Technologies. The secondary objectives are to assess the perception of the employers regarding Talent hunt process they have undergone, to identify whether the Recruitment is done from internal or external sources, to analyze the effectiveness of Talent Acquisition to identify the factors of recruitment and selection process, to identify new ways of improving the present recruitment procedure, to identify the average time spent for selection process¹. The need for this project is to define the current and potential needs of the workforce preparation and role analysis activities of the company, to clarify the recruitment and selection process in company and to analysis of the time management in the recruitment process. This research papers helps to make decision in selecting the right candidates for the right job, this study helps the organization to identify the area of problem and suggest ways to improve the Talent and selection process, this study focus on understanding Talent and selection process this study helps to manage a manpower budget for the recruitment and selection Method, this study assists in determining the time limit for the recruitment process. Most of the employees were satisfied but changes are required according to the changing scenario as Talent process has a great impact on the working of the company as a new blood, new idea enters in the company⁴.*

Keywords--- *Talent Acquisition, Organizational Performance*

I INTRODUCTION

Talent and selection is the method of finding and motivating prospective workers to apply for positions within the company. Selection can be described as the process by which the company selects among the candidates, the people they believe will better fulfill the work requirement, taking into account the current environmental conditions. The project title "Effect of Talent Acquisition on Organizational Results" conducted in Pageone Technologies; Chennai aims to find out the general view of the Talent Hunt process that the Pageone Technologies employees attend. The main purpose of this research paper is to study the Pageone Technologies recruitment and selection process. The secondary objectives are to determine how the recruiting is conducted from internal or external sources, to evaluate the efficacy of the recruiting and selection process, to determine the recruitment and selection process

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factors, to find potential ways to enhance the existing recruitment process, and to identify the total selection process time spent.

II REVIEW OF LITERATURE

The research was conducted in 2005 by Manik Rao on recruitment and selection process at biological-e ltd.

It was noticed that the organization used internal search to hire the workers to higher positions or to match the roles in various departments. The organization was found to have achieved so by seeing it as the most cost-effective way to fill the vacancies. This has also been noticed that the company has opted to fill positions with external outlets such as advertising agencies. Employee recommendations have also been an important recruiting source.

A 2008 Report on Recruitment and Selection process by abhishek at dw practice llc.

In the Dw Practice LIC Recruitment & Selection Report, which is an HR consultancy, it was found that most of the workers thought the telephone interview was inadequate and that direct interviews were more feasible instead.

A Recruitment and Selection Analysis At Met's Asian Development Center By Pratiti Shah At Acme

Recruitment is performed in compliance with the criteria and not on a timely basis. Placement services, newspaper advertisements, referral i.e. both internal and external sources and finally work portals are the key sources they use for this purpose. Depending on the place vacant the process takes time. If a senior level employee's job then it will take a longer time. And the role of a driver, like that, can be determined on the interview day itself.

III RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

To study the impact of Recruitment & Selection in Pageone Technologies.

SECONDARY OBJECTIVES

- To assess the perception of the employers regarding 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 identify the factors of recruitment and selection process.
- To identify new ways of improving the present recruitment procedure
- To identify the average time spent for selection process.

SAMPLING METHOD

Sampling is the process of selecting from the population a sufficient number of elements, so an analysis of the sample and an understanding of its properties or characteristics will allow one to generalize these properties or characteristics to the population element.

Simple random technique is employed in this analysis.

SAMPLE SIZE

The population size is =220

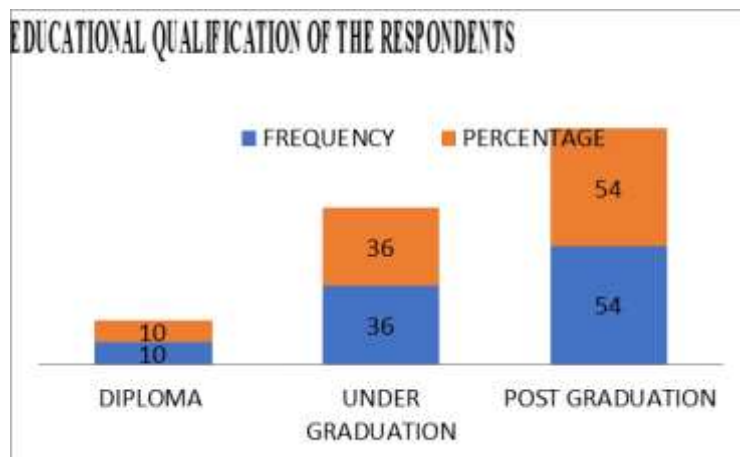
The sample size for the study is = 100

DATA ANALYSIS AND INTERPRETATION

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS QUALIFICATION FREQUENCY PERCENTAGE

QUALIFICATION	FREQUENCY	PERCENTAGE
DIPLOMA	10	10
UNDER GRADUATION	36	36
POST GRADUATION	54	54
Total	100	100

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS



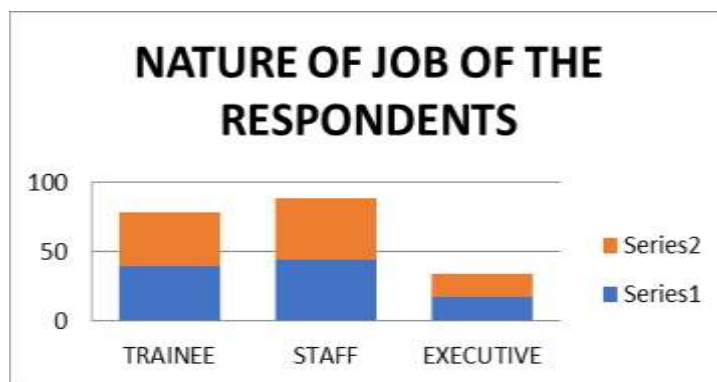
INFERENCE:

From the above table it is inferred that 54% of respondents are Post graduates, 36% of respondents are Under graduates and 10% of respondents have finished Diploma.

NATURE OF JOB OF THE RESPONDENTS

QUALIFICATION	FREQUENCY	PERCENTAGE
TRAINEE	39	39
STAFF	44	44
EXECUTIVE	17	17
Total	100	100

NATURE OF JOB OF THE RESPONDENTS



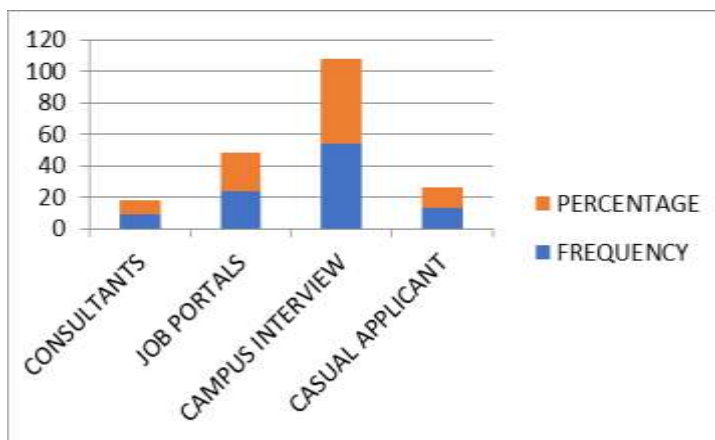
INFERENCE:

From the above table it is inferred that 44% of respondents are staff, 39 % of respondents are trainees and 17% of respondents are Executives.

SOURCES OF RECRUITMENT INFORMATION

SOURCES	FREQUENCY	PERCENTAGE
CONSULTANTS	9	9
JOB PORTALS	24	24
CAMPUS INTERVIEW	54	54
CASUAL APPLICANT	13	13
Total	100	100

SOURCES OF RECRUITMENT INFORMATION



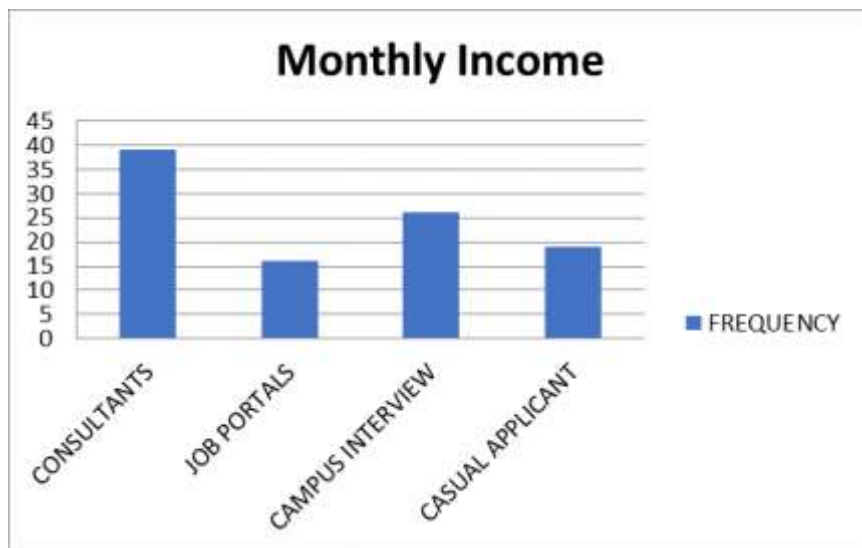
INFERENCE:

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.

MONTHLY INCOME OF THE RESPONDENTS

MONTHLY INCOME	FREQUENCY	PERCENTAGE
CONSULTANTS	39	39
JOB PORTALS	16	16
CAMPUS INTERVIEW	26	26
CASUAL APPLICANT	19	19
Total	100	100

MONTHLY INCOME OF THE RESPONDENTS



INFERENCE:

From the above table it is inferred that 39% of respondents are getting the monthly income above RS.10000, 16% of respondents are getting their income between 10001- 30000, 26% of respondents are between 30001 – 50000 and 19% are getting above 50001.

EXPERIENCE OF THE RESPONDENTS

YEAR OF EXPERIENCE	FREQUENCY	PERCENTAGE
LESS THAN 1 YEAR	45	45
1-3 YEAR	25	25
4-7 YEAR	13	13
ABOVE 7 YEARS	17	17
Total	100	100

EXPERIENCE OF THE RESPONDENTS



INFERENCE:

From the above it is inferred that 12% of employees have the experience between 5-6 years, 13% of respondents having the experience between 3-4 years, 20% of respondents are having the experience between 1 – 2 years and 45% of respondents having experience for less than 1 year.

STASTICAL TOOLS CHI- SQUARE TEST - I

Chi-square is the sum of the squared difference between observed (*o*) and the expected (*e*) data (or the deviation, *d*), divided by the expected data in all possible categories.

Null hypothesis (Ho):

There is no significant difference between monthly income level of employees and experience.

Alternate hypothesis (H1):

There is a significant difference between monthly income level of employees and experience.

Expected frequency = Row Total * Column Total

Grand Total

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
MONTHLY INCOME	100	100.0%	0	0.0%	100	100.0%
* EXPERIENCE						

	EXPERIENCE	
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		Less than 1 year	1 – 3 Years	4 – 7 Years	Above 7 years		
MONTHLY INCOME	Below 10000	Count	18	10	6	5	39
		Expected Count	17.6	9.8	5.1	6.6	39.0
	10001 – 30000	Count	7	4	3	2	16
		Expected Count	7.2	4.0	2.1	2.7	16.0
	30001 – 50000	Count	14	5	2	5	26
		Expected Count	11.7	6.5	3.4	4.4	26.0
	Above 50001	Count	6	6	2	5	19
		Expected Count	8.6	4.8	2.5	3.2	19.0
	Total	Count	45	25	13	17	100
		Expected					
		Count	45.0	25.0	13.0	17.0	100.0

MONTHLY INCOME * EXPERIENCE Cross tabulation

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.779 ^a	9	.853
Likelihood Ratio	4.804	9	.851
Linear-by-Linear Association	.771	1	.380
N of Valid Cases	100		
N of Valid Cases	100		

a. 8 cells (50.0%) have expected count less than 5. The minimum expected count is 2.08.

Tabulated value = 0.853

Calculated

value= 4.779

Inference:

The calculated value of $\chi^2 >$ table value of χ^2 at 5% of significance. Therefore, H1 is accepted and H0 is rejected. It means that there is a significant difference between monthly income level of employees and experience.

IV FINDINGS

- Most of the respondents are getting the monthly income above 10K
- Most of the respondents are Post graduated
- Most of the respondents having experience for less than 1
- Most of the respondents strongly agree the technical skill requirement
- The potential candidates are recruited through placement consultants are accepted in following percentage Most of the respondents strongly agreed and 24.8% of respondents gave a neutral form.
- Most of the respondents strongly agree that the potential candidate is generated through Job portals

V SUGGESTIONS

- Most of the respondents need modifications in the recruitment and selection process. The company has to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees.
- The company is using only the job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So the company is suggested to adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees.
- The company can increase their candidate pool through internal sources.
- Many of the candidates are not aware of the company policies before joining in the company. Training can be given to those candidates to know clearly about the company policies.
- The company can take more measures to improve the recruiting and selection process.
- Company should extend its scope of selection from reference of employees, campus placement to other like advertisements, e-recruitment etc.
- 95.5% of companies are using E-Recruitment to pool the candidates. The company can also focus on other sources for recruiting the employees.

VI CONCLUSION

Most of the employees were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new idea enters in the company. Selection process is good but it should also be modified according to the requirements and should job profile so that main objective of selecting the candidate could be achieved⁴.

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