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A Study on Recruitment and Selection Process in B & B Construction Private Limited, Vellore, Tamilnadu

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Abstract: *This project explore the realization of process improvement the recruitment and selection in the organization. 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. In today's rapidly changing business environment, organizations have to respond quickly to requirements for people. The research hypothesis of the study were tested using spss tool like correlation, one way anova, chi square test. Finally with all the findings out of the percentage analysis it was concluded that the perspective of the employees towards their organization with regards to recruitment and selection are in confirmatory terms which shows the positive aspect of the organization and its relationship with its employees. The nominal Factors like age, educational qualification, experience, of the employees are found to be related with their few perspectives in a progressive way which talks about the optimistic thought about the organization, namely their individual activeness at workplace to perform betterment, receiving appreciation from supervisor s, the inspiration of quality and the development opportunities they receive. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization.*

Keywords: *Right candidate, recruitment, business environment.*

I. INTRODUCTION

Before going into the discussion on recruitment and selection process, it would be adapt to understand the word “recruitment and selection process”. Recruitment is the process concerned with identification of sources from where the personal can be employed motivating them to offer themselves or employment. Recruitment is the process of finding and attracting capable applicant for employment. The process begins when new recruits are sought and ends when their applications are submitted. The result is a proof of applicant from which new employees are selected. Recruitment is a competition dust as corporation compete to develop, manufacture and market the best product service, so that they also compete to identify, attract and hire the most qualified people. Recruitment is a business and it is a big business. Recruitment is one of the major functions of HRM. It helps the manager to attract and select best candidates for the organization.

A. Definition Recruitment

Parry & Wilson (2009) stated that “recruitment includes those practices and activities carried out by the organization with the primary purpose of identifying and attracting potential employees”. As success of service sector as in case of civil aviation industry depends upon the human capital, recruitment & selection of the right people into the service business is crucial to achieve organizational success (Zheng, 2009). According to Edwin B. Flippo, “Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization”. (1979) A major internal factor that can determine the success of the recruiting program is whether or not the company engages in Human Resource Planning. In most cases, a company cannot attract prospective employees in sufficient numbers and with required skills overnight. It takes time to examine the alternatives regarding the appropriate sources of recruits and the most productive methods for obtaining them. Once the best alternatives have been identified, recruiting plans may be made. (Mandy, 1981) Effective HRP greatly facilitates the recruiting efforts. Recruitment is a process of finding and attracting the potential resources for filling up the vacant positions in an organization. It sources the candidates with the abilities and attitude, which are required for achieving the objectives of an organization. Recruitment process is a process of identifying the jobs vacancy, analyzing the job requirements, reviewing applications, screening, shortlisting and selecting the right candidate. Recruitment planning is the first step of the recruitment

process, where the vacant positions are analyzed and described. It includes job specifications and its nature, experience, qualifications and skills required for the job, etc. A structured recruitment plan is mandatory to attract potential candidates from a pool of candidates. The potential candidates should be qualified, experienced with a capability to take the responsibilities required to achieve the objectives of the organization.

II. REVIEW OF LITERATURE

A. *Work by Alan Price (2007)*

In his work *Human Resource Management in a Business Context*, formally defines recruitment and selection as the process of retrieving and attracting able applications for the purpose of employment. He states that the process of recruitment is not a simple selection process, while it needs management decision making and broad planning in order to appoint the most appropriate manpower. There existing competition among business enterprises for recruiting the most potential workers in on the pathway towards creating innovations, with management decision making and employers attempting to hire only the best applicants who would be the best fit for the corporate culture and ethics specific to the company (Price 2007). This would reflect the fact that the management would particularly shortlist able candidates who are well equipped with the requirements of the position they are applying for, including team work.

B. *Work by Silzer et al (2010)*

The process of recruitment does not cease with application of candidature and selection of the appropriate candidates, but involves sustaining and retaining the employees that are selected, as stated by Silzer et al.

C. *Work of Silzer et al. (2010)*

It was largely concerned with Talent management, and through their work they were successful in resolving issues like whether or not talent is something one can be born with or is it something that can be acquired through development.

D. *Silzer et al (2010)*

That was a core challenge in designing talent systems, facing the organization and among the senior management. The only solution to resolve the concern of attaining efficient talent management was by adopting fully-executable recruitment techniques. Regardless of a well-drawn practical plan on recruitment and selection as well as involvement of highly qualified management team, companies following recruitment processes may face significant obstacles in implementation. As such, theories of HRM can give insights in the most effective approaches to recruitment even though companies will have to employ their in house management skills for applying generic theories across particular organizational contexts.

E. *Word conducted by Silzer et al (2010)*

Silzer described that the primary objective of successful talent strategies is to create both a case as well as a blueprint for developing the talent strategies within a dynamic and highly intensive economy wherein acquisition, deployment and preservation of human capital-talent that matter,, shapes the competitive advantages and success of many companies.

F. *A.M. Gurav and Pralhad Krishna Mudalkar(2011)*

“This research paper highlights Human resource Practices is one of the essential factors of organizations and also it examine the role of human resource workforce and its contribution to the development of sugar factories”

G. *Andries du Plessis, Andrew Hobbs, Rebecca Marshall and SherrolPaalvast (June 2008)*

“In 21st century it necessary for organization that they should develop their competitive advantage and for this fulfillment of the this need HR functions and activities should assist the organization. for surviving in global market and for meeting changing demand of customer HRM should give stress on proper recruitment and selection, development of employees and their career development opportunities ”

H. *Arrey M bongaya Ivo (2006)*

“This study specially focus on the concepts of Hard and Soft approaches to Human Resource Management, Hard HRM gives emphasis on employee’s compliance, quantitative output, managers, task and development of the organization on other hand Soft HRM emphasis on flexibility , negotiation , performance quality recognition of environment and rights in employment relation ”

I. Ashok Som (2008)

“Initially author give reference about liberalization period of India and then the direction of study is to see significance of innovative HRM Practices and to see whether it is really effective for enhancing performance of the organization ”

J. Basraj Benni, amardeep .Jadhav (2012)

“The objective behind this study is to evaluate performance of the depots and to prepare rank of depots on the basis of performance, for such evaluation author has decided some indicators of performance like no. of buses, no. of schedules, profit margin per bus etc and after analysis of data author gave a rank of 12 depots and also suggest for deliberate policy action.”

K. Chatterjee, S. R. (2007)

“India is developing from economic point of view and it happening because of growth in inputsspecially in labor, but on other hand still training and development program in India is undeveloped form skill and value development point of view ,career planning has limited scope,another side of this aspect is some organizations are adopting effective policies regarding employees like „Wings Within“ in Wipro etc.”

L. Dana B. Minbaeva (2005)

“This research is aim at to determine the effect of Human Resource Practices on Knowledge transfer. For study author take in consideration four functions of HRM like manpower planning, performance appraisal, reward system and career management, and the effect of these factor on knowledge transfer if positive ,it a conclusion of author”

M. EdelConway , Dr. John McMackin (December 1997)

Competitive advantage in product could not sustain for long period but now a day it is important that organizations should reinvent themselves and change itself according to changing environment we can it as innovation and innovation has close relation with culture of organization, employee behavior and all HR functions of the organization.

N. Mane Kiran Harish Chandra (2010)

“In this study An Author took Opinion of 200 employees about “Salary ” , and employees gave information that they are not able to meet their expenses with the salary and that is why they are not that satisfied ”

O. Mir Mohammed Nurul Absar (2012)

“This article presents differences and similarities between public and private sectors firms of Bangladesh in the area of recruitment and selection Practices, sources of recruitment and selection devices, and at the end it is suggested that, public sector should analyze job, there should be farness in selection process, private sector should adopt formal recruitment policy.”

P. M. Manonmani (2012)

“The author has covered rural, urban and aggregate industries of India to examine linkage between wage and Productivity, it concluded that in rural industry that there is strong association of wage rate and labor productivity, in urban industries there is positive and statistically significant association between wage rate and labor productivity ”

Q. M. Srimannarayana(2011)

“This article aims to measure training and development at substantial level and it concludes that if training Process needs to achieve its objectives then HR training professionals have to master the training measurement methodologies using impact of measurement.”

R. Muhammad Maqsood Khalid, Muhammad Ashraf(2012)

“In this research paper author focus on evaluation strategy of training program in public organization, for such evaluation one should answers of questions like how, what and when about training, then training outcomes should evaluate through a process ”

S. Niraj Kishore Chimote (2010)

“This research article gives information about effectiveness of training program from trainees prospective and its outcome of factor analysis indicate similarity with Kirkpatric’s Model of training evaluation and chi-square analysis tells that the demographic variable does not influence the psyche of trainees for judging the efficiency of training program ”

T. P. Manikandan and R. KalpnaSastry (2009)

“The author has used a case for analysis of topic and suggested that for managing Human Resource effectively it is necessary to observe human resource management principles and strategies.”

U. P. Purna Chandra Rao (2009)

“The research paper focus on welfare provision for workmen in milk factory, established under the cooperative sector and at the end of study the author concluded that when employer expects good performance from employees then she should provide welfare facilities to them and also the author gave stress on Humanistic approach.”

V. Richard Saundry and Gemma Wibberley(2012)

“Author talk about actual meaning of Dispute, Grievance, Discipline, and traditional way of handling dispute and new procedure of the same, there are sets of factors which shaped forms of individual dispute, study shows how old long process of dispute resolution replaced by shorter process”

W. Scott Brum (2007)

“Training has significant impact on employees turnover and success of organization and success of organization ids depend on Human Resource strategies and approaches and employee commitment is part of it and with the help of training and development program organization can develop such commitment of employees towards the organization and it will effect employee turnover also. ”

X. Shashank Shah (2012)

“In this Research paper, an author propose a society and local community welfare Framework for Indian corporate organizations based on the existing practices of eminent corporate organization ”

Y. Stefan Strohmeier (2007)

“In today”s world we can see use of internet rapidly developed and those developments has effected human Resource Management Functions also. With the help if empirical study and factors like actors , strategies , activities and technologies author tries to explain the concept of e- HRM ”

Z. Vimala Sanjeev kumar , Ms. Hu Yanan (2011)

“This research is combination of theoretical and empirical research, for studying factors which affect training program. Training environment, work environment , employees characteristics these factors effect on effectiveness of training. ”

III. OBJECTIVES OF THE STUDY

- A. To observe the procedure to select the candidates from interval as well as from external sources in the industries.
- B. To study the stages of selection procedure in the industries.
- C. To design and approve the interview process for various post to be filled up.
- D. To design profiling system and assessment of the received application.

IV. RESEARCH METHODOLOGY

The researcher chooses descriptive research design method in the study. In this research, non-probability sampling was adopted, under that convenient sampling method was used. Sample size 130 .The research collect data from two sources primary data and secondary data. Tool are used for data collection is Questionnaire.

Primary data was collected using structured questionnaire distributed to the 130 respondents. Secondary data were collected from journal and online articles tools used for data analysis were chi-square, correlation and ANOVA test were applied in this study to reveal relationships among variables from the data.

V. DATA INTERPRETATION

Table 4.1.1 Age Wise Classification Of Employees:-

AGE	NO.OF RESPONDENT	PERCENTAGE
LESS THAN 25	32	24%
25-35	60	46%
36-46	22	17%
46&ABOVE	16	13%
TOTAL	130	100 %

1) *Interpretation:* It is observed from the survey that 24% of the respondents are between (less than 25) yrs, 46% of the respondents are between age group of (25-35) yrs, 17% of the respondents are between the age group of (36-46) yrs and 13% of the respondents are between the age group of (46&above).

Chart 4.1.1 Age Wise Classification Of Employees:-

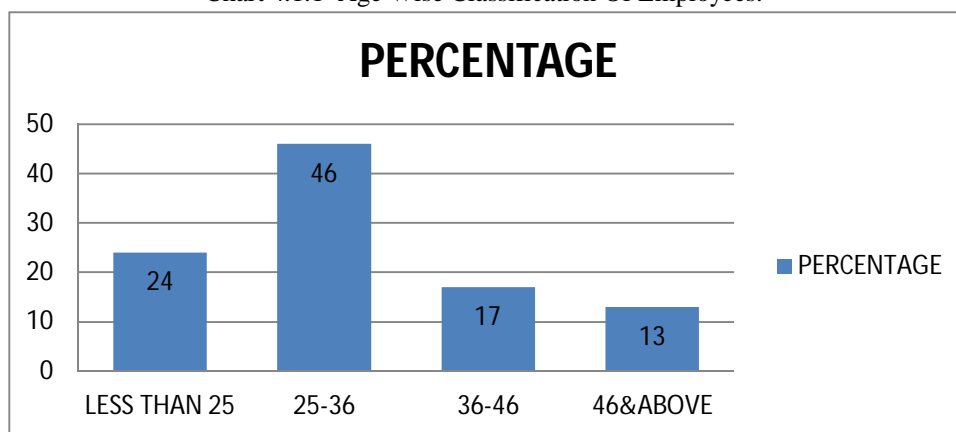


Table 4.1.2 Classification On Educational Qualification:-

QUALIFICATION	NO.OF.RESPONDENT	PERCENTAGE
DIPLOMA	25	19 %
GRADUATE	54	42 %
POST GRADUATE	30	23 %
OTHER	21	16%
TOTAL	130	100 %

2) *Interpretation:* It is observed from the survey that 19% of the respondents are Diploma, 42% of the respondents are graduate and 23% of the respondents are post graduate and 16% of the respondents are other.

Chart 4.1.2 Classification On Educational Qualification:-

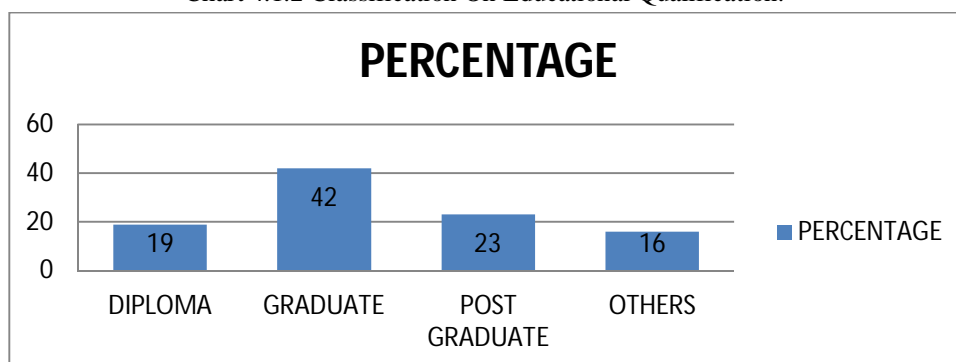


Table 4.1.3work Experience

EXPERIENCE	NO.OF. RESPONDENT	PERCENTAGE
LESS THAN 3YRS	20	16%
4-7 YRS	50	38%
8-12 YRS	42	33 %
13-17 YRS	18	13%
TOTAL	130	100 %

3) *Interpretation:* It is found from the survey that 16% of the respondents have less than 10 years of experience, 38% of the respondents have (4-7) yrs of experience,33% of the respondents have (8-12) yrs and experience and 13% of the respondents have (13-17)yrs and experience.

Chart 4.1.3work Experience

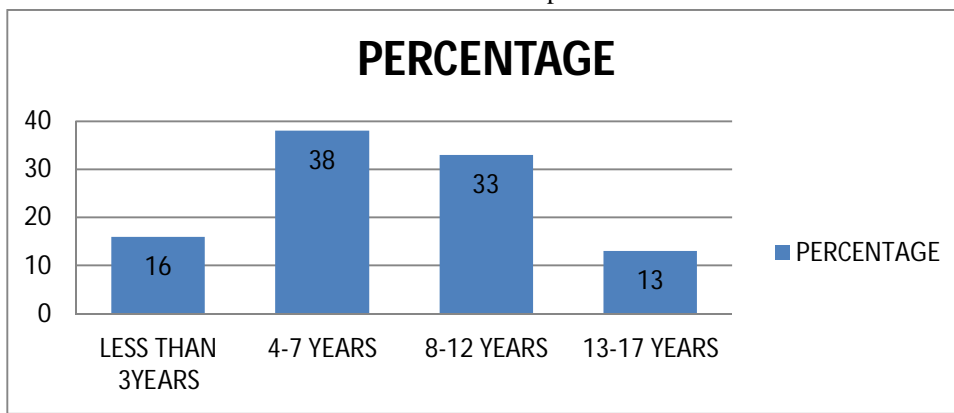


Table 4.1.4 Income

PARTICULAR	NO.OF.RESPONDENT	PERCENTAGE
0-5000	9	7%
6000-10000	57	44%
11000-20000	44	34%
MORE THAN 21000	20	15%
TOTAL	130	100 %

4) *Interpretation:* It is observed from the survey that 7% of the respondents are 0-5000, 44% of the respondents are 6000-10000,34% of the respondents are 11000-20000 and 15% of the respondents are more than 21000.

Chart 4.1.4 Income

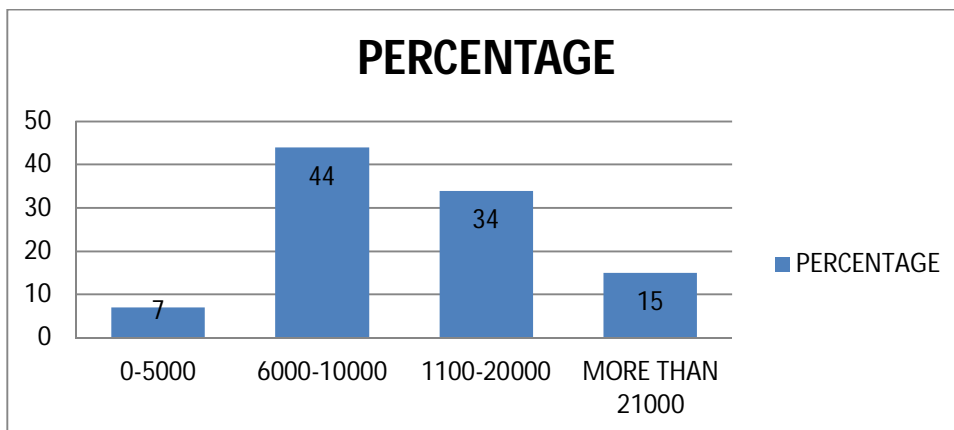


Table 4.1.5workers Are Involved In The Recuritment And Selection Process Are Very Supportive To The Organisation:-

PARTICULAR	NO.OF.RESPONDENT	PERCENTAGE
STRONGLY AGREE	64	49 %
AGREE	37	29%
NEUTRAL	16	12 %
DISAGREE	10	7 %
STRONGLY DISAGREE	3	3 %
TOTAL	130	100 %

5) *Interpretation:* It is observed from the survey that 49% of the respondents strongly agree and 29% of the respondents are agree, 12% of the respondents are neutral , 7% of the respondents are disagree and 3% of the respondents are strongly disagree and the workers are involved in the recruitment and selection process are very supportive to the organization.

Chart 4.1.5 Workers Are Involved In The Recuritment And Selection Process Are Very Supportive To The Organisation:-

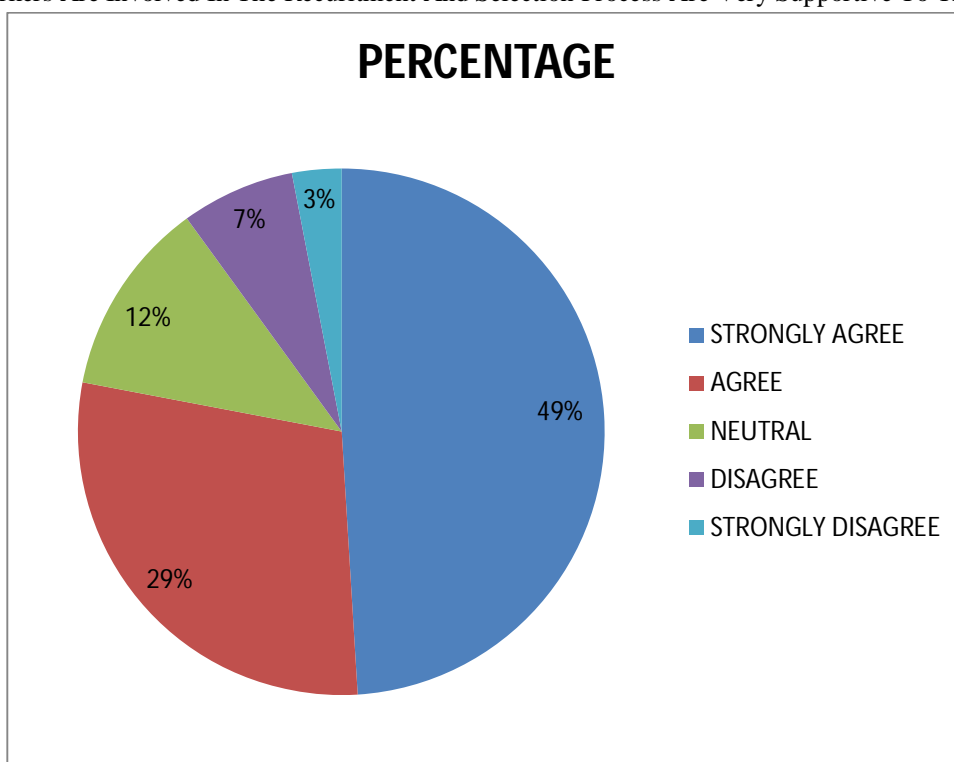


Table 4.1.6 Recuritment/Recruiters Are Knowledgeable And Experienced Persons In The Organisation:-

PARTICULAR	NO. OF RESPONDENTS	PERCENTAGE
STRONGLY AGREE	33	26%
AGREE	55	43%
NEUTRAL	30	22%
DISAGREE	10	7%
STRONGLY DISAGREE	2	2%
Total	130	100 %

6) *Interpretation:* It is observed from the survey that 43% of the respondents agree, 26% of the respondents strongly agree,22% of the respondents neutral, 7% of the respondents disagree and 2% of the respondents strongly disagree and the recruitment/recruiters are knowledgeable and experienced persons in the organization.

Chart 4.1.6 Recruitment/Recruiters Are Knowledgeable And Experienced Persons In The Organisation:-

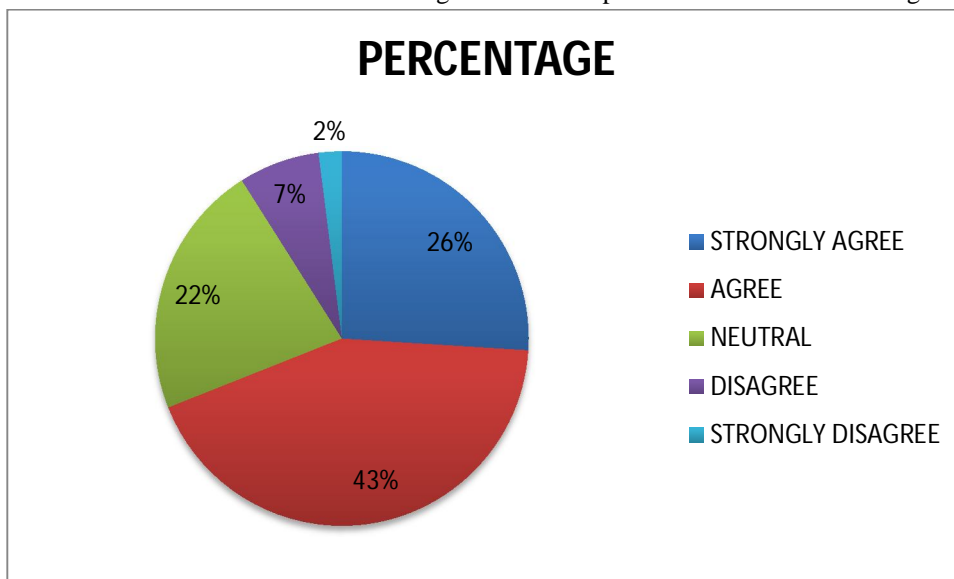


Table 4.1.7 A Negative Recruiters Affects The Results Of The Process:-

PARTICULARS	NO.OF.RESPONDENT	PERCENTAGE
STRONGLY AGREE	31	24 %
AGREE	36	28 %
NETURAL	39	30 %
DISAGREE	19	14%
STRONGLY DISAGREE	5	3%
TOTAL	130	100 %

7) *Interpretation:* It is observed from the survey that 30% of the respondents are neutral and 28% of the respondents are agree,24% of the respondents are strongly agree,14% of the respondents are disagree ,3% of the respondents strongly disagree in the negative recruiters affects the result of the process

Chart 4.1.7 A Negative Recruiters Affects The Results Of The Process:-

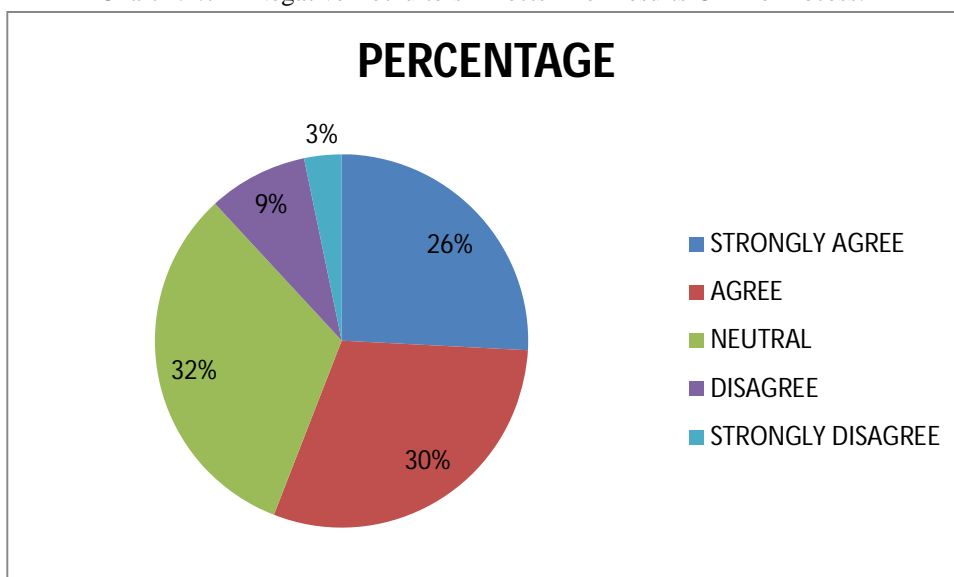
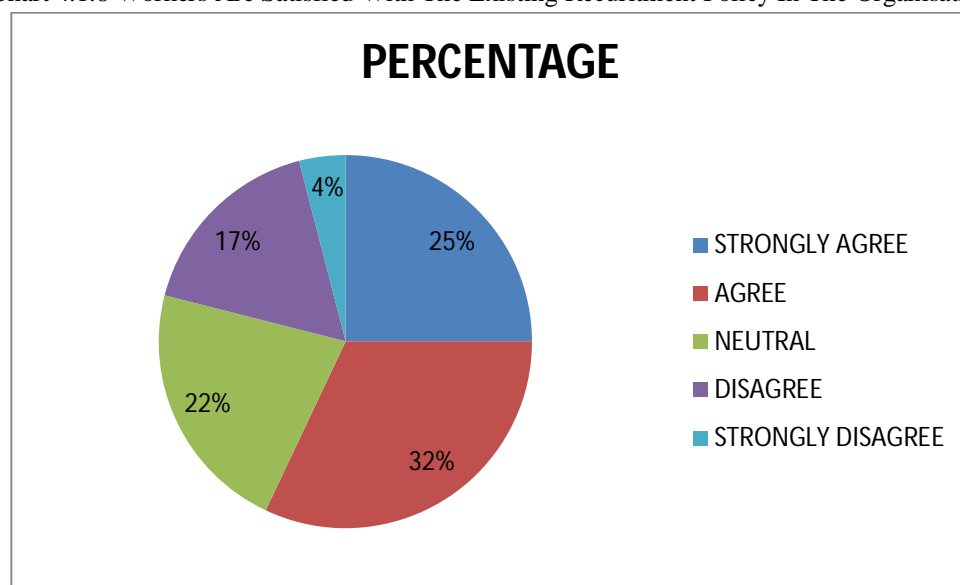


Table 4.1.8 Workers Are Satisfied With The Existing Recuritment Policy In The Organisation

PARTICULARS	NO.OF.RESPONDENTS	PERCENTAGE
STRONGLY AGREE	40	31%
AGREE	50	38%
NEUTRAL	10	8%
DISAGREE	15	12%
STRONGLY DISAGREE	14	11%
TOTAL	130	100 %

8) *Interpretation:* It is observed from the survey that 38% of the respondents agree, 31% of the respondents agree, 12% of the respondent Disagree, 11% of the respondents Strongly disagree and 8% of the respondents Neutral in the workers are satisfied with the existing recruitment policy in the organization satisfaction.

Chart 4.1.8 Workers Are Satisfied With The Existing Recuritment Policy In The Organisation



VI. HYPOTHESIS TESTING

A. Chisquare

4.5 & 4.19 Experience of the employees and Training programmed is conducted very effective in organization.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	63.751 ^a	16	.000
Likelihood Ratio	51.316	16	.000
Linear-by-Linear Association	18.358	1	.000
N of Valid Cases	130		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .11.

1) *Inference:* There is a no significant relation between Experience of the employees and Training programmed is conducted very effective in organization.

4.3 & 4.39 Education vs How did you come to know about B&B construction private limited

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	20.915 ^a	12	.052
Likelihood Ratio	21.161	12	.048
Linear-by-Linear Association	6.202	1	.013
N of Valid Cases	130		

a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .48.

- 2) *Inference:* There is a no significant relation between the Education of the employees and Did you come to know about B&B construction private limited.

4.2&4.42 Age vs How far have you been trained to handle your job
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	119.195 ^a	20	.000
Likelihood Ratio	64.692	20	.000
Linear-by-Linear Association	12.476	1	.000
N of Valid Cases	130		

a. 20 cells (66.7%) have expected count less than 5. The minimum expected count is .02.

- 3) *Inference:* There is a no significant relation between the Age of the employees and How far have you been trained to handle your job.

4.4&4.20 Income vs Job evaluation and job analysis help in manpower recruitment in the organization
Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	48.395 ^a	15	.000
Likelihood Ratio	45.147	15	.000
Linear-by-Linear Association	9.061	1	.003
N of Valid Cases	130		

a. 15 cells (62.5%) have expected count less than 5. The minimum expected count is .07.

- 4) *Inference:* There is a significant relation between the Income of the employees and Job evaluation and job analysis help in manpower recruitment in the organisation.

4.2&4.38 Age vs What are the sources for internal recruitment among the following?
Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	40.385 ^a	20	.004
Likelihood Ratio	39.099	20	.006
Linear-by-Linear Association	.000	1	1.000
N of Valid Cases	130		

a. 21 cells (70.0%) have expected count less than 5. The minimum expected count is .01.

5) *Inference:* There is a significant relation between the Age of the employees and What are the sources for internal recruitment among the following.

4.4& 4.23 Income vs Employees are aware about the career growth in their organization.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	39.665 ^a	12	.000
Likelihood Ratio	42.756	12	.000
Linear-by-Linear Association	18.971	1	.000
N of Valid Cases	130		

a. 10 cells (50.0%) have expected count less than 5. The minimum expected count is .35.

6) *Inference:* There is a significant relation between of the Income of the employees and Employees are aware about the career growth in their organisation.

4.3&4.8 Education vs recruitment are knowledgeable and experienced persons in the organization

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	45.066 ^a	15	.000
Likelihood Ratio	43.107	15	.000
Linear-by-Linear Association	.000	1	.993
N of Valid Cases	130		

a. 13 cells (54.2%) have expected count less than 5. The minimum expected count is .16.

7) *Inference:* There is a no significant relation between the Education of the employees and Recuritment are knowledgeable and experienced persons in the organization.

4.5&4.19Experience vs Training programmed is conducted very effective in organization.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	63.751 ^a	16	.000
Likelihood Ratio	51.316	16	.000
Linear-by-Linear Association	18.358	1	.000
N of Valid Cases	130		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .11.

8) *Inference:* There is a a significant relation between the Experience of the employees and Training programmed is conducted very effective organization.

4.5&4.28 Experience vs Recruitment is conducted by experienced persons in the organization

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	82.313 ^a	16	.000
Likelihood Ratio	43.776	16	.000
Linear-by-Linear Association	25.215	1	.000
N of Valid Cases	130		

a. 15 cells (60.0%) have expected count less than 5. The minimum expected count is .08.

9) *Inference:* There is a significant relation between the Experience of the employees and Recruitment is conducted by experienced persons in the organization.

4.5&4.8 Experience vs Recruitment are knowledgeable and experienced persons in the organization

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	58.682 ^a	20	.000
Likelihood Ratio	53.468	20	.000
Linear-by-Linear Association	.774	1	.379
N of Valid Cases	130		

a. 21 cells (70.0%) have expected count less than 5. The minimum expected count is .02.

10) *Inference:* There is a no significant relation between the Experience of the employees and Training programmed is conducted very effective organization.

B. Correlation

4.5&4.8 Experience vs Recruitment are knowledgeable and experienced persons in the organization

Correlations

	EXPERIENCE OF THE RESPONDENTS	RECRUITMENT/RECRUITERS ARE KNOWLEDGEABLE AND EXPERIENCED PERSONS IN THE ORGANISATION
EXPERIENCE OF THE RESPONDENTS	Pearson Correlation Sig. (2-tailed) N	1 .077 .381 130
RECRUITMENT/RECRUITERS ARE KNOWLEDGEABLE AND EXPERIENCED PERSONS IN THE ORGANISATION	Pearson Correlation Sig. (2-tailed) N	.077 1 .381 130

1) *Inference:* There is a significant relation Experience between the Recruitment/Recruiters are knowledgeable and experienced persons in the organisation.

4.1&4.21 Gender vs Organization considers their workers are their valuable clients.

Correlations

		GENDER	ORGANISATION CONSIDER THEIR WORKERS ARE THEIR VALUABLE CLIENTS
GENDER	Pearson Correlation	1	.184*
	Sig. (2-tailed)		.036
	N	130	130
ORGANISATION CONSIDER THEIR WORKERS ARE THEIR VALUABLE CLIENTS	Pearson Correlation	.184*	1
	Sig. (2-tailed)	.036	
	N	130	130

*. Correlation is significant at the 0.05 level (2-tailed).

- 2) *Inference:* There is a no significant relation Gender of the employees between the Organisation consider their workers are their valuable clients.

4.2&4.28 Age vs Recruitment is conducted by experienced persons in the organization

Correlations

		AGE	RECRUITMENT IS CONDUCTED BY EXPERIENCED PERSONS IN THE ORGANISATION
AGE	Pearson Correlation	1	-.002
	Sig. (2-tailed)		.982
	N	130	130
RECRUITMENT CONDUCTED BY EXPERIENCED PERSONS IN THE ORGANISATION	Pearson Correlation	-.002	1
	Sig. (2-tailed)	.982	
	N	130	130

- 3) *Inference:* There is a significant relation Age of the employees and Recruitment is conducted by experienced persons in the organization

4.5&4.26 Experience vs Recruitment process is lengthy in the organization.

Correlations

		EXPERIENCE OF THE RESPONDENTS	RECRUITMENT PROCESS IS LENGTHY IN THE ORGANISATION
EXPERIENCE OF THE RESPONDENTS	Pearson Correlation	1	.306**
	Sig. (2-tailed)		.000
	N	130	130
RECRUITMENT PROCESS IS LENGTHY IN THE ORGANISATION	Pearson Correlation	.306**	1
	Sig. (2-tailed)	.000	
	N	130	130

** . Correlation is significant at the 0.01 level (2-tailed).

- 4) *Inference:* There is a no significant relation Experience between the Recruitment process is lengthy in the organizations

4.5&4.22 Experience vs HR department is always friendly with workers.

Correlations

	EXPERIENCE OF THE RESPONDENTS	HR DEPARTMENT IS ALWAYS FRIENDLY WITH WORKERS
EXPERIENCE OF THE RESPONDENTS	1	.158
	Pearson Correlation	.072
	Sig. (2-tailed)	
	N	130
HR DEPARTMENT IS ALWAYS FRIENDLY WITH WORKERS	.158	1
	Pearson Correlation	.072
	Sig. (2-tailed)	
	N	130

5) *Inference:* Therefore is a significant relation Experience between the HR department is always friendly with workers.

C. ANOVA

4.32&4.29 Recruiter should be knowledgeable and experience vs Better result of recruitment and selection can be increase by recruitment sources

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	43.291	4	10.823	2.921	.024
Within Groups	463.140	125	3.705		
Total	506.431	129			

1) *Inference:* There is a no significant relation Recruiter should be knowledgeable and experience and Better result of recruitment and selection can be increase by recruitment sources.

4.27&4.28 Recruitment creates efficiency in the organization activities vs Recruitment is conducted by experienced persons in the organization

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	42.567	4	10.642	11.823	.000
Within Groups	112.510	125	.900		
Total	155.077	129			

2) *Inference:* There is a no significant relation Recruitment creates efficiency in the organization activities and the Recruitment is conducted by experienced persons in the organization.

4.23 & 4.24 Employees are aware about the career growth in their organization vs Employee are aware of the HR policies.

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	37.910	4	9.477	9.633	.000
Within Groups	122.983	125	.984		
Total	160.892	129			

3) *Inference:* There is a no significant relation between Employee are aware about their career growth in the organization and Employees are aware of the HR policies.

4.24&4.8 Employee are aware of the HR policies vs Recruitment are knowledgeable and experienced persons in the organization

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	24.190	4	6.048	5.958	.000
Within Groups	126.887	125	1.015		
Total	151.077	129			

4) *Inference:* There is a no significant relation between Employee are aware of the HR policies and Recruitment are knowledgeable and experienced persons in the organization

4.37&4.42 Which method do you mostly prefer from the following for recruitment Vs How far have you been trained to handle your job

ANOVA

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups (Combined)	37.583	4	9.396	20.660	.000
Linear Term	27.649	1	27.649	60.797	.000
Unweighted	34.030	1	34.030	74.826	.000
Weighted	3.553	3	1.184	2.604	.055
Deviation	56.848	125	.455		
Within Groups	94.431	129			
Total					

5) *Inference:* There is a no significant relation Which method do you mostly prefer from the following for recruitment and How far have you been trained to handle your job.

D. Research hypothesis of the study

H₁-> There is significant relation between experience and talent management program delivers high impact.

H₀-> There is no significant relationship between gender and talent management performance are effectively provided.

H₀-> There is no significant relationship between education and talent program intimate knowledge.

H₁-> There is significant relation between experience and talent management motivate employee.

H₁-> There is significant relation between experience and organization can flow plan do check action(PDCA).

H₀-> There is a no significant relation between gender and organization can flow follow the plan do check action (PDCA).

H₀-> There is a no significant relation between experience and talent management is transferring the right information in right people in right time.

H₀-> There is a no significant relation between experience and employee opinion requisition to observe flow of knowledge is considered.

H₀-> There is a no significant relation between qualification and talent management performance are effected provided.

H₀-> There is a no significant relation between age and policies formulated help in your career growth and development.

VII. FINDINGS OF THE STUDY

- 1) 52%, of the respondents are male employees.
- 2) 46% of the respondents are between age group of (25-35) yrs.
- 3) 42% of the respondents are graduate.
- 4) 38% of the respondents have (4-7) yrs of experience.
- 5) 44% of the respondents are 6000-10000.
- 6) 65% of the respondents are Married, 65% of the respondents are Unmarried.
- 7) 49% of the respondents strongly agree and the workers are involved in the recruitment and selection process are very supportive to the organization.
- 8) 43% of the respondents agree and the recruitment/recruiters are knowledgeable and experienced persons in the organization.
- 9) 30% of the respondents are neutral and the negative recruiters affects the result of the process

- 10) 38% of the respondents agree in the workers are satisfied with the existing recruitment policy in the organization satisfaction.
- 11) 35% respondent agree in the recruitment and selection process depends on interview.
- 12) 40% of the respondents are agree, 35% in the b&b construction private limited organization is better than similar organization because of better selection procedure adopted.
- 13) 38% of the respondents are Agree in the type of selection test conducted in the organization.
- 14) 37% of the respondents Agree in the free flow of relevant information in the organization.
- 15) 36% of the respondents Strongly agree in the final interview are also conducted to conclude selection process.
- 16) 40% of the respondents Agree in the medical examination conducted after the final decision in order to physical fitness of employee.
- 17) 36% of the respondents have Agree, in the management of B&B construction private limited makes an investigation of the reference supplied by the applicants.
- 18) 42% of the respondents Agree in the workers receive correct information about job allocation and duties on time.
- 19) 38% of the respondent Strongly agree in the training programmed is conducted very effective in organization.
- 20) 33% of the respondents Strongly agree in the job evaluation and job analysis help in man power recruitment in the organization.
- 21) 39% of the respondents are Strongly agree in the organization consider their workers are their valuable clients.
- 22) 38% of the respondent Strongly agree in the hr department is always friendly with workers.
- 23) 38% of the respondents are Strongly agree in the employee are aware about their career growth in their organization.
- 24) 38% of the respondents are Strongly agree in the employee are aware of the hr policies.
- 25) 39% of the respondents are Agree in the B&B construction private limited has industry institute support with many educational institution in vellore district for recuriment purpose.
- 26) 35% of the respondents are Agree in the recruitment process is lengthy in the organization.
- 27) 34% of the respondents are Agree in the recruitment create efficiency in the organization.
- 28) 32% of the respondents are Agree in the recruitment is conducted by experienced persons in the organization.
- 29) 42% of the respondents are Agree in the recruiter should be knowledgeable and experience.
- 30) 38% of the respondents are Agree in the final decision about the appointment is based only the skill and capability.
- 31) 36% of the respondents are Strongly agree, in the B&B construction organization is better than other similar organization because of better selection procedure adopted.
- 32) 40% of the respondents are Agree in the training programming in B&B construction private limited are very effective.
- 33) 58% of the respondents are Internal sources in the what source you prefer for recruitment.
- 34) 56% Direct method in the which method do you mostly prefer from the following for recruitment.
- 35) 58% of the respondents are Present permanent employees in the what are the sources for internal recruitment among the following.
- 36) 39% of the respondents are Advertisement are the Employment exchange in the how did you come to know about B&B construction private limited.
- 37) 46% of the respondents are Internal in the what is the best sources for recruitment and selection process.
- 38) 38% of the respondents are Patterned interview in the what is the best method of interview in the organization.
- 39) 49% of the respondents are Well trained in the how far have you been trained to handle your job.
- 40) 83% of the respondents are Yes in the do you think the recruitment and selection process is worth.

VIII. SUGGESTIONS

- A. Career growth and development policies skill can be improved.
- B. They should also follow new selection techniques and methods for better recruitment.
- C. The member of the selection committee should be well qualified and experienced people. So that the selection of the employee will be more effective.
- D. For filling up vacancies recruitment process can be adopted more in the concerned.
- E. It suggested that the Hr department should involve various departmental heads while recruiting an individual, because the departmental heads can analyze the technical knowledge relating to the job to the particular department.

IX. CONCLUSION

The recruitment and selection process of an employee is recognized by the organization. They encourage the employees to develop their recruit. The management knows the essentials of employee talent. They utilize the skills and knowledge of an employee. The organization is maintaining healthy relationship between the employee and management. And they encourage team spirit to work co-coordinately. They provide more freedom to do the work effectively. They improve the communication level among the employees. The employees would be satisfied if their talent is recognized and improved. Though the concept of recruitment and selection originated few decades back but even at present it is not implemented in every industry. But the work done shows until and unless organizations don't focus on basic principles given by concept of recruitment and selection like involvement of top level management, proper training and empowering of employees etc no new concept/techniques can do wonders for quality improvement. Further from this survey I hope the organization will be benefited and with the help of the suggestions given the organization can improve its functioning and the overall Recruitment and Selection Process in the organization and its performance will increase.

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