

A STUDY ON RECRUITMENT AND SELECTION PROCESS AT VDEPLOY CONSULTING SERVICES PVT LTD.

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ABSTRACT

Effective recruitment, selection and retention are critical to organizational success. They enable companies to have performing employees who are satisfied with their jobs, thus contributing positively to the organization. The employees in the organization were directly interviewed through video conferencing and related data's were collected through the questionnaire. The data's are analyzed through the percentage analysis, correlation, annova and chi-square method. Training a wrong hire can be expensive. Effective recruitment is therefore not only the first step towards organizational excellence, but it is important cost and control mechanisms as well. The study researches the spectrum of recruitment methodologies followed in a IT company towards developing a unique model ,propose suggestion that would reduce cost, time to recruit, be effective and help overall organizational interests.

KEYWORDS: Recruitment, selection, Interview, Promotions and Transfers.

INTRODUCTION

Recruitment is the process of attracting individuals on a timely basis in sufficient numbers and with appropriate qualifications, to apply for jobs within an organization. The process of searching prospective employees with multidimensional skills and experience that suits organization strategies fundamental to the growth of the organization demands more comprehensive strategic perspective recruitment. Organizations require the services of many personnel; these personnel occupy the various positions created to the process of organization. Each position of the organization has certain specific contributions to achieve the organizational objectives. The recruitment process of the organization must be strong enough to attract and select the potential candidates with the right job specification. The recruitment process begins with

human resource planning and concludes with the selection of required number of candidates, both HR staff and operating managers have responsibilities in the process.” Right person for the right job is the basic principle in recruitment and selection. Every organization should give attention to the selection of its manpower, especially its managers. The operative manpower is equally important and essential for the orderly working of an enterprise. Every business organization unit needs manpower for carrying different business activities smoothly and efficiently and for this recruitment and selection of suitable candidates is essential. **REVIEW OF LITERATURE**

Dr. Nazrul Islam(2010) and others Factors Affecting the Recruitment and Selection Process of Private Commercial Banks in Bangladesh(2010) This study aimed to identify the factors that affect the recruitment and selection process for commercial banks for the private sector in Bangladesh. It includes workforce planning and the selection process for banks which are the most prominent and stable sector compared to other industrial sectors in Bangladesh. A number of factors affecting the recruitment and selection process have been identified and multivariate analysis techniques such as factor analysis and multiple regression analysis have been implemented to determine the relationships between the recruitment and selection process and factors. The results showed that factors including family pressure for managers, the involvement of people involved in the process, political interference, the ability of the hubs to design tests, and the perception of candidates about the possibility of obtaining a job have a major impact on employment and the selection process in private commercial banks in Bangladesh. The study concluded that the factors that affect the recruitment and selection process in banks are unable to bridge the gap between the qualifications of candidates and the requirements of work in banks.

MUSTAPHA, Adeniyi Mudashiru (Ph. D) (2013) and others The Impacts of well Planned Recruitment and Selection Process on Corporate Performance in Nigerian Banking Industry(2013) The study recommended that the goal of employment goes beyond merely filling vacancies to include individual development and achievement. It aims to build a strong organization where effective teamwork takes place, while meeting the needs of individuals at the same time. To achieve this goal, the organization must re-adopt internally consistent recruitment policies that also align with the organization's goals and the expectations of the larger community. A good selection process is one that is properly planned and well run. Weak hiring efforts may lead to poor applicants being chosen because jobs have to be filled very quickly. In addition, a weak recruitment

and selection process can affect individual development and deprive the organization of achieving its set goals and objectives. Therefore, it is recommended that the recruitment and selection process be effective, it should be consistent with a stable, fair and transparent standard, and ensure that the peg is placed in the right slot

Endah Setiawati (2016) Merit System in Recruitment and Selection Process of Civil Servant Candidate in Malang Indonesia (Implementation of Recruitment and Selection of Civil Servant Candidate in 2010) (2016) The results showed that formation submission has not been based on the analysis on the needs of employees, as well as job and workload analysis. There are three factors inhibiting the application of the merit system in the recruitment and selection of employees. The first is the administrative barriers related to the lack of harmonization between the policy framework which became the legal basis for carrying out recruitment and selection of employees. The results showed indications of corruption in the process of recruitment and selection of employees. Results also indicate that the practice of transaction between applicants and committee still happens. The third is the technical barriers associated with the limited ability of personnel resources in carrying out the responsibility and the lack of infrastructure in the process of recruitment and selection of employees.

Ayesha Yaseen (2015) Recruitment and Selection Process of Higher Education Sector and Its Impact on Organizational Outcomes (2015) Researchers in this research are of the view that GCU needs revision of its set up of selection and recruitment starting from job advertisement to the hiring of employees. As advertisements are given in newspaper while it could be improved by giving advertisement in other medium like internet etc that would increase the pool of candidates. Organization needs to remind itself the crucial role of HR in employee's selection and recruitment. The researchers mentioned several recommendations, the most important of them: 1) The organization should maintain a proper formal written recruitment and selection process. 2) The organization should advertise for high and average skills positions in the metropolitan daily newspaper and internet. 3) The organization adopts structured interviews for all positions classed

as high and average skilled. 4)The organization should use comfortable lounge-type seating area and a coffee table to be used to take interviews in the interview room. 5)The organization should adopt and flourishes an employee orientation program. 6)The organization should take care of that the orientation program is held with new employees on their very first day, where it must be held on first day or may than in initial week. 7)All employees should be aware of selection and recruitment policy, criteria and tools. 8)Selection and recruitment should be free of political influence and personal biasness. 9)Organization should focus more on qualified as well as experienced candidates.

Stoilkovska (2015) and others Equal employment opportunities in the recruitment and selection process of human resources(2015) Taking into account all the results of the research, it can be generally concluded that the HR managers in the companies in the Republic of Macedonia generally consider that they do their work professionally and employ the best personnel without any influence of prejudice and discrimination on any grounds during the recruitment and selection process while the opinion is different among the people who have experienced these processes and they consider that this concept has not been enough preserved. From the presented conclusions the following recommendations arise:

It is necessary to prepare amendments to the Law on ethnic minorities in the institutions so as to provide equal employment opportunities for all citizens regardless of their ethnicity. The gender of the desired candidate should not be included in the job adverts if there is no special need for it and it is not related to the nature of the work. The companies should ensure equal employment opportunities regardless of the candidates' age or to hire real professionals according to their expertise and not according to their age.

METHODOLOGY

Descriptive research:

Descriptive research is helped to find out the details of VDEPLOY CONSULTING SERVICES PVT LTD for the research. Descriptive research is defined as a master plan specifying the methods and procedures for collecting and analyzing the needed information. Here we use Descriptive research for the study.

Sampling Size and Sampling methods:

Sampling Size: Sample size used for the study was 101

Sampling method: Stratified Sampling is a method of sampling from a population, when sub-population vary considerably, it is advantageous to sample each sub population (stratum) independently. Stratification is the process of grouping members of the populations into relatively homogeneous subgroups before sampling.

DATA COLLECTION

Primary data collection: Primary data were collected through the questionnaire from employees working in VDEPLOY CONSULTING SERVICES PVT LTD.

Secondary data collection: Data collected through Company Publications, journals, Company's websites, internet, newspaper, etc

Statistical tools applied

Statistical tools used for the study are,

- Simple Percentage Method
- Chi-square method
- One- way ANOVA
- Correlation

RESULTS AND DISCUSSION

- 98% are working in the organization is male and the rest 2.0% are female.
- 69% of employees are satisfied with this company, 26% of employees are very satisfied in this company, 5% of employees are neutral and 1% of employees are unsatisfied.
- 63.4% of the employees are recruited through consultancies and 26.7% of the employees are selected by the campus selections and followed by advertisement with 5.9% and internet with 4.0%. Consultancy and Campus selection are the major sources which provide eligible candidates for hiring in this organization.

- 81.2% of selection is done by Group Discussion & Personal Interview. However, Personal Interview is mostly used method of selection followed by group discussion. Employees selected in this organization are finally selected by a personal interview taken by the head of the center.
- 66.3% of the employees feel that the HR department is good where and 15.8% say that its average where as 12.9% say its excellent. Some employees are not happy as they must spend a little more time if they must take demo training sessions.
- End results depend on recruitment shows 42.6% employees were giving strongly agree and 32.7% employees give Agree and 15.8% employees give neutral, and 5.9% employees give disagree and 3.0% employees give strongly disagree.
- 100% of employees were accepting with the HR provides an adequate pool of quality applicants.
- 80.2% of employees have given the result for video conferencing, 15.8% employees were given for personal Interview and 4.0% employees given for telephonic Interview.
- 77.2% employees take through the knowledge for the quality, 20.8% employees feel with teamwork ability, 1.0% employees with Optimistic Nature 1.0% employees feel with discipline.
- Find that most people say that there is no bond while joining the organization.
- 100% of the employees are motivated through internal hiring.
- There is no relationship between designation and satisfaction of the recruitment process.
- There is no relationship between qualifications and the company following different recruitment processes for different grades of employment.
- There is no relationship between designation and company following different recruitment process for different grades of employment.
- There is a relationship between sources of recruitment and selection and comfort with your interviewer while interviewed.
- There is no relationship between designation and comfortable with the HR policies of the company.
- There is no significant difference in sources of recruitment and selection and results depend on recruiters.

- There is no significant difference in sources of recruitment and selection and interviews are the best filters of recruitment and selection process.
- There is no correlation between rating HR practices of the company and satisfaction with this company.

SUGGESTION

- Recruitment must be done by analyzing the job firstly, which will make it easier and will be beneficial from the company's point of view.
- More emphasis should be given on internet and advertisement so that more and more candidates apply for the jobs, and it will be easy to find the right employee among them.
- The recruitment and selection procedure should not be too lengthy and time-consuming. The company should try to use the internal recruitment process first because it incurs less cost and acts as a motivational factor to the employees.
- Provide new technology training to employees so that they get better knowledge, skills, and attitude.
- Recruitment feedback should be taken by the candidates to improve the recruitment process.
- The Employees should be called for the interview only after checking their educational qualifications and job experience in a proper way to save the time and cost involved in the recruitment process.
- The employees are all Male candidates so, the company tries to consider about female employments.
- The company HR policies need to benefit the employees in the organization and also make a awareness about the rules and regulations.

CONCLUSION

Recruitment is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization. And Selection is selecting the right candidate at the right time in the right place. Employees of this organization are satisfied with the current/existing recruitment and selection process. This organization is recruiting their employees mainly through internal and external sources. Internal and external sources are the mediator

between the organization and the candidates as it serves the requirements of employees as well as the organization. This organization recruits their employees in a decentralized way (Coimbatore, Akola, and Nagpur).

Also, this organization has to consider consulting sources for recruitment of employees so that it could motivate the employees. Employees are also aware about the various sources and methods of recruitment and selection. This organization has to implement innovative techniques in selection process like group discussion, stress interview, etc.

The employees are all Male candidates so, the company tries to consider about female employments. The recruitment and selection process of this organization will consider the employees comfort zone while taking interviewee feel little nervous in interview.

The company HR policies need to benefit the employees in the organization and also make awareness about the rules and regulations. The recruiting process can be in a structure format so the company HR department can be at ease.

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