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Bharath JK
Assistant Professor,
Department of Commerce with
Information Technology,
KG College of Arts and
Science, Coimbatore, Tamil
Nadu, India

A study on recruitment process in supreme Assurity information solutions at Coimbatore city

Bharath JK

Abstract

Recruitment is that the method of sorting out prospective workers and stimulating them to use for jobs within the organization. Choice is also outlined because the method by that the organization chooses from among the candidates, those individuals whom they feel would best meet the duty demand, considering current status. In today's chop-chop ever-changing business surroundings, organizations have to be compelled to respond quickly to needs for individuals. Accomplishment is bothered with the method of attracting qualified and competent personnel for various jobs. This includes the identification of existing sources of the labour market, the event of recent sources, and also the want for attracting sizable amount of potential candidates in order that an honest choice is also potential Supported these, this analysis has been planned by the scientist to check the "A Study on accomplishment method in Supreme Assurity data Solutions at Coimbatore City"

Keywords: good regular payment, conference, Personal Interview accomplishment method, Job Security

Introduction

The word "recruitment has several that means and plays a very important role. in dividuals area unit integral a part of any organization nowadays. No organization will run while not its human resources. In today's extremely complicated and competitive scenario, selection of right person at the proper place has so much reaching implications for an organization's functioning. "Recruitment is that the method of looking out the candidates for the use and stimulating them to use for job within the organization". Accomplishment is that the activity that links the leader and also the job seekers. Accomplishment suggests that to estimate the on the market vacancies and to create appropriate arrangements for his or her choice and appointment. Accomplishment is known because the method of sorting out and getting candidates for the roles, from among whom the proper individuals are hand-picked. A proper definition states, "It is that the method of finding and attracting capable candidates for the use. The method begins once new recruits area unit sought-after and ends once their candidate's area unit submitted. The result's a pool of candidates from that new workers area unit selected". In this, the on the market vacancies area unit given wide packaging and appropriate candidates area unit inspired to submit applications therefore on have a pool of eligible candidates for scientific choice. Within the accomplishment, a pool of eligible and interested candidates is made for choice of most fitted candidates. Accomplishment represents the primary contact that an organization makes with potential workers.

Need For Recruitment

The need for accomplishment is also owing to the subsequent reasons / situation:

- Vacancies owing to promotions, transfer, retirement, termination, permanent incapacity, death and labour turnover.
- Creation of recent vacancies owing to the expansion, growth and diversification of business activities of an enterprise. Additionally, new vacancies area unit potential owing to job specification.

Correspondence
Bharath JK
Assistant Professor,
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Information Technology,
KG College of Arts and
Science, Coimbatore, Tamil
Nadu, India

Factors Moving Recruitment

- The size of organization.
- The employment conditions within the community wherever the organization is found.
- The result of past recruiting efforts that shows the organization ability to find and keep smart performing arts individuals.
- The operating condition, regular payment and advantages package offered by the organization.
- The level of seasonality of operation and future growth and production programmes and also the culture, economic and legal factors, etc.

Recruitment Process

Manpower Plan → Position Description → Manpower Requisition → Blank Application → Preliminary Interview → Application Form → Personal Test → Intelligence Test → Aptitude Test → Personality Test → Employment Interview → Selection → Medical Examination → Appointment Letter.

Objectives of the Study

- To study about the recruitment process.
- To identify the sources of recruitment preferred by the organizations.
- To understand various HR tools used in handling recruitment process for successfully recruitment of the right candidates.

Scope of the Study

The study ensures the recruitment process of various organizations. Where the study can be generalized to all clients of the SAISS. The suggestion and findings can be recommended to its clients.

Statement of the Problem

This particular topic is selected to study the various organizations using different types of sources for recruitment. This study is used to analyze the sources which opted for the particular organization. Mostly the organization spent more money for recruitment process.

Need for the study

- To know effectiveness of the company’s present recruitment strategy. Therefore the company needs to know the critical areas where they can implement improvement so as to get the right candidates at the right time at the right place.
- To identify the best source through which the company can recruit good candidates at free cost.

Limitations of Study

- Due to lake of adequate time.
- Some information cannot be accessed due to its confidential nature.

Review of Literature

According to Human Resource Management theories emphasize on techniques of recruitment and selection and outline the benefits of interviews, assessment and psychometric examinations as employee selection process. They further stated that recruitment process may be internal or external or may also be conducted online. Typically, this process is based on the levels of recruitment policies, job

postings and details, advertising, job application and interviewing process, assessment, decision making, formal selection and training.

According to suggested that examples of recruitment policies in the healthcare, business or industrial sector may offer insights into the processes involved in establishing recruitment policies and defining managerial objectives.

Focused on reactions to Internet-based job sites. To this end, they developed a web-based survey that addressed the importance of job site features, privacy issues, and demographics. They found that the Internet was clearly preferred as a source of finding jobs. In particular, respondents liked job sites that had few features and required little personal information. Yet, older workers and women felt less comfortable disclosing personal information at job sites. Men and women did not differ in terms of preference for web site features, but women were less comfortable providing information online.

Table 1: Analysis and interpretation

Particulars	No. of Respondent	percentage
Employee Reference	23	23
Campus Recruitment	20	20
Advertising	7	7
Recruitment Agency	13	13
Job Portals	37	37
Total	100	100

Source: to recruit candidates

Interpretation

The above table shows that 23 percentage of the respondents are recruited by Employee Reference, 20 percentage of the respondents belongs to the Campus Recruitment, 7 percentage of the respondents are in the Advertising, 13 percentage of the respondents are in the Recruitment Agency and 37 percentage of the respondents are in the Job Portals.

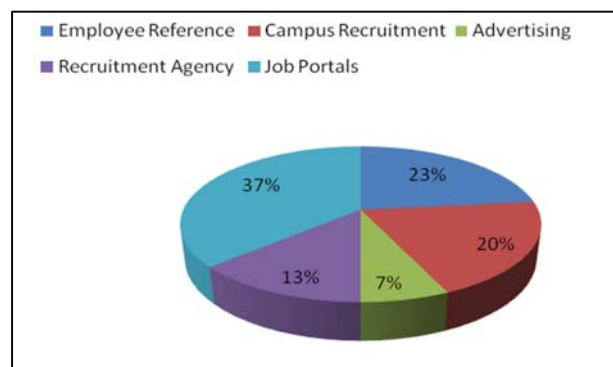


Chart 1

Table 2: Stages involved in selecting the candidates

Particulars	No. of Respondent	Percentage
Two	20	20
Three	46	46
Four	27	27
More	7	7
Total	100	100

Interpretation

The above table shows that 20 Percentage of the respondents selected by Two stages, 46 Percentage of the respondents selected by Three stages, 27 Percentage of the

respondents selected by Four stages and also 7 Percentage of the respondents selected by More than Four stages

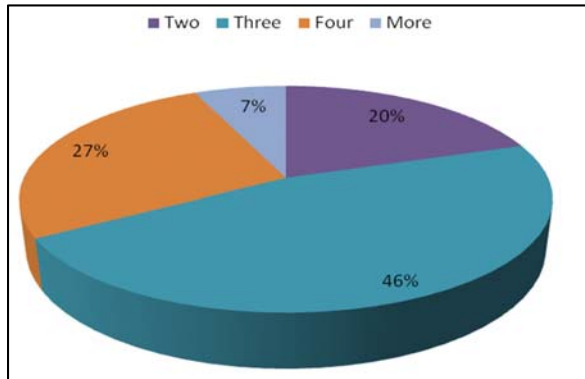


Chart 2

Table 3: Track/maintain the database of the respondents

Particulars	No. of Respondent	Percentage
Manual	27	27
Software	20	20
Online	17	17
Windows.Xls	36	36
Total	100	100

Interpretation

The above table shows that 27 percentage of the respondents have Manual, 20 percentage of the respondents by using Software, 17 percentage of the respondents using Online and 36 percentage of the respondents have Windows.xls for track or maintain the candidates databases.

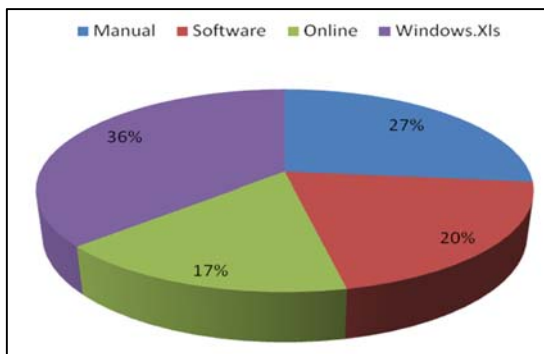


Chart 3

Table 4: Technical support for recruitment process

Particulars	No. of Respondent	percentage
Telephone	37	37
Video conferencing	13	13
Online Test	30	30
Others	20	20
Total	100	100

Interpretation

The above table shows that 37 percentage of the respondents are using Telephone for technical support for recruitment, 13 percentage of the respondents are using Video conferencing, 30 percentage of the respondents are using Online test and 20 percentage of the respondents are using other supports.

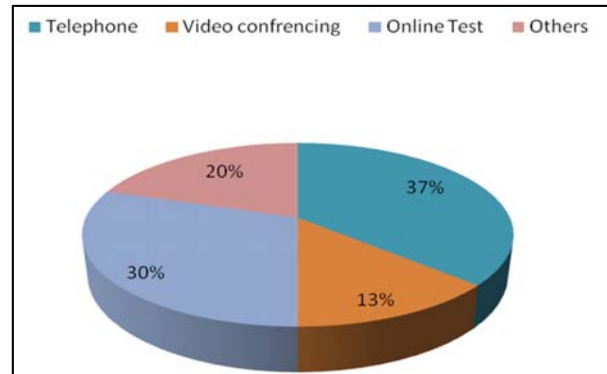


Chart 4

Table 5: Other department involvement in interview process

Particulars	No. of Respondent	percentage
Sales	20	20
Administration	33	33
HR Assistants	37	37
Others	10	10
Total	100	100

Interpretation

It is clear from the above table that 20 percentage of the respondents are involved Sales department for interview process apart from HR manager, 33 percentage of the respondents are involving Administration department, 37 percentage of the respondents are involving HR assistants and 10 percentage of the respondents are involving others for interview process.

Table 6: Average time spent by HR department during interview process

Particulars	No. of Respondent	Percentage
Below 10 minutes	27	27
10 to 20 minutes	43	43
20 to 30 minutes	20	20
30 minutes More	10	10
Total	100	100

Interpretation

The above table shows that 27 percentage of the respondents are spent Below 10 minutes for interview process, 43 percentage of the respondents are spent 10 to 20 minutes, 20 percentage of the respondents are spent 20 to 30 minutes and 10 percentage of the respondents are spent More than 30 minutes.

Table 7: Different recruitment process for different grades of employees

Particulars	No. of Respondent	percentage
Yes	73	73
No	27	27
Total	100	100

Interpretation

It is clear from the above table that 73 percentage of the respondents are using different recruitment process for different grades of employees and 27 percentage of the respondents are not using different process.

Table 8: Reference check as an integral part of recruitment

Particulars	No. of Respondent	percentage
Strongly Agree	10	10
Agree	46	46
Neutral	27	27
Disagree	17	17
Strongly Disagree	0	0
Total	100	100

Interpretation

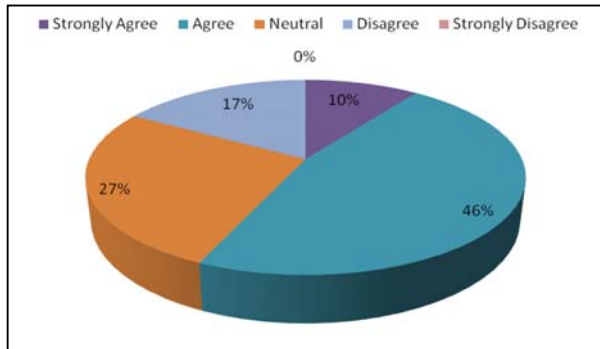


Chart 8

The above table shows that 10 percentage of the respondents Strongly agree as reference check as a integral part of recruitment, 46 percentage of the respondents are Agree, 27 percentage of the respondents are Neutral and 17 percentage of the respondents are Disagree.

Table 9: Candidates were selected by you among the shortlisted

Particulars	No. of Respondent	percentage
100 % to 85 %	10	10
85 % to 70 %	27	27
70 % to 55 %	33	33
55 % to 40 %	17	17
Below 40 %	13	13
Total	100	100

Interpretation

It is clear from the above table that 10 percentage of the respondents are selecting 100 % to 85 % among the short listed candidates, 27 percentage of the respondents are selecting 85 % to 70 %, 33 percentage of the respondents are selecting 70 % to 55 %, 17 percentage of the respondents are selecting 55 % to 40 % and 13 percentage of the respondent are selecting Below 40 % among short listed candidates.

Test I: Chi-square analysis

Sources	Average Time Spent				Total
	Below 10 minutes	10 to 20 minutes	20 to 30 minutes	Above 30 minutes	
Employee Reference	5	8	5	-	18
Campus Recruitment	4	4	6	6	20
Advertisement	9	9	-	-	18
Recruitment Agency	5	12	5	-	22
Job Portals	6	8	4	4	22
Total	29	41	20	10	100

Sources: and average time spent

Hypothesis (Ho)

There is no association between Sources of recruitment and average time spent

Alternative Hypothesis (H1)

There is an association between Sources of recruitment and average time spent

Formula

$$\text{Chi-square} = \left(\frac{O - E}{E} \right)^2$$

O = Observed frequency

E = Expected frequency

$$\left(\frac{O - E}{E} \right)^2 = (\text{Observed} - \text{Expected}) / \text{Expected frequency}$$

E = Row total x column total / grand total

Chi-Square Test Calculation

Calculated value =9.018

Degrees of freedom at 5% level of significance is = 12

$$\begin{aligned} \text{Degrees of freedom in this case} &= (r-1) (c-1) \\ &= (5-1) (4-1) \\ &= (4) (3) \\ &= 12 \end{aligned}$$

Table value = 21.026

Interpretation

Chi-square test reveals that the calculated value (9.018) is less than the table value (21.026), the alternate hypothesis in Rejected.

Hence it is concluded that there is no association between Sources of the recruitment and average time spent for each candidate.

Findings

- Most (37%) of the respondents are Recruited by Job Portals.
- Most (37%) of the respondents are preferred first round as Written test.
- Majority (36%) of the respondents are using Windows.xls for maintain candidates database.
- Most (37%) of the respondents are using Telephone as technical support tool for recruitment.
- Majority (37%) of the respondents were involving HR assistants for interview process.
- Majority (73%) of the respondents are using different recruitment process for different grades of employees.
- Most (46%) of the respondents are Agree with reference check as an integral part of recruitment.
- Most (33%) of the respondents are selecting 70% to 55% among the short listed candidates.
- Minority (37%) of the respondents are have system for calculate cost per recruitment.

- The chi-square test reveals that there is no association between Sources of the respondents and average time spent for each candidate.

Suggestions

- During the selection process not only the experienced candidates but also the fresh candidate should be selected so as to avail the innovation and enthusiasm of new candidates.
- Candidates should be kept on the job for some time period; if suitable they should be recruited.
- Recruitment process should be less time consuming.
- Company should give more attention for client companies expectations to give effective solution.

Conclusion

The overall survey Recruitment process in SAISS PVT.LTD was good. It shows that candidate's recruitment will be useful for entire organization improvement. This study suggest that when Recruitment Process is properly established and implemented then organization will grow because all the employees will be according to the requirements Recruitment Process affects a lot on the organizational activities regarding its growth because if the people will be according to the requirements and skillful then cost will reduce.

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