International Journal of Advanced Research in Education and TechnologY (IJARETY)

Volume 11, Issue 3, May-June 2024

Impact Factor: 7.394

A Study on Recruitment and Selection Process Towards Indoshell Cast Pvt Ltd

Dr.Bhuvaneswari M, Saptha Prriya N

Professor, Department of Management Sciences, Hindusthan College of Engineering and Technology, Coimbatore, India

II (M.B.A) Student, Department of Management Sciences, Hindusthan College of Engineering and Technology,

Coimbatore, India

ABSTRACT: Today's the world is fully connected with internet. Right from small kids to till the elders all of them use internet for their daily needs. Though there are many fields in the usage of internet, usage of automotive industry is outstanding. Since them works according to shift timing the usage of internet gives them hand. After the launch of automotive infrastructure the working function of recruiters and other manager level people's work has doubted. So obviously they are in dilemma to usage internet. In other words they need the support of internet. The roles of HR department are linked with the help of automotive for administrative process. Such by doing so, there is increase time consuming by speed in transactions and decrease in information errors.

KEYWORDS: Recruitment, It - Infrastructure, Administrative Process, Recruitment, Job Portal, Effectiveness

I.INTRODUCTION OF THE STUDY

Recruitment

Recruitment is a key responsibility of the HR department. While HR works in many areas including employee engagement, employee development, statutory compliance, data management and many others, one of the key areas of focus for HR is to attract, select and on board suitable candidates for the organization.

Recruitment is the process of attracting qualified candidates for a job role and Selection is the process of identifying and selecting the right candidate for that job. The contributions of each employee play a pivotal role in the sustenance and growth of a business. Hence it is extremely important to select the right person for the job. The same way as a square peg does not fit in a round hole, a bad hire can affect the overall business outcomes.

The impact to your business when you hire the wrong candidate is often much more than not hiring a person at all! Recruitment is not only an operational activity but a key strategic activity for the business. Hence there is a need for developing a strong recruitment and selection process.

The right process reflects on your company's professionalism and portrays your organization's maturity in attracting and hiring the right talent. An effective process helps in creation of a talent pool in a proactive manner, thus assisting in meeting the medium-term and long-term business objectives.

Recruiting involves multiple stakeholders including senior level employees in your company and can cost a lot in terms of time and money. Hence one needs to ensure that the process is well defined and optimized to meet the needs of all stakeholders.

Types of recruitment and selection

In most organizations, recruitment and selection utilizes several outlets: internally, externally or an internal promotional selection. In most cases, a company will allow current employees to apply for the position before posting the position externally.

Internal Recruitment

When a position opens in an organization, it is typically posted on the company's intranet and in common areas, such as cafeterias, break rooms and departmental information boards. If an employee is interested in the position, she is normally required to go through a similar process as an external candidate. The employee will submit her resume and cover letter to human resources, and if she is qualified, the employee will be scheduled for an interview with human resources and the hiring manager.

External Recruitment

If no internal candidates are selected for an open position, the company will post the position externally on Internet job boards, local newspapers and ask its employees for referrals. In most cases, employee referral programs are established and if an employee refers an outside candidate that is hired, the employee will receive a cash bonus.

Human resources will screen resumes of candidates that applied, and select resumes that are qualified for the position.

Selection methods

After an organization selects candidates qualified for the position, it typically contacts them for interviews and testing. Interviewing and testing are determined by the company's guidelines and procedures. In most cases, several candidates are selected and will be screened on a phone interview by human resources and asked to take assessments. Assessments can include personality, technical aptitude or academic assessments depending on the position requirements. Most organizations will require internal candidates go through the required assessments and interviews, even if they were required to take those assessments when they were originally hired.

After the initial phone screens and assessments, candidates are selected to interview with hiring managers and human resources. In most cases, candidates will be required to meet with several members of the department that they will be working in and can include managers, peers and employees the candidate will be supervising. This ensures the candidate will be a fit for the organization and department she will be working in. In most cases, candidates will be brought back for additional interviews as the hiring team narrows its selection.

The hiring team will meet and make a collective decision on which candidate it would like to hire. Normally, human resources will contact the candidate and make a verbal offer.

II.STATEMENT OF THE PROBLEM

The present research is confined to study the recruitment and selection process followed at Indo Shell Cast Private Limited. The study reveals the recruitment and selection process followed in the organization. Employees are need with the recruitment process. The organization should providing ethical process for recruiting employees. The organizational study of the organization was done with the study of recruitment and selection. Identifying general practices that organizations use to recruit and select employees. Determining which recruitment and selection practices are most effective and how the recruitment and selection practices affect organizational outcome

III.OBJECTIVES OF THE STUDY

Primary objectives

A study the Recruitment and Selection Process towards Indo Shell Cast Private Limited with special reference to Coimbatore.

Secondary objectives

- To identified challenges construction firms encounter in the recruitment and selection practices.
- To study the effectiveness of the interviewing process and other selection instruments, such as testing.
- To analyses the agree level with recruitment and selection process of company meets the current legal requirements

IV.SCOPE OF THE STUDY

The scope of the study is confined to company only to know how recruitment & selection helps in providing the potential employees/candidates to the organization.

Recruitment & Selection includes information related to the way of obtaining the potential candidates i.e. the way of elimination or rejection procedure.

1. To analyse the present system and recommendations necessary.
2. Identification of the development needs.
3. To explore the possible area of defects to determine decisions regarding Change in procedure.
4. To study aims to provide guidelines for corrective measures to be taken.
5. Overall the study evaluates various factors which affect recruitment Procedure.

V.RESEARCH METHODOLOGY

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

Research Design

It is a theoretical framework contained by which to investigate the study. As a result, the development of such a design enables study to be as effective as potential while still yielding the most knowledge.

Types of Research Design

The descriptive research design is used here to fulfill the research objectives in this case.

Descriptive Research Design

Surveys and fact findings, as well as various types of inquiries, are all part of descriptive research design. The most important goal of descriptive research is to portray the current state affairs. Ex post facto research is a term used often in social business research to describe eloquent studies.

The key feature of this approach is that the researcher has no influence over the variable; The majority of ex post facto investigate projects are descriptive experiments in which the researcher wants to quantify things like shopping frequency and customer expectations for goods or services. The method of descriptive research will be associated to the accessible problem.

Research Plan

➤ Data source   :Primary and Secondary data
➤ Research Approach   :Survey method
➤ Research Instrument   :Questionnaire
➤ Contact method   :Telephone Calls

Sample Size

The survey's sample size has been set at 150 people. The sample size was determined solely on the basis of intuition.

Sample Design

A sample plan specifies how a sample of a population will be obtained. It refers to the method or process used by the researcher to pick objects for the study.

Sampling Frame

This is a way of signifying the population's components. User database lists were used as the study's sample frame.

Sampling Unit

Here sampling unit is Coimbatore.

Sampling Method
This research employs the Random Sampling approach of ProbabilitySampling.

Source of Data Collection
After a research issue has been identified and a strategy has been laid out, the process of collecting data begins. The aim is to collect data from both primary and secondary sources.

VI.LIMITATIONS OF THE STUDY

Time is the major constraint in collecting the data from the employees. The data collection is conducted only in Coimbatore. Hence, utmost care is to be taken while generalizing the result. This study is confined to the few Indo Shell Cast Private Limited employees and recruitment details only.

Due to personnel biases and other reasons, the employees has expressed other views, which can affect the analysis and other facts

- This study is applicable to web development and mobile application.
- This study is limited by lack of fund & time
- Due to lack of awareness, the respondents how give only limited information
- Due to busy, respondents were not given complete data.

VII.FINDINGS

1. Majority 53.3% of the respondents are male
2. Majority 30.0% of the respondents are in the age group of above 26-35 years
3. Majority 59.3% of the respondents Educational Qualification is PG.
4. Majority 45.3% of the respondents are experienced 0-3 years.
5. Majority 32.7% of the respondents says One month on recruitment procedure.
6. Majority 66.0% of the respondents said the organization clearly defines the requirements.
7. Majority 55.3% of the respondents are feeling Excellent about affirmative action needs clarified and supported in the selection process.
8. Majority 43.3% of the respondents are feeling Excellent about effectiveness of the interviewing process and other selection instruments.
9. Majority 32.7% of the respondents feel Good working environment.
10. Majority 35.3% of the respondents are Highly Satisfied about HR department's performance.
11. Majority 70.0% of the respondents say the HR Department is efficient in Selection Policy of the employees.
12. Majority 55.3% of the respondents are Strongly Agree for HR clearly defines the job descriptions and job specifications.
13. Majority 30.0% of the respondents are Strongly Agree about recruitment and selection process.
14. Majority 70.0% of the respondents are Highly Satisfied about the internal source and external source for recruitment process.
15. Majority 37.3% of the respondents are said Very high for employee's reference for recruitment process.
16. Majority 34.7% of the respondents are Most Frequently use Newspaper advert.
17. Majority 44.0% of the respondents are strongly agreed about Competency level on the part of employee.
18. Majority 28.7% of the respondents are Satisfaction with regarding job evaluation in recruitment procedure.
19. Majority 64.0% of the respondents said frequently for Sociability
20. Majority 70.0% of the customers are satisfied about the selection policies and practices.
21. Majority 50.0% of the respondents are always using Aptitude tests.
22. Majority 39.3% of the respondents said by personnel /HR department in consultation with line management.
23. Majority 60.0% of the respondents are agree about Image of the agency.

VIII.SUGGESTIONS

(1) The process of Recruitment and Selection should be well defined for a rapid response from the person applying.

(2) The response time from the HR team should be quick and criteria should be judged in accordance with time limit, hence they will not lose the employee to rivals.

(3) The traditional recruitment and selection methods or procedures should be changed and unconventional methods, like moving towards universities and fresh candidates would help in getting energetic and willing full recruits.

(4) Panel interviewing is most suitable for now days and is less time consuming so by traditional means of different stages interview should be cut down and this method should be implemented on regular basis.

(5) The amounts of money spend on the recruitment and selection procedures should be taken in account and more specialized and new ways of procedures should be adopted, which will be beneficial for the organization.

(6) Staff with greater versatility and flexibility should be recruited to face the upcoming market challenges and who can tackle the unexpected situations.

(7) The recruiting and selection of staff should be in accordance with the manuals and policies of the company rather than being in favouritism or lack of knowledge.

IX.CONCLUSION

Recruitment and selection process getting very much importance these days in the organization. It is very critical thing to evaluate the human resource. It is a systematic procedure that involves many activities. The process includes the step like HR planning attaining applicant and screening them. It is very important activity as it provides right place at right time. It is not easy not an easy task as organization future is depend on this activity, if suitable employees are selected which are beneficial to the organization it is at safe side but if decision goes wrong it can be dangerous to the organization . So it is an activity for which human resource departments gets very much importance. Recruitment and selection procedure and its important also get changed as the organization changed.

REFERENCES

1. Armstrong, M. (1992) Human Resource Management: Strategy and Action, London: Kogan Page.
2. Beaumont, P. B. (1993) Human Resource Management: Key Concepts and Skills, London: Sage Publications
3. Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (1995) 'Employee Recruitment', in Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (Eds.), Human Resource Management: Global Strategies for Managing a Diverse Work Force, Englewood Cliffs, New Jersey: Prentice Hall.
4. Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (1995) 'Employee Selection', in Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (Eds.), Human Resource Management: Global Strategies for Managing a Diverse Work Force, Englewood Cliffs, New Jersy: Prentice Hall
5. Drakeley, R. (1989) 'Biographical Data', in Herriot, P. (Ed.), Assessment and Selection in Organization: Methods and Practice for Recruitment and Appraisal, Chichester: John Wiley.
6. Gold, J. (1994) 'Recruitment and Selection', in Bratton, J. and Gold, J. (Eds.), Human
7. Resource Management: Theory and Practice, London: Macmillan.

IJARETY

International Journal of Advanced Research in Education and Technology

www.ijarety.in ✉ editor.ijarety@gmail.com