

A Study on Effectiveness of Recruitment and Selection Process at Lakshmi Precision Technologies Ltd., Coimbatore



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Abstract: This paper entitles “A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS AT LAKSHMI PRECISION TECHNOLOGIES LIMITED, COIMBATORE”. Recruitment and selection processes are considered useful in any kind of organization, because they help in finding the most suitable candidates for the jobs. Recruitment and selection are important operations in human resource management, designed to make best use of employee strength in order to meet the strategic goals and objectives of the employers and of the organization as a whole. It is a process of screening, sourcing, short listing, and selecting the right candidates for the vacant positions.

I. INTRODUCTION

Recruitment and Selection is an important operation in HRM, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. In short, Recruitment and Selection is the process of sourcing, screening, short listing and selecting the right candidates for the filling the required vacant positions. Recruitment and selection process is an searching for and obtaining a pool of potential candidates with the desired knowledge, skills and experience to allow an organization to select the most appropriate people To fill job vacancies against defined position descriptions and specifications. Recruitment and selection process are tracking applicants and applications and Reviewing resumes. Applicant tracking systems (ATS) are becoming extremely helpful to Employers, and this technology aids in the management of job vacancies and applications for Every open position. Definition of Recruitment According to the definition provided in the Business Dictionary.com, “Recruitment is the process of finding and hiring the best qualified candidate (from within or Outside of an organization) for a job opening, in a timely and cost effective manner.

REVIEW OF LITERATURE:

Odiorne (1984) one result of effective recruitment and selection is reduced labor turnover and good employee morale. Recruiting ineffectively is costly, since poor recruits may perform badly and/or leave their employment, thus requiring further recruitment.

Smith et al. (1989) argue that the more effectively the recruitment stage is carried out, the less important the actual selection process becomes. When an organization makes the decision to fill an existing vacancy through recruitment, the first stage in the process involves conducting comprehensive job analysis. This may already have been conducted through the human resource planning process, particularly where recruitment is a relatively frequent occurrence.

Powel, (1991) has explained that there are many researchers who have pointed out about the many recruiters who are providing applicants enough and specific information which enables them to decide about the suitability and relevancy with the job.

Rynes, Bretz and Gerhart (1991) suggest that applicants can be wooed not only through improved job attributes, but also through better-planned and more attentive recruitment procedures .This may already have been conducted through the human resource planning process, particularly where recruitment is a relatively frequent occurrence.

Chan, D., & Schmitt, N. (1997) It has been argued that by using technology in the field of recruitment and selection has many advantages and this can enhance the level of validity, acceptance and also will be able to bring efficiency in an organizational recruitment and selection activities.

Barber (1998) defines Employee recruitment as “practices and activities carried on by an organization for the purpose of identifying and attracting potential employees”. Bratton and Gold, (2003) It is closely connected with the selection process which "is the process by which managers and others use specific instruments to choose from a pool of applicants a person or persons most likely to succeed in the job (s), given management goals and legal requirements"

Cordon & Stevens (2004) The recruitment and selection process thus forms the first stage of the psychological contract between applicants and organizations, where information is mutually exchanged and role expectations are clarified and negotiated.

Jovanovich (2004) Due to the fact that organizations are always fortified by information technology to be more competitive, it is natural to also consider utilizing this technology to re-organize the traditional recruitment and selection process through proper decision techniques, with that both the effectiveness and the efficiency of the processes can be increased and the quality of the recruitment and selection decision improved.

Mullins (1999) indicated that to be a high performing organization, human resource management must be able to assist the organization to place the right person in the right job. The human resource management practices include recruitment, selection, placement, evaluation, training and development, compensation and benefits, and retention of the employees of an organization.

Denisi and Griffin (2005) in their book “Human Resource Management” were almost in agreement with Foot and Hook when they described the recruitment process as consisting of three stages. The three key stages according to them are job analysis, job description and person specification. Effective selection processes allow both the candidate and the organization to properly assess the degree to which the candidate fits the job specification and are in keeping with all applicable legislation.

Costello (2006) defined recruitment as the set of activities and processes used to legally obtain a sufficient number of qualified people at the right place and time so that the people and the organization can select each other in their own best short and long term interests.

EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS:

Definition:

Talent acquisition today is a much more complex process in companies than early times. Each phase of the recruitment cycle, from targeting the right candidate to a smooth joining process, has its own unique challenges imposed by evolving market conditions, technology and process. Though many companies have go to the phase or the other right, the bigger challenge is to optimize the entire recruitment cycle and ensure that each phase in itself and the entire cycle, function smoothly and efficiently. This requires a thorough understanding of recruitment life cycle and more importantly a focused team dedicated to optimizing the recruitment cycle. It has acquired the process excellence, knowledge base and capability to "turbo- charge" existing recruitment engine to give additional thrust, while keeping it efficient and optimal. To fill job vacancies against defined position descriptions and specifications.

Methods:

Recruitment and selection process are tracking applicants and applications and Reviewing resumes. Applicant tracking systems (ATS) are becoming extremely helpful to Employers, and this technology aids in the management of job vacancies and applications for Every open position. Definition of Recruitment According to the definition provided in the Business Dictionary.com, “Recruitment is the process of finding and hiring the best qualified candidate (from within or Outside of an organization) for a job opening, in a timely and cost effective manner. The Recruitment process includes analyzing the requirements of a job, attracting employees to that Job, screening and selecting applicants, hiring, and integrating the new employee to the Organization” Types of Recruitment such as Internal Recruitment and External Recruitment Internal Recruitment.

HUMAN RESOURCE DEPARTMENT

Company target is to place the right person to right job, to evaluate efficiently our human resources, to contribute to training and development, to increase loyalty and pave the way to career opportunities. Equal opportunity policy we treat everybody equally regardless of religion, language, race, gender, age, ethnicity distinction. By providing equal opportunities to all candidates in our recruitment process, we aim to employ the right person for the right job.

Recruitment Policy: The recruitment policy is to provide equal opportunities to candidates and allow and process of the company and their process of the opportunity to accurate way to employee. Human resource management is very useful in this company of the organization.

Training and Development Policy: Education is an important element in the development of our employees and our company; we continuously invest in our human resources. Our education policy, our employees, is to support training needs to enable them to continue their task with high motivation and performance. With this approach personal development training and job.

SCOPE OF THE STUDY

- Dealing with the excess or shortage of resources
- Preparing the Recruitment policy for different categories of employees
- Analyzing the recruitment policies, processes, and procedures of the organization
- Streamlining the hiring process with suitable recommendations
- Choosing the best suitable process of recruitment for effective hiring of resources

- Any organization wants its future to be in good and safe hands. Hence, hiring the right resource is a very important task for any organization.

OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE

A study on effectiveness of recruitment and selection with special reference to Lakshmi precision technologies.

SECONDARY OBJECTIVES

- To understand the current recruitment process being followed at Lakshmi precision Technologies.
- To study the various steps of recruitment and selection process (sourcing, screening, interviewing, selection, pre boarding, on boarding) carried out in Career Net Technologies.
- To find out whether the employees are satisfied with the recruitment & selection process.
- To identify the average time spent for the selection.
- To suggest appropriate measure for improving the recruitment and selection process.

RESEARCH METHODOLOGY

Meaning

Research methodology is a way to systematically value the research problem. It may be understood as the study of how research is scientifically done in research and academic and a term should be used in technical sense.

Research design

The research design constitutes the blueprint for the collection, measurement and analysis of data. There are types of research design; they are exploratory research design, experimental research design and descriptive and diagnostic research design. The research had adopted descriptive research design for the study.

Source of data

- It was collected through questionnaire further this data, are processed and tabulated using graphs and tables where analyzed and the findings have been drawn accordingly.
- It refers to a special kind of ratio, it is used to make comparison between two or more series of data, since the percentage reduces everything to a common base and thereby allows meaningful comparison to be made.
- A great deal of primary and secondary data was collected through direct survey.

CHI-SQUARE TEST

$$\text{Chi-square test } (\chi^2) = \sum \frac{(O_i - E_i)^2}{E_i}$$

Degrees of freedom = (R-1) (C-1)

Where as,

O = observed frequency,

E = expected frequency,

R = number of rows,

C = number of columns

Null Hypothesis (H₀)

There is no significant relationship between work experience and promotion process.

Alternative Hypothesis (H₁)

There is a significant relationship between work experience and promotion process.

ANOVA TEST

- Correction Factor (C.F) = $(\sum x)^2 / \text{No. of Observation} = T^2 / N$
- Sum of Square of Total Variance: (SST) = $\sum x^2 - C_x$
- Sum of Squares between rows (SSR) = $SSR^2 - CF$
- Sum of Squares between the columns (SSC) = $SSC^2 - CF$
- Error Sum of Squares = $SST - (SSR + SSC)$

CORRELATION TEST

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

DATA ANALYSIS AND INTERPRETATION

TABLE - I THE TABLE SHOWING AGE GROUP OF THE RESPONDENTS

S.NO	AGE GROUP	NO.OF.PRESPONDENTS	PERCENTAGE (%)
1	20-29 years	54	36%
2	30-39 years	36	24%
3	40-49 years	15	10%
4	50&Above	45	30%
	TOTAL	150	100%