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## RECENT TRENDS IN RECRUITMENT WITHIN PRIVATE ORGANIZATIONS OF VADODARA CITY

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### Abstract:

Recruitment is one of the most fundamental activities of HR team. Recruitment is the set of activities and processes used to legally find an inadequate number of people with correct place and time experience, so that, people and organization can be selected, in their own interest, short and long term. A study has been conducted on the subject, a study of recent trends in recruitment and selection within the city of Vadodara. The sample is selected from 40 private companies within the Vadodara district. 40 cores HR was selected that selected people at random and data are collected from them through the data collection tool. Respecting the caution steps for the Covid-19 pandemic situation, the data collection for the study was performed through the online portal. Google's forms were made and collected primary data through it. Telephone calls were also made to collect data.

**Keywords:** Recruitment, Selection, Recent Trends.

### Introduction:

Successful recruitment begins with right employment planning and forecast. In this phase of the recruitment process, an organization prepare plans to fill or eliminate future job openings depending on an analysis of future needs, the talents available inside and outside the organization and current and anticipated resources, which can be spent attracting and maintain such talent. Related to the success of the recruitment process are also strategies, while an organization is prepared to utilize to identify and select the most excellent candidates for its team of human resources in development. Organizations looking for recruits for input positions at the base level often need Qualification and minimum experience.

Recruitment and selection are the most crucial and significant human assets function. Unless the commercial company has the employees of the first available rate, it will no longer be in a position to develop and flourish in the market. When organizations choose adequate human beings so that the work indicate and treat them properly, these humans now do not produce adequate effects, however, they also tend to stay with the company

longer. Therefore, the search is an attempt of lights in precious assets of human resources. A study has been conducted on the subject, a study of recent trends in recruitment and selection within the city of Vadodara.

The existing research follows descriptive research. A detailed description of the recruitment and selection procedure is carried out in private organizations in the Vadodara district. In this research, Google's way questionnaires are used to achieve primary data. Accumulated statistics are analyzed through statistical tools and techniques. Discoveries and interpretation have been carried out through the main sources of information.

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All data collected is analyzed and interpreted with statistical tools and techniques. Average means, correlation, Microsoft Excel, etc. They are used for data analysis. The analysis and interpretation are useful for the results of the results of the study. The data is presented in the form of tables, graphics, charts and diagrams.

## Review of Literature:

Sneha Mankikar(2014) studied that the effect of factors that affect recruitment and selection. Strategic intervention in recruitment has showed regarding changes in the methodology of recruitment. As a main contributor to talent acquisition, HR Consulting firms have meant their importance of this industry. The sampling the technique used for this study is a convenient random sampling with a sample size of 105. For this study, the primary data was collected through interviews and questionnaires. The recruitment policy of an organization is determined by nature of work and industry in which it operates. There are several internal and external factors that affect recruitment policy. Employment conditions in the community. Where the organization is located will influence the recruitment efforts of the organization.

RLMJHIM Gupta and Tanuja Jain (2014) studied that "Recruitment forms a major part of an organization's overall resourcing strategies, which identify and secure people needed for the organization to survive and succeed in the short to medium-term." "Selection is the process in which candidates for employment are divided into two classes, those who are offered employment and those who are not to be ". Better Recruitment and selection strategies result in better organizational results. With reference to this context, the research paper entitled Recruitment and selection has been prepared to put a light on the recruitment and selection process. The main objective is to identify the general practices that the organization. Use to recruit and select employees and to determine how recruitment and selection practices affect employee. Efficiency in central cooperative banks.

Ibrahim Yaro (2014) studied that Recruitment and selection are the instruments used by the Nigerian public service to make sure its continuity in the sense that those who exit the service for retiring or withdrawal is replaced instantly and this makes the public service work going on. i.e. A continuous process. However, it is through the recruitment and selection system as competent and qualified. The personnel are being sort and offered work. To a greater extent it helps in maintenance mental health as well as the development so necessary in government work. Even if the recruitment system is characterized by several irregularities that are mostly sentimental, it is believed that you can achieve a lot if the recruiters maintain the Status quo making sure that the merit is considered as a number one priority followed by Impartiality, impartiality and equality. Finally, employment agencies are expected to the public service of Nigeria will try as much as possible to put the suggestions offered. In the trials which are believed to be the solution to the problems identified.

"Recruitment according to Flippo, is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization". Recruitment is the activity that links the employers and the job seekers. Recruitment is a process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends when their applications are submitted. The result is a pool of applications from which new employees are selected.

According Yoder "Recruitment is a process to discover the sources of manpower to meet the requirements of staffing schedule and to employ effective measures for attracting the manpower to facilitate effective selection of able workforce".

### OBJECTIVES OF THE STUDY:

Following are the main objectives of the study are:

1. To study the recruitment and selection process of different private organizations.
2. To study the recent trends in recruitment and selection strategies of private organization.
3. To be aware of the limitations of high-quality recruitment.
4. To study the applicability of alternative recruitment routes in private organizations.
5. To evaluate methods to select the most appropriate candidates to meet the requirements of the job.

### METHODOLOGY OF THE STUDY:

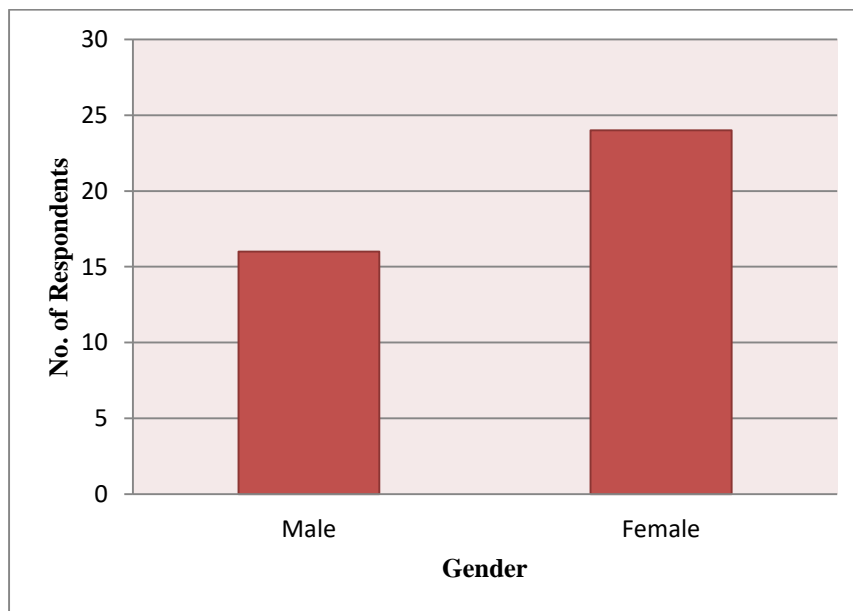
The sample for the study was taken from the HR managers in different private organization. The sample is selected from 40 private companies within Vadodara District. Primary and secondary sources of data were used in the research. Questionnaires were used in the collection of the primary data. Descriptive research design is adopted where in the objectives are clearly established followed by method of questionnaire. In this research, Google form questionnaires are used to achieve the primary data. All gathered data is analyzed and interpreted with statistical tools and techniques. Average mean, correlation, etc. are used for data analysis. Analysis and interpretation are useful for findings the outcomes of the study. The data is presented in the shape of tables, charts, graphs and diagrams.

### LIMITATIONS OF THE STUDY:

This study limited to Vadodara only. Although the sample for this study is random sampling method was used, which is one probability sampling techniques and it is possible to have response bias from respondents. The attributes identified as factors and taken for this study are based on responses from the private organization. The study is based on the primary data collected from the HR people.

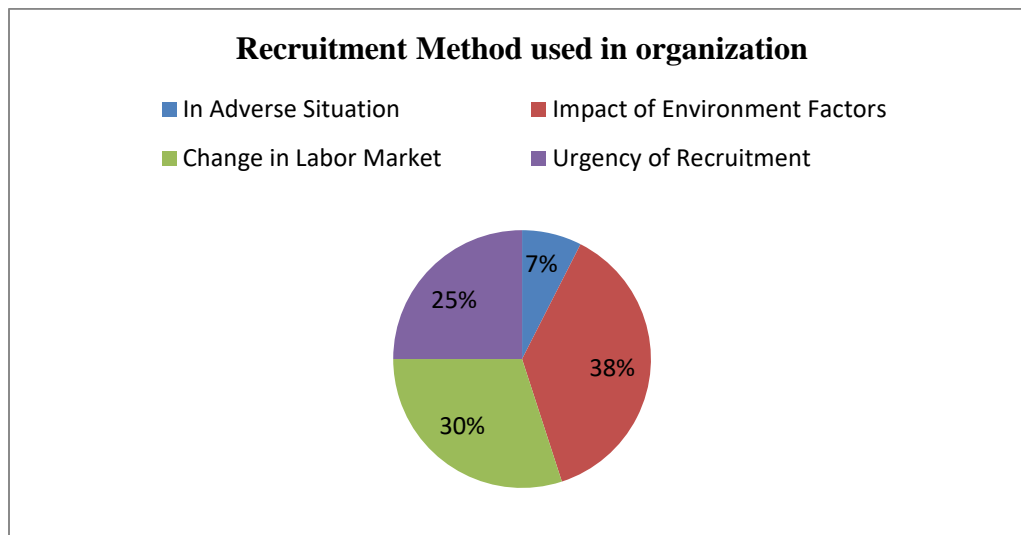
### Data analysis and interpretation:

- Gender of HR Managers



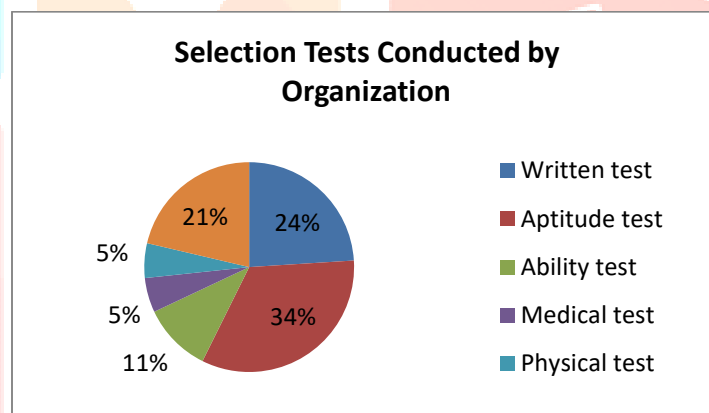
From the above details it is found that there is female domination in HR managers surveyed during the study. There are lesser male HR managers as compared to the female HR managers in the study area.

- **Recruitment Method used in organization**



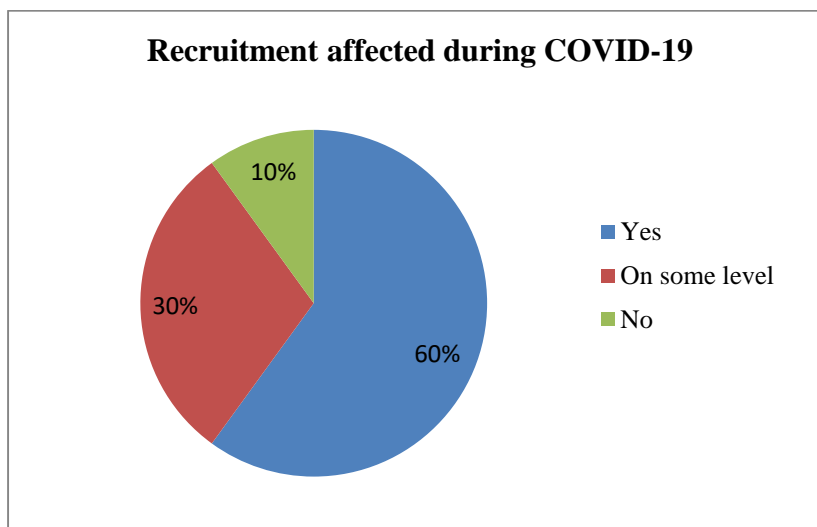
It is seen in the above graph the impacts of environment factors have motivated to change the method or source of recruitment. Urgency of recruitment has low impact towards to change the method or source of recruitment.

- **Regarding Selection Tests Conducted by Organization**



From the above details it is found that aptitude test, written test, and intelligence test are conducted by every organization. But physical test and medical test have not conducted by every organization.

- **Recruitment affected during COVID-19**



The above graph shows that recruitment in major number of organizations gets affected in COVID-19 pandemic.

## FINDINGS

1. More of females works in HR than male.
2. Employee referral is popular recruitment method.
3. Organizations use different selection tests for recruitment.
4. Major number of organizations employment gets affected in COVID-19 pandemic.

## Conclusions:

The study concludes that the Recruitment and selection remains one of the most important functions of the Human Resource department. Organizations are facing problems to determine experienced, skilled, qualified candidates according to the job profile. Some organizations appoint candidates directly through interview without conducting selection tests such as ability test, aptitude test, medical test etc. and its impact to face the barriers in selection. Organizations can start new methods of interview and selection techniques to assess and hire the more suitable candidate. Organization has to use e-recruitment source or modern sources of recruitment to appoint the candidates. Organizations prefer and have given balance justification towards skill, knowledge, education and experience to recruit the candidates. Every organization preferring skillful and qualitative candidates but not every organization is taking efforts to make them skillful by arranging training and skill oriented program. Employees are required a well training facility to enhance work efficiency and to accomplish their task effectively within stipulated time. It is rightly said that recruitment and selection process play a key role in the development and prosperity of an organization. The HR manager of the selected organization have to focus on selecting the right persons through other sources like Employee referrals, Advertisement in news papers, Govt. Employment exchange, Recruitment consultants, Virtual platform, Campus recruitment etc.

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