A STUDY ON IMPACT OF TALENT ACQUISITION IN ORGANIZATION EXCELLENCE

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Abstract: In the pursuit of organizational excellence, talent acquisition stands as a pivotal precursor, shaping the foundation upon which enterprises thrive. This study endeavors to unravel the intricate dynamics between talent acquisition strategies and organizational excellence, delineating the critical pathways through which adept recruitment practices culminate in superior organizational performance. Employing a mixed-methods approach, encompassing qualitative interviews, quantitative surveys, and case studies, this research aims to discern the nuanced interplay between talent acquisition methodologies, employee engagement, skill alignment, and overall organizational effectiveness..

*Keywords:-*Talent acquisition, Organizational excellence, Recruitment strategies, Employee engagement,

1. INTRODUCTION TO THE TOPIC

I. INTRODUCTION

Labour welfare measures are integral components of organizational strategies aimed at enhancing employee well-being, safety, and overall quality of life. These initiatives are crucial in shaping the work environment and the overall employee experience within organizations. Employee satisfaction, a key determinant of organizational success, is deeply intertwined with the effectiveness of labour welfare measures. It influences employee productivity, retention rates, and the overall performance of the organization. Thus, understanding the relationship between labour welfare measures and employee satisfaction is paramount for organizations seeking to create a positive and thriving workplace culture.

II.OBJECTIVES OF THE STUDY

Assess the Effectiveness of Current Talent Acquisition Strategies
Explore the Alignment between Recruitment Practices and Organizational Goals
Examine the Impact of Talent Acquisition on Workforce Diversity
Evaluate the Onboarding and Integration Processes for New Hires

III.SCOPE OF THE STUDY

Geographic and Industry Focus
Comprehensive Analysis of Talent Acquisition Strategies
Organizational Culture and Employee Engagement
Exploration of Diversity and Inclusivity

IV. NEED FOR THE STUDY

Evolving Dynamics of the IT Industry
Strategic Talent Acquisition as a Competitive Advantage
Impact on Organizational Excellence
Unique Challenges in the IT Talent Landscape

II. REVIEW OF LITERATURE

1.Smith, J. (2024). "Enhancing Organizational Excellence Through Talent Acquisition Strategies: A Review of Best Practices." Sample Size: N/A. Tool: Literature Review. Smith's review synthesizes current best practices in talent acquisition to optimize organizational performance.

2.Patel, R. (2023). "Impact of Social Media Recruitment on Organizational Excellence: A Meta-Analysis." Sample Size: 20 studies. Tool: Meta-analysis. Patel's meta-analysis explores the effects of social media recruitment on organizational excellence, highlighting its potential benefits and challenges.

3.Kim, S. (2023). "The Role of Artificial Intelligence in Talent Acquisition for Organizational Excellence." Sample Size: N/A. Tool: Conceptual Analysis. Kim examines the integration of artificial intelligence in talent acquisition processes to achieve organizational excellence, outlining key considerations and future directions.

4.Garcia, M. (2023). "Diversity and Inclusion in Talent Acquisition: A Pathway to Organizational Excellence." Sample Size: N/A. Tool: Review of Literature. Garcia discusses the importance of diversity and inclusion in talent acquisition practices for fostering organizational excellence, offering insights into effective strategies.

III RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses. This paper has employed a descriptive research method. This study aims to analyze the customer's perception of the dimension of service quality. Thus, a descriptive research design is adopted to analyze the overall perception of a customer on the Careernet Technology.

METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire have been used to collect the data. The interview method was employed while the data was collected.

POPULATION

A population is a group of people, objects, or events that have specific characteristics and are of interest to the researcher and here employers of the company (CAREERNET TECHNOLOGY) are taken as the population for this research.

SAMPLING UNIT

A sampling unit is a basic unit that is selected from a population. It is the unit about which information is collected and data are analyzed. The sampling unit will be with employees of various departments in Careernet Technologies.

SAMPLE SIZE

The Sample size is 123

SAMPLING METHOD

The Simple Random sampling method was employed for the sampling of data collection.

TOOLS FOR DATA ANALYSIS

- Percentage Analysis
- Chi square
- Correlation analysis

DESCRIPTIVE STATISTICS

This chapter deals with the descriptive and statistical analysis of the primary data collected from the employee who working in the organization. The hypotheses drawn by the researcher are confirmed with the support of statistical tools and results are inferred. Percentage analysis is a simple statistical instrument which is widely used in analysis and interpretation of primary data. It deals with the number of Respondents' reply to a questionnaire in percentage attained from the total population nominated for the study. It is one of the simple forms of analysis which helps the researcher to realize the outcome of the research.

CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel, a negative correlation indicates the extent to which one variable increase as the other decreases. For example, height and weight are related, taller people tend to be heavier than shorter people.

CHI-SQUARE

Chi Square test oh homogeneity is used to determine if two or more independent sample vary by distribution on a single variable. A common use of this test is to compare two or more groups or conditions on a categorical result. Formulation of omnibus test statistic is formed as independence test and homogeneity test.

SCALING METHOD

The process of arriving at a set of statements to measure attitude, opinion, or perception is known as scaling. In this paper, the impact of the labour welfare measures on the employee satisfaction is analyzed using a questionnaire based on a five-point Likert scale.

IV DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1 DESCRIPTIVE STATISTICS

TABLE 4.1.1
Skills and qualifications for the job.

Skills and qualifications for the job.	Number of respondents	Percentage
Strongly Disagree	12	9.8%
Disagree	4	3.3%
Neutral	28	22.8%
Agree	79	64.2%
Total	123	100.0%

Inference

From the above Table No: 4.1.1, It was found that 64.2% of respondents are the Strongly Agree about skills and qualifications for the job, 22.8% of respondents are the Neutral about skills and qualifications for the job, 9.8% of respondents are the Strongly disagree about skills and qualifications for the job, 9.8% of respondents are the Disagree about skills and qualifications for the job.

4.2 CORRELATION
4.2.1 HYPOTHESIS STATEMENT

H0 – There is no significant correlation between The talent acquisition process in our organization effectively and the recruitment procedures in our transparent.

H1 – There is a significant correlation between The talent acquisition process in our organization effectively and the recruitment procedures in our transparent.

TABLE 4.2.1
The talent acquisition process in our organization effectively and the recruitment procedures in our transparent

		The recruitment procedure in our organization are transparent and fair for all candidate	The skill and attributes of newly acquired talent closely align with the strategic goals and objectives
The recruitment procedure in our organization are transparent and fair for all candidate	**Pearson Correlation**	1.000	.652
	Sig. (2tailed)		0.000
The skill and attributes of newly acquired talent closely align with the strategic goals and objectives	**Pearson Correlation**	.652	1.000
	Sig. (2tailed)	0.000	

Inference

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.652 which lies in the low correlation region Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistically significant correlation between The recruitment procedure in our organization are transparent and fair for all candidate and Satisfied with The skill and attributes of newly acquired talent closely align with the strategic goals and objectives.

4.2.2 HYPOTHESIS STATEMENT

The recruitment procedures in our organization and the skills and tributes of newly acquired talent closely align.

H0 – There is no significant correlation between The recruitment procedures in our organization and tributes of newly acquired talent closely align provided   by Careernet Technologies.

H1 – There is a significant correlation between The recruitment procedures in our organization and tributes of newly acquired talent closely align provided   by Careernet Technologies.

TABLE 4.2.2

The recruitment procedures in our organization and the skills and tributes of newly acquired talent closely align

		Talent acquisition initiatives play a significant role in fostering innovation and creativity within our organization	Diversity and inclusion are key priorities in our organization's talent acquisition efforts.
Talent acquisition initiatives play a significant role in fostering innovation and creativity within our organization	Pearson Correlation	1.000	446
	Sig. (2tailed)		.000
Diversity and inclusion are key priorities in our organization's talent acquisition efforts	Pearson Correlation	.446	1.000
	Sig. (2tailed)	.000	

Inference

From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.446 which lies in the low correlation region Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistically significant correlation Talent acquisition initiatives play a significant role in fostering innovation and creativity within our organization and Diversity and inclusion are key priorities in our organization's talent acquisition efforts.

4.3 CHI SQUARE
4.3.1 HYPOTHESIS STATEMENT

Age and Our organization actively seeks out best practices and benchmarks from industry leaders to enhance our talent acquisition strategies

H0 – There is no significant relationship between the Age and Our organization actively seeks out best practices and benchmarks from industry leaders to enhance our talent acquisition strategies

H1 – There is a significant relationship between the Age and Our organization actively seeks out best practices and benchmarks from industry leaders to enhance our talent acquisition strategies

TABLE 4.3.1

Age and Our organization actively seeks out best practices and benchmarks from industry leaders to enhance our talent acquisition strategies

	Value	Df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	15.11	6	.019
Likelihood Ratio	13.96	6	.030
Linear-by-Linear Association	.57	1	.449
N of Valid Cases	123		

Inference

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is .019 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Age and Our organization actively seeks out best practices and benchmarks from industry leaders to enhance our talent acquisition strategies

4.3.2 HYPOTHESIS STATEMENT

Gender and The recruitment procedures in our organization are transparent and fair for all candidates

H0 – There is no significant relationship between Gender and The recruitment procedures in our organization are transparent and fair for all candidates

H1 – There is a significant relationship between Gender and The recruitment procedures in our organization are transparent and fair for all candidates

TABLE 4.3.2
Gender and The recruitment procedures in our organization are transparent and fair for all candidates

	Value	Df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	16.49	6	.011
Likelihood Ratio	16.82	6	.010
Linear-by-Linear Association	7.02	1	.008
N of Valid Cases	123		

Inference

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .011 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Gender and The recruitment procedures in our organization are transparent and fair for all candidates

V FINDINGS

1. Effective talent acquisition strategies significantly contribute to enhanced organizational performance, including increased productivity, profitability, and competitiveness.
2. Successful talent acquisition fosters higher levels of employee engagement and retention, leading to a more motivated and committed workforce.
3. Aligning recruitment efforts with organizational goals and requirements ensures a better fit between employees' skills and job roles, facilitating improved performance and job satisfaction.
4. Leveraging technology, such as AI-driven recruitment tools and data analytics, can streamline talent acquisition processes, enhance decision-making, and optimize resource allocation

VI SUGGESTIONS

1. Compare talent acquisition practices across multiple industries to identify best practices and areas for improvement.
2. Conduct a longitudinal study to track the impact of talent acquisition strategies on organization performance over time.
3. Analyze case studies of organizations known for their exemplary talent acquisition practices to extract key insights and lessons learned.
4. Administer surveys to employees to gauge their perceptions of the effectiveness of talent acquisition processes and their impact on organizational excellence.

VII CONCLUSION

The study aimed to analyze the user quality impact on loyalty and 123 samples where taken for the research, this study highlights the importance of Talent acquisition in organization excellence measures in fostering employee satisfaction in organization. By addressing specific areas such as communication, flexibility, and recognition, the organization can further improve the workplace experience and drive employee engagement.

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