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Impact Of Recruitment & Selection On Organizational Efficiency

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ABSTRACT

The purpose of this study is to evaluate the impact of recruitment and selection on organizational performance. The purpose is to investigate recruitment and selection policies or practices, the impact of recruitment and selection, the challenges associated with recruitment and selection practices, and approaches that will help improve human resource planning and development. The results showed that public job postings, employment agencies, and university recruitment are important ways to recruit qualified employees. It was also confirmed that the methods used in recruitment and selection processes are very effective and help improve employee performance, and the recruitment process still faces many challenges.

KEY WORDS

Recruitment and Selection, Human Resource Planning , Employee performance

INTRODUCTION

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Recruitment and selection are two stages of the recruitment process, but there are differences between the two. Recruitment is the process of finding job candidates and encouraging them to apply for positions in an

organization, while selection involves a series of steps to screen candidates in order to select the best person for a vacant position. The recruitment process is based on the selection process, i.e. final interviews and decisions, communication of decisions, and placement. You can start working now. This means collecting, evaluating, and assessing information about the qualifications of candidates for specific positions.

Recruitment is a pre-selection process that helps create a pool of qualified employees for an organization and allows managers to select the right candidates for the right job from this pool. The main purpose of the recruitment process is to speed up the selection process. As a result, organizations adopt these practices to increase their ability to hire people with the skills and abilities needed to succeed in their planned roles, and better employee selection and selection strategies can improve the organization's results.

In recent years, businesses have been experiencing increasing rates of bankruptcy, closure, and low productivity, and these problems stem from low productivity. To explain this, we looked at a variety of factors, including competing ideas within the organization. Although there are internal conflicts between stakeholders and employees, people play a significant role in resolving future conflicts between management and employees in order to achieve the organization's goals and objectives.

The Impact of Organizational Culture on Recruitment and Selection

Organizational culture is a pattern of values, norms, beliefs, attitudes, and ideas that may not be explicit but that lead to the way people in an organization behave and act. Values are things that people think are important to the behavior of individuals and organizations. Norms are written rules of behavior. Organizational culture refers to a unique set of organizational structures, values, beliefs, and behaviors that define the way groups and individuals work together to accomplish tasks (Eldridge & Crombie, 1974). Culture is the beliefs, behaviors, and values that exist in an organization. To put it more simply, "culture is the way we do things around here. **This study reports on recruiting and selection practices within the organization.**

- Whether employees are happy with the recruitment process?
- Is the organization providing moral process for recruiting employees?

Objectives of the Study-

The objectives of this study are to:

- Audit recruitment and selection policies.
- To Review recruitment and selection processes.
- To Analyze the impact of recruitment and selection on organization performance.

Research Questions

- Does your organization have a specific recruitment and selection policy?
- What are the different selection processes in organizations?
- Does recruitment and selection have an impact on organizational performance?

Statement of Hypotheses

The research hypotheses are:

H0: Recruitment and selection have no significant impact on organizational performance.

H1: Recruitment and selection have a major impact on the performance of an organization.

H0: Recruitment and selection does not significantly enhance getting competent staff.

H1: Recruitment and selection significantly enhance getting competent staff.

LITERATURE REVIEW

THE CONCEPT OF RECRUITMENT AND SELECTION

According to Costello (2006), recruitment is defined as the activities and processes that ensure that sufficient qualified human resources are available at the right time and in the right place so that individuals and organizations can choose the most suitable one for their short and long term interests. In other words, the recruitment process provides the organization with a pool of qualified individuals from which to make effective decisions regarding hiring employees. Successful recruitment begins with proper business planning and forecasting. In this phase of the recruitment process, the organization analyzes future needs, talent within and outside the organization, and current and expected expansion resources to attract and retain these talents and develop plans to fill or eliminate future vacancies.

The success of the recruitment process also depends on the strategies that the organization plans to use to identify and select the best candidates for their organization. The evolving business environment has led to entry-level recruitment often requiring a minimum qualification and experience. Middle-level, senior management, operations and entry-level management positions are mostly filled from within the company. Competition for rare, high-quality talent is usually focused on senior management levels, and this talent often comes from other sources. Most organizations use two strategies when recruiting at each level. Jovanovic (2004) stated that recruitment is the process of attracting a large number of qualified applicants and selecting the best from among them. To this end, successful companies have invested a lot of resources and energy into creating a good selection.

Recruitment and selection processes are fundamental practices of human resource management and are vital to the success of an organization (**Jovanovic (2004)**). Engage and reject unqualified candidates. Recruitment also deals with access to human resources while selection involves selecting the most qualified candidate through a series of interviews and tests. Finally, recruitment does not constitute a contract for hiring employees whereas selection constitutes a contract of service between the employer and the selected employee.

Recruitment is a preliminary selection process that helps in creating a pool of qualified employees for an organization and enables the managers to select the right candidate for the job from this pool. The recruitment process immediately follows the selection process, i.e. final interviews and decisions, communication of decisions and placement, **Wanous, J. P. (1992)**. Once these candidates are identified, the process of selecting the right employees for the job can begin. This means collecting, evaluating and assessing information about qualified candidates for a particular job. According to **Leopold (2002)**, organizations adopt these practices in order to recruit people who have the skills and abilities to be successful in the planned job.

The Relationship between Recruitment and Selection, and Organizational Performance.

Good recruitment and selection of employees is an important part of human resource management and if managed well, it can have a positive impact on the performance of the organization and lead to positive results for the organization's operations and selection. For a successful organization, having good employees, developing and sustaining effective performance is essential for the effective functioning of the organization's recruitment and capacity building objectives.

On the other hand, better recruitment and selection strategies can improve an organization's results. The better an organization recruits and selects candidates, the more likely it is to hire and retain satisfied employees. Furthermore, the effectiveness of an organization's selection process can affect key business outcomes such as productivity and financial performance. Therefore, it is necessary to invest in developing effective and efficient options (**Hall and Torrington, 1998**). Recruitment and selection also play a vital role in ensuring employee performance and positive organizational outcomes. It is often claimed that employee selection is not about replacing or developing departing employees, but about placing high-performing employees who can perform at a high level.

Recruitment and selection play a significant role in improving the efficiency and effectiveness of an organization. If organizations can recruit employees who already have the knowledge, skills, and competencies and anticipate their future potential, effective recruitment and selection can avoid negative costs such as high employee turnover, poor performance, and customer dissatisfaction. **Pilbeam and Corbridge (2006)** provide a basic summary of the strengths and weaknesses of talent, stating: The

recruitment and selection of employees is essential to the functioning of an organization, and there are important reasons to ensure that it is done correctly. Inappropriate selection decisions reduce organizational performance, lead to poor reward and development strategies, are often unfair to hiring managers, and can be very painful for managers who have to deal with inappropriate employees. When employees are developed, it helps their performance to improve and contributes to the growth of the organization.

RESEARCH METHODOLOGY

RESEARCH DESIGN

This study is based on the impact of recruitment and selection on organizational performance. The design is a descriptive process using multiple tools. The research was conducted using survey method. These methods were used because they are interesting tools to collect data from sample participants to study the research topics

STUDY OF POPULATION:

For the research. The subjects of the study consisted of 40 employees working in various units of the organization including human resources, marketing and other departments.

SAMPLE OF THE STUDY:

A sample of 25 was selected from the selected branches for the study. Make sure that the sample is representative enough to be able to draw conclusions.

DATA COLLECTION INSTRUEMENTS:

The researchers used the survey method to collect data. The researcher prepared questions for the employees in the organization to answer. These questions were designed to ensure that the learning objectives were achieved while determining the outcomes. The tool provides information about the expectations regarding the recruitment and selection processes or practices.

SOURCE OF DATA

Both primary and secondary source of data were used in conducting the research

PRIMARY SOURCES-

There are many methods that can be used to collect information while obtaining important information. To collect reliable and valid data, the researcher contacted the employees of the HR department and employees in other departments of the organization.

Questionnaire:

The purpose of using questionnaire was to identify and calculate the impact of recruitment and selection on Organization performance. A set of questionnaire was arranged with open - ended questions.

SECONDARY SOURCES:

The study also made use of secondary data in collecting information. The sources of the secondary data include books, internet search, articles, and journals among others.

This helped to identify how others have defined and measured key concepts, and to discover how this research project is related to other studies.

Test of Validity and Reliability of Instruments.

Measurement of the accuracy and reliability of the scale. The following experiments were considered to understand the validity of the instrument. Validation points: To ensure that the content of the indicators covers all the domains to an adequate level. Construct validity: This measures the extent to which a particular experiment reflects the construct hypothesis that is supposed to be addressed in the experiment and also the extent to which the test results reflect the construct hypothesis.

In order to determine the validity of the scale, the data collected from the surveys were evaluated using SPSS and compared to determine the quality and accuracy of the scale. A measurement is considered reliable if it shows the same results repeatedly.

Test-retest reliability test was conducted to assess the consistency of the data collected from the survey. First, a sample survey was distributed, then the same survey was distributed to the same group after a month, and it was found that the information in the first survey was not significantly different from the information in the second survey. This tool was attractive to researchers because of its ability to provide relevant and comprehensive information for the study. The survey also helped in obtaining useful data needed for this study.

Instrument Administration:

40 questionnaires were distributed to the participants at their workplaces. After some time, the researchers returned and recorded the questionnaire responses. This means that the data analysis was based on percentage responses. This was to help the participants understand the purpose of the study, eliminate misunderstandings and biases, and enable them to provide independent opinions on the questions asked.

METHOD OF DATA ANALYSIS -

Data analysis was performed using the SPSS. Use visual aids such as tables and graphs to ensure easy and quick interpretation of items. Response is expressed as a percentage. Data from completed questionnaires were examined to ensure consistency. Items were categorized according to participants' responses and coded to facilitate the use of the SPSS. This method is used because it is the best tool for analyzing, comparing, explaining and drawing conclusions, while chi-square is also used to explain the hypothesis. Chi-square test is a nonparametric test. It is used to evaluate the difference between the set of observation frequencies and the required frequencies for a given sample. If the calculated value is greater than the value in the table, the decision rule will accept H1 and reject H0. However, the opposite is true, i.e.; if the value in the table is greater than the calculated value, H1 is rejected and H0 is accepted.

RESULT AND DISCUSSION

The impact of recruitment and selection on organizational performance -

The survey shows that recruitment and selection practices are at the discretion of many departments; the first step is to identify each department to see if there are any tasks that need to be done. Each department looks for talented candidates from its own workforce to fill vacant positions. When this approach fails, employee referrals are used, which allow employees to recommend employees to multiple departments. Another method is to place advertisements in daily newspapers where citizens can apply for open positions. The selected candidates are invited for interview and further screening. Some of the methods of recruiting and selecting employees are; referral to employers, labor unions, professional organizations and advertisements in various daily newspapers. The investigation also revealed that the financial institution has a method of selecting new employees. First of all, potential employees need to have a suitable or relevant educational background for interview; this is the next stage preliminary screening of potential employees. If someone is selected or appointed, the next stage is training and coaching.

CONCLUSION

Recruitment and selection focuses on matching the resources of potential candidates with the needs and rewards available in a particular position. To this end, high-performing companies have invested a lot of resources and effort into developing effective selection processes. Recruitment and selection is an important part of human resource management and is vital to the success of an organization. By definition, recruitment and selection are essential for organizations to get the most out of their employees. The recruitment and selection of employees often determines the performance of an organization and is crucial for the organization to achieve its goals.

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