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“EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS”

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Abstract

The purpose of this study is to assess how well hiring and selection procedures contribute to improved organizational performance. The goal of the study is to pinpoint the essential elements of effective recruiting procedures and how these elements affect worker productivity and performance. The study used a mixed-methods approach, integrating qualitative insights from interviews and case studies across different industries with quantitative data from surveys of HR experts and workers.

Keywords: Hiring procedures, Selection procedure, Organizational performance, Effective recruiting procedures.

1.1 Introduction

Recruitment encompasses the extensive process of identifying potential candidates for a job or role, typically carried out by recruiters or employment agencies, as well as internal staff. Advertising plays a pivotal role in recruitment, spanning various channels such as online platforms, specialized job newspapers, professional publications, window displays, job centers, campus interviews, and more. It serves as a critical tool in attracting qualified individuals to fulfill organizational needs and objectives.

1.2 Review of Literature

Muhammad (2021) The author discuss about Recruitment Effectiveness in Organizations, found that employee referrals, social media, and online job portals were the most effective sources of recruitment. The review also highlighted the importance of having a strong employer brand, positive candidate experience, and using a variety of selection methods for improving recruitment effectiveness.

Niessen (2020) analysed 61 studies on recruitment effectiveness published between 2000 and 2019. The review found that recruitment effectiveness was positively associated with using a variety of recruitment sources, using structured interviews, and providing a positive candidate experience. The review also identified the need for more research on the use of social media and employer branding in recruitment.

1.3 Research Gap

Recruitment practices are significant, as it lacks a clear understanding of how these methods, such as employee referrals, social media, and online job portals are used, and whether job offerings are strictly based on qualifications. Additionally, the company's approach to a strong employer brand and positive candidate experience remains unclear.

1.4 Objectives of The Study

- To study the different methods of recruitment carried out in an organization.
- To study the Organizational support for the recruiter at the time of recruitment
- To find whether jobs are offered based on qualifications to the employees in the organization.

1.5 Research Methodology

1.5.1 Instrumental Design: Utilizing Likert's five-point rating system, five questions were formulated for each component of the structured questionnaire.

1.5.2 Method of Data Collection: Questionnaires were used to collect primary and secondary data on the factors influencing the information provided by employers and employees of the organization.

1.5.3 Sample Size and Sampling Method: To gather data for the study, a sample size of 150 respondents was chosen using the uncomplicated technique of simple random sampling.

1.5.4 Data Analysis: To examine the data, descriptive analysis methods were used. A contingency table based on the frequency distribution was created using percentage analysis, which allowed for a more understandable depiction of the gathered data.

Bar charts are used in chart analysis to help visualize percentage data and make distributions and trends easier to interpret.

Satisfaction of the current recruitment method

Particulars	Frequency	Percentage
Strongly Satisfied	58	38.7
Satisfied	56	37.3
Neutral	28	18.7
Dissatisfied	8	5.3
Total	150	100.0

Table. No 1.1 Satisfaction of the current recruitment method

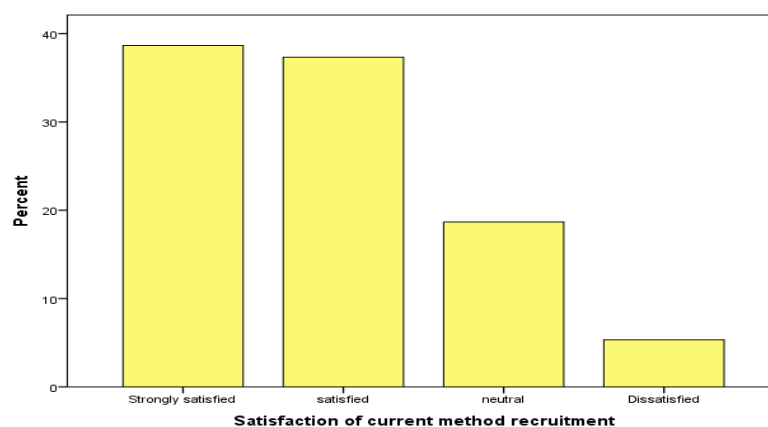


Fig. No 1.1 Satisfaction of current recruitment method

Inference

From the above table it is inferred that 38.7% of the respondents are Strongly satisfied, 37.3% of the respondents are Satisfied, 18.7% of the respondents are Neutral, 5.3% of the respondents are Dissatisfied.

The recruitment method is effective in attracting top talent

Particulars	Frequency	Percentage
Strongly agree	51	34.0
Agree	70	46.7
Neutral	22	14.7
Disagree	6	4.0
Strongly disagree	1	0.6
Total	150	100.0

Table. No. 1.2 The recruitment method is effective in attracting top talent

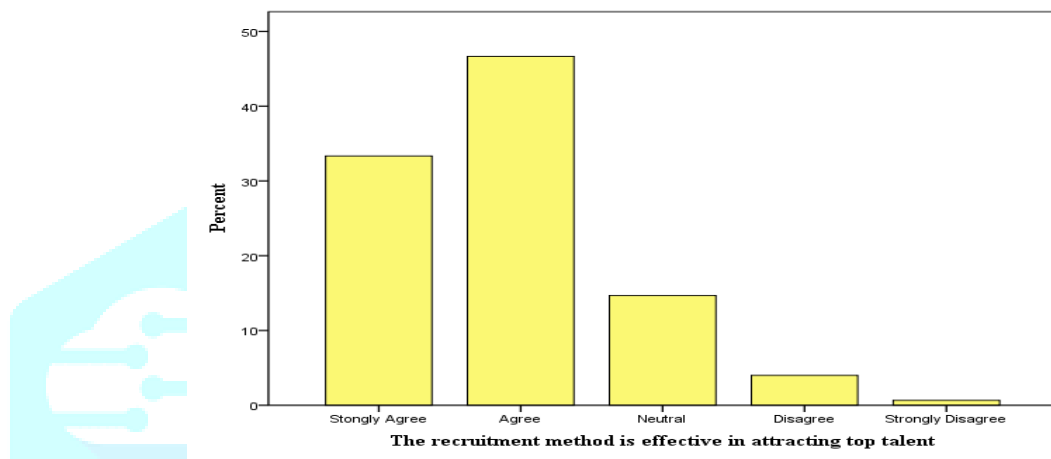


Fig. No. 1.2 The recruitment method is effective in attracting top talent

Inference

From the above table it is inferred that 34.0% of the respondents are Strongly agree, 46.7% of the respondents are agree, 14.7% of the respondents are Neutral, 4.0% of the respondents are Disagree, 0.6% of the respondents are Strongly disagree.

The recruitment process is fair and unbiased

Particular	Frequency	Percentage
Strongly agree	40	26.7
Agree	48	32
Neutral	46	30.7
Disagree	12	8
Strongly disagree	4	2.6
Total	150	100

Table. No. 1.3 The Recruitment process is fair and unbiased

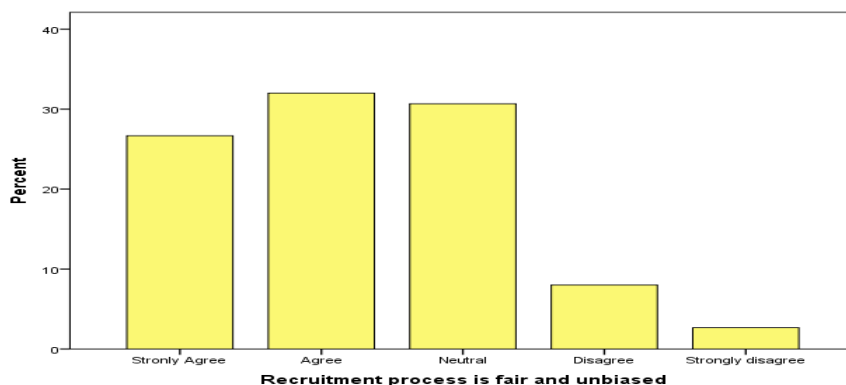


Fig. No. 1.3 Recruitment process is fair and unbiased

Inference

From the above table it is inferred that 26.7% of the respondents are Strongly agree, 32% of the respondents are agree, 30.7% of the respondents are Neutral, 8% of the respondents are Disagree, 2.6% of the respondents are Strongly disagree.

Find the job description provided informative

Particular	Frequency	Percentage
Strongly agree	42	28.0
Agree	58	38.7
Neutral	39	26.0
Disagree	9	6
Strongly disagree	2	1.3
Total	150	100

Table. No.1.4 Find the job description provided informative

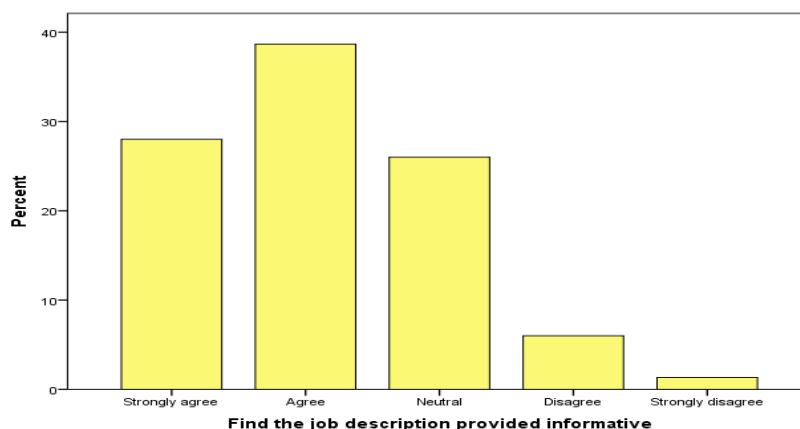


Fig. No. 1.4 Find the job description provided informative

Inference

From the above table it is inferred that 28.0% of the respondents are Strongly agree, 38.7% of the respondents are agree, 26.0% of the respondents are Neutral, 6% of the respondents are Disagree, 1.3% of the respondents are Strongly disagree

The level of communication during the recruitment process

Particulars	Frequency	Percentage
Strongly Satisfied	48	32
Satisfied	72	48
Neutral	22	14.7
Dissatisfied	7	4.7
Strongly dissatisfied	1	0.7
Total	150	100

Table. No.1.5 The level of communication during the recruitment process

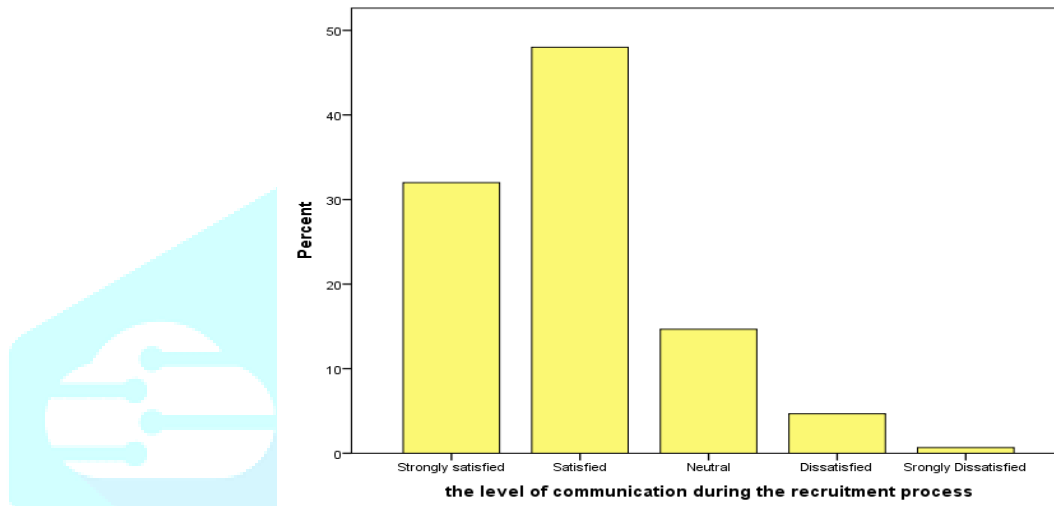


Fig. No. 1.5 The level of communication during the recruitment process

Inference

From the above table, it is inferred that 32% of the respondents are Strongly satisfied, 48% of the respondents are satisfied, 14.7% of the respondents are Neutral, 4.7% of the respondents are Dissatisfied and 0.7% of the respondents are Strongly dissatisfied.

How easy is the application process for candidates applying

Particulars	Frequency	Percentage
Very easy	37	24.7
Easy	66	44.0
Neutral	35	23.3
Difficult	8	5.3
Very difficult	4	2.7
Total	150	100

Table. No. 1.6 How easy is the application process for candidates applying

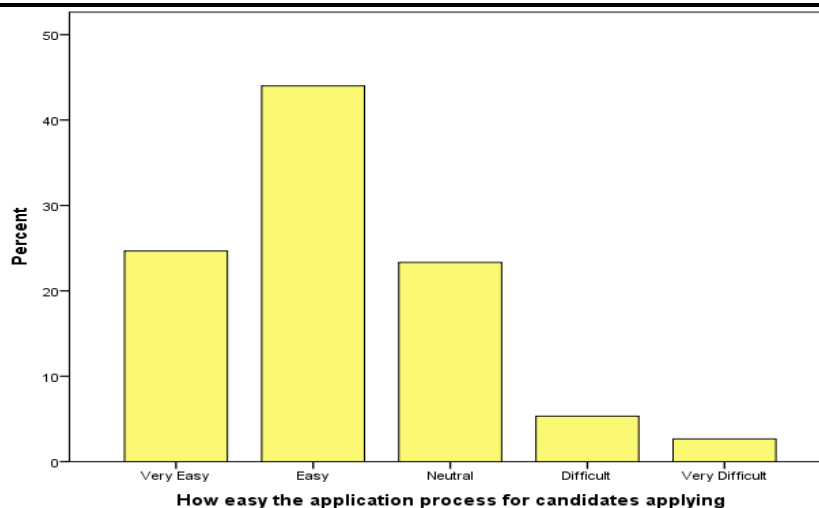


Fig. No. 1.6 How easy is the application process for candidates applying

Inference

From the above table, it is inferred that 24.7% of the respondents are very easy, 44.0% of the respondents are easy, 23.3% of the respondents are Neutral, 5.3% of the respondents are difficult and 2.7% of the respondents are very difficult.

4.1.2 Chi-Square Tests

Null hypothesis

H0: There is no significant association between Satisfaction with the current recruitment process * The recruitment process is effective in attracting top -talent.

Alternative hypothesis

H1: There is a significant association between Satisfaction with the current recruitment process * The recruitment process is effective in attracting top -talent.

Summary of the Chi-Square

	Cases					
	Valid		Missing		Total	
	N	Per cent	N	Per cent	N	Per cent
Satisfaction of current recruitment process * The recruitment process is effective to attracting top - talent	150	100.0%	0	0.0%	150	100.0%

Table. No. 1.7 Summary of the Chi-Square

Chi-Square Tests

	Value	DF	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.786 ^a	15	.542
Likelihood Ratio	14.438	15	.493
N of Valid Cases	150		

Table. No. 1.8 Chi-Square Test**Inference**

From the above table 4.37, the significant value is $p=0.542$ which is greater than 0.05. So, the Alternative hypothesis is accepted, it reveals that there is a significant association between the Satisfaction of the current recruitment process and the recruitment process's effectiveness in attracting top -talent.

4.1.3 Correlation**Null hypothesis**

H0: There is no relationship between the job description provided and alignment between job roles and qualifications.

Alternative hypothesis

H1: There is a relationship between the job description provided and alignment between job roles and qualifications.

Correlations

		The job description provided informatively	Alignment between job roles qualification
Find the job description provided informative	Pearson Correlation	1	.072
	Sig. (2-tailed)		.384
	N	150	150
Alignment between job roles qualification skill	Pearson Correlation	.072	1
	Sig. (2-tailed)	.384	
	N	150	150

Table. No. 1.9 Correlation

Inference

From above table 4.38, it is inferred that $r=.072$ (r-value lies between -1 to +1), hence it is clear that there is a positive correlation relationship between the job description provided informative and alignment between job roles and qualification. So Alternative hypothesis is accepted, this reveals that there is a relationship between the job description provided information and alignment between job roles and qualifications.

1.6 Suggestions

- By using a separate link for resume screening software, the resumes can be screened and managed effectively.
- The primary reason a candidate declines an offer is relocation. Therefore, the issue of moving can be resolved by offering a competitive wage and housing. Retaining the hired individual can thereby improve the effectiveness of the recruitment process.
- Transparency needs to be improved between the recruitment board and the candidate

1.7 Limitations of the study

- There was less data consistency.
- There was difficulty in interacting with employees while collecting data.

1.8 Conclusion

To conclude, enhancing the recruitment process requires addressing specific issues and implementing strategic solutions. Utilizing dedicated resume screening software can streamline and manage the evaluation of candidates efficiently. Relocation challenges, which are a significant reason for candidates rejecting offers, can be mitigated by offering competitive salaries and accommodation support. Additionally, improving transparency between the recruitment board and candidates is essential for fostering trust and ensuring a smoother hiring process. By focusing on these areas, the recruitment process can be significantly improved, leading to higher retention rates and overall effectiveness.

1.9 REFERENCE

Muhammad, I. (2021). Recruitment Effectiveness in Organizations. *Journal of Human Resource Management*.

Niessen, C. (2020). A Review of Recruitment Effectiveness: Insights from 61 Studies (2000-2019). *International Journal of Selection and Assessment*.