



A Study on Recruitment and Selection Procedures Towards Senthilkumaran Paper Packaging Industry with Reference to Namakkal

PAVITHRADEVI S

MBA

Gnanamani College of Technology, Namakkal, Tamil Nadu

SURIYA G.

MBA, Assistant Professor

Gnanamani College of Technology, Namakkal, Tamil Nadu

ABSTRACT

Better recruitment and selection strategies result in improved organizational outcomes. Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. In today's Competitive business environment, organizations have to respond to the requirements for people. It is important for an organization adopt well-structured recruitment policy, which can be implemented effectively to get the best results. This study helps the organization to identify the area of problem and suggest way to improve the recruitment and selection process, this study focus on understanding recruitment and selection process. Convenient sampling is used in this study. The sample size for the study is 150. The tools that are used in this study are Percentage analysis, Correlation and Chi square test is used.

I. INTRODUCTION OF THE STUDY

Recruitment is the process of attracting qualified candidates for a job role and Selection is the process of identifying and selecting the right candidate for that job. The contributions of each employee play a pivotal role in the sustenance and growth of a business. Hence it is extremely important to select the right person for the job. The same way as a square peg does not fit in a round hole, a bad hire can affect the overall business outcomes.

The right process reflects on your company's professionalism and portrays your organization's maturity in attracting and hiring the right talent. An effective process helps in creation of a talent pool in a proactive manner, thus assisting in

meeting the medium-term and long-term business objectives.

SELECTION METHODS

After an organization selects candidates qualified for the position, it typically contacts them for interviews and testing. Interviewing and testing are determined by the company's guidelines and procedures. In most cases, several candidates are selected and will be screened on a phone interview by human resources and asked to take assessments. Assessments can include personality, technical aptitude or academic assessments depending on the position requirements. Most organizations will require internal candidates go through the required assessments and interviews, even if they were required to take those assessments when they were originally hired.

1.2 NEED OF THE STUDY

- To identify general practices that organizations use to recruit and select employees.
- To determine which recruitment and selection practices are most effective.
- To determine how the recruitment and selection practices affect organizational outcomes
- To develop organizational culture that attracts competent people to the company.
- To ensure that all recruitment activities contribute to company goals.
- To conduct recruitment activities in an efficient and cost effective manner

1.3 STATEMENT OF THE PROBLEM

The present research is confined to study the recruitment and selection process followed at the company. The study reveals the recruitment and selection process followed in the organization. Employees are need with the recruitment process. The organization should providing ethical process



for recruiting employees. The organizational study of the organization was done with the study of recruitment and selection. Identifying general practices that organizations use to recruit and select employees. Determining which recruitment and selection practices are most effective and how the recruitment and selection practices affect organizational outcome

1.4 OBJECTIVES OF THE STUDY

- To study the recruitment process and selection procedures in Senthilkumaran Paper Packaging Industry at Namakkal
- To identify the opinion of the employees regarding selection practices
- To identify human resource management practices
- To analyze the perception of the employees with respect to the selected dimensions of HRM practices in the study unit.
- To know the agree level with recruitment and selection process of company meets the current legal requirements

1.5 SCOPE OF THE STUDY

The scope of the study is confined to company only to know how recruitment & selection helps in providing the potential employees/candidates to the organization.

Recruitment and selection includes information related to the way of obtaining the potential candidates i.e. the way of elimination or rejection procedure.

- To analyze the present system and recommendations necessary.
- To explore the possible area of defects to determine decisions regarding change in procedure
- To study aims to provide guidelines for corrective measures to be taken.
- Overall the study evaluates various factors which affect recruitment procedure.

1.6 LIMITATIONS OF THE STUDY

Time is the major constraint in collecting the data from the employees. The data collection is conducted only in Namakkal. Hence, utmost care is to be taken while generalizing the result. This study is confined to the few of company employees and recruitment details only.

Due to personnel biases and other reasons, the employees has expressed other views, which can affect the analysis and other facts

- This study is limited by lack of fund & time

- Due to lack of awareness, the respondents how give only limited information
- Due to busy, respondents were not given complete data.

II. REVIEW OF LITERATURE

Sonal sisodia (2022) It can be inferred that illustration in recruitment advertisement of service organisation of service organisation creates tangible representation and challenge the application to presume the intended significance of the illustrative appeal. Service employers should use visual communication to initiative relationship with prospective employees.

Rynes and Barber (2022) in most of the literature the recruitment and selection are being treated separately while as recruitment and selection are interrelated and interdependent that has influence to each other. The right selection becomes very difficult if the recruitment process will not be effective to bring enough pool or applications for any specific job

Mir Mohammed (2023) states that Recruitment and selection is one the most important functions of human resource management. The present study aims at exploring differences and similarities between the public and private sector manufacturing firm of Bangladesh with respect to recruitment and selection practices, sources of recruitment and selection devices.

Breagh (2023) discussed that organizations relied on agencies, campus recruitment, job boards, and print advertisement to reach applicant with the idea that the larger the pool of candidates, the more selective recruiters could be. However, social media now enabling recruiters to search for qualified applicants. As recruitment is a dynamic and complex process that includes advertising a job opening to qualified applicants, enticing them to apply for the job, maintaining the candidate's interest throughout the process, and influencing their decisions until an offer is officially extended. This is a huge change, as in the past, organization found it very hard to reach an individual if they were not actively seeking employment.

III. RESEARCH METHODOLOGY

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.



3.1 RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as “A careful investigation or enquire especially through search for new facts in any branch of knowledge”. To give more additional to the old research new ones are conducted.

3.2 SAMPLE DESIGN

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

SAMPLING TECHNIQUES

A disproportionate stratified random sampling technique has been used in sampling due to the following reasons. It provides information about parts of the all the area of *Namakkal*.

SAMPLING SIZE

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 150 respondents are taken as the example for this investigation.

3.3 DATA COLLECION

Primary data

Primary data was collected through face to face interviews while filling up questionnaires (150 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

3.4 STATISTICAL TOOLS

- Simple percentage method
- Chi-Square
- Correlation
- Anova

IV. DATA ANALYSIS AND INTERPRETATION

4.1 SIMPLE PERCENTAGE ANALYSIS EFFECTIVENESS OF THE INTERVIEWING PROCESS

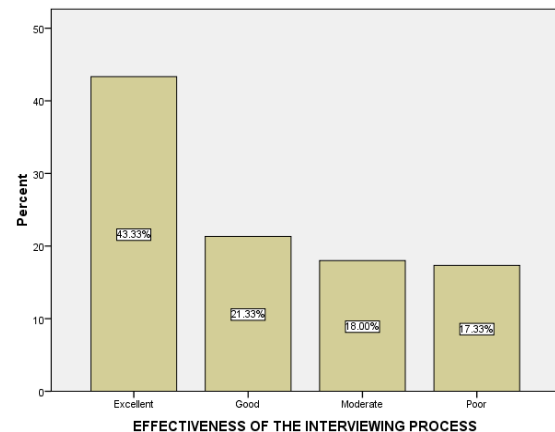
Interviewing process	Respondents	Percentage
Excellent	65	43.3%
Good	32	21.3%
Moderate	27	18.0%
Poor	26	17.3%
Total	150	100.0%

Source: Primary data

INTERPRETATION:

The above table shows that effectiveness of the interviewing process and other selection instruments, 43.3% of the respondents are feel excellent, 21.3% of the respondents are feel Good, 18.0% of the respondents are feel Moderate and remaining 17.3% of the respondents are feel Poor.

Majority 43.3% of the respondents are feeling Excellent about effectiveness of the interviewing process and other selection instruments.



4.1 CHI-SQUARE ANALYSIS NULL HYPOTHESIS

HO: There is no significance between the age group of the respondents and effectiveness of the interviewing process.

ALTERNATIVE HYPOTHESIS

H1: There is significance between the age group of the respondents and effectiveness of the interviewing



Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.920E2 ^a	9	.000
Likelihood Ratio	280.498	9	.000
Linear-by-Linear Association	129.741	1	.000
N of Valid Cases	150		

RESULT

Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the age group of the respondents and effectiveness of the interviewing process.

4.2 CORRELATION

The table shows that the relationship between experience of the respondents and HR department's performance

Correlations			
		Experience of the respondents	Hr department's performance
Experience of the respondents	Pearson Correlation	1	.914**
	Sig. (2-tailed)		.000
	N	150	150
Hr department's performance	Pearson Correlation	.914**	1
	Sig. (2-tailed)	.000	
	N	150	150

RESULT

This is a positive correlation. There are relationships between experience of the respondents and HR department's performance.

4.3 ANOVA

NULL HYPOTHESIS

H₀: There is no significant relationship between educational qualification of the respondents and agree level with recruitment and selection process.

ALTERNATIVE HYPOTHESIS

H₁: There is a significant relationship between educational qualification of the respondents and agree level with recruitment and selection process.

ANOVA

Educational qualification of the respondents	Sum of Squares	df	Mean Square	F	Sig.
Between (Combined) Groups	73.297	3	24.432	142.704	.000
Linear Unweighted Term	59.244	1	59.244	346.032	.000
	63.458	1	63.458	370.645	.000
	9.839	2	4.919	28.734	.000
Deviation					
Within Groups	24.997	146	.171		
Total	98.293	149			

RESULT

From the above analysis, we find that calculated value of the F-value is a positive 346.032 value, so H₁ accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between educational qualifications of the respondents and agree level with recruitment and selection process. The results are **significant** at 4% level.

V. SUGGESTIONS AND CONCLUSION

5.1 SUGGESTIONS

- The process of Recruitment and Selection should be well defined for a rapid response from the person applying.
- The response time from the HR team should be quick and criteria should be judged in accordance with time limit, hence they will not lose the employee to rivals.
- The traditional recruitment and selection methods or procedures should be changed and unconventional methods, like moving towards universities and fresh candidates would help in getting energetic and willing full recruits.
- Panel interviewing is most suitable for now days and is less time consuming so by traditional means of different stages interview should be cut down and this method should be implemented on regular basis.
- The amounts of money spend on the recruitment and selection procedures should be taken in account and more specialized and new ways of procedures should be adopted, which will be beneficial for the organization.
- Staff with greater versatility and flexibility should be recruited to face the upcoming market challenges and who can tackle the unexpected situations.



- The recruiting and selection of staff should be in accordance with the manuals and policies of the company rather than being in favouritism or lack of knowledge.

5.2 CONCLUSION

Recruitment and selection process getting very much importance these days in the organization. It is very critical thing to evaluate the human resource. It is a systematic procedure that involves many activities. The process includes the step like HR planning attaining applicant and screening them. It is very important activity as it provides right place at right time. It is not easy not an easy task as organization future is depend on this activity, if suitable employees are selected which are beneficial to the organization it is at safe side but if decision goes wrong it can be dangerous to the organization. So it is an activity for which human resource departments gets very much importance. Recruitment and selection procedure and its

important also get changed as the organization changed.

BIBLIOGRAPHY

- [1]. **Armstrong, M. (1992)** Human Resource Management: Strategy and Action, London: Kogan Page.
- [2]. **Beaumont, P. B. (1993)** Human Resource Management: Key Concepts and Skills, London: Sage Publications
- [3]. **Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (1995)** 'Employee Recruitment', in Human Resource Management: Global Strategies for Managing a Diverse Work Force, Englewood Cliffs, New Jersey: Prentice Hall.
- [4]. **Carrell, M. R., Elbert, N. F., and Hatfield, R. D. (1995)** 'Employee Selection', in Human Resource Management: Global Strategies for Managing a Diverse Work Force, Englewood Cliffs, New Jersey: Prentice Hall Macmillan.