



A Recruitment & Selection RAS MEDIA & ENTERTAINMENT Pvt Ltd.

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Abstract

The purpose of this review is to what came in some studies and articles that talk about the employment recruitment and selection during the time. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process the main objectives is identify to select employees to determine how the recruitment and selection practices affect organization outcomes at RAS Media Entertainment PVT LTD. The study also focuses it determine the practices outcomes and provide some suggestion that can help to Recruitment and Selection. Data analysis has been done with statistical tools like tables pie charts diagram.

Keyword: Recruitment, Selection, Reference, Interview.

Introduction of the study

Recruitment: Recruitment is the process of actively seeking out, finding and hiring candidate

for a specific position or job. The recruitment definition includes the entire hiring process, from inception to the individual recruit's integration into the company.

Selection: Selection is the process of identifying an individual from a pool of job application with the requisite qualifications and competencies to fill jobs in the organization. This is an HR process that unqualified applicants by applying various techniques.

RECRUITMENT SELECTION

Recruitment is the process of attracting individuals on a timely basis in sufficient numbers and with appropriate qualification, to apply for jobs within an organization. The process of searching prospective employee with multidimensional skills and experience that suits organization strategies in fundamental to the growth of the organization, this demands more comprehensive strategic perspective recruitment. Organization required the

services of large number of personnel, these personnel occupy the various positions created to the process of organization has certain specific contributions to achieve the organizational objectives. The recruitment process of the organization has to be strong enough to attract and select the potential candidates with right job specification. The recruitment process begins with human resource planning and concludes with the selection of required number of candidates, both HR staff and operating managers have responsibilities in the process.

“Right person for the right job is the basic principle in recruitment and selection. Every organization should give attention to the selection of its manpower, especially its managers. The operative manpower is equally important and essential for the orderly working of an enterprise.

Every business organization/unit needs manpower for carrying different business activities smoothly and efficiently and for this recruitment and selection of suitable candidate is essential. Human resource management in an organization will not be possible if unsuitable persons are selected and employment in a business unit.

Recruitment means to estimate the available vacancies and to make suitable arrangements for their selection and appointment. Recruitment is understood as the process of searching for and obtaining applicants for the jobs, from among whom the right people can be selected.

A formal definition states, “it is the process of finding and attracting capable applicants for the employment. The process begins when new recruits are sought and ends when their applicants are submitted. The result is a pool of applicants from which new employees are selected.” In this,

the available vacancies are given wide publicity and suitable candidates are encouraged to submit applicants so as to have a pool of eligible candidates for scientist selection.

In recruitment, information is collected from interested candidates. For this different source such as newspaper advertisement, employment exchanges, internal promotion, etc. are used.

In this recruitment, a pool of eligible and interested candidates is created for selection of most suitable candidates. Recruitment represents the first contact that a company makes with potential employees.

Definitions:

According to EDWIN FLIPPO, “Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization.”

a) possible due to job specific ants.

Purpose and importance of Recruitment:

Determine the present and future requirements of the organization in conjunction with its personnel-planning and job analysis activities.

1. Increase the pool of job candidates at minimum cost.
2. Help increase the success rate of the selection process by reducing the number of visibly under qualified or overqualified job applicants.
3. Help reduce the probability that job applicants, once recruited and selected, will leave the organization only after a short period of time.

Meet the organization's legal and social obligations regarding who will be appropriate candidates.

Begin identifying and preparing potential job applicants who will be appropriate candidates.

4. Increase organizational and individual effectiveness in the short term and long term.
5. Evaluate the effectiveness of various recruiting techniques and sources for all types of job applicants.

Recruitment is a positive function in which publicity is given to the jobs available in the organization and interested candidates are encouraged to submit applicants for the purpose of selection. Begin identifying and preparing potential job applicants who will be appropriate candidates.

6. Increase organizational and individual effectiveness in the short term and long term.
7. Evaluate the effectiveness of various recruiting techniques and sources for all types of job applicants.
8. Recruitment is a positive function in which publicity is given to the jobs available in the organization and interested candidates are encouraged to submit applicants for the purpose of selection.
9. Increase organizational and individual effectiveness in the short term and long term.
10. Evaluate the effectiveness of various recruiting techniques and sources for all types of job applicants.
11. Recruitment is a positive function in which publicity is given to the jobs available in the organization and

interested candidates are encouraged to submit applicants for the purpose of selection. Once a recruitment plan and strategy are worked out, the search process can begin.

12. Screening of applicants can be regarded as an integral part of the recruiting process, though many view it as the first step in the selection process. Even the definition on recruitment,

The difference between recruitment and selection:

Recruitment is identifying and encouraging prospective employees to apply for a job and Selection is selecting the right candidate from the pool of applicants

SELECTION PROCESS:

Selection is a long process, commencing from the preliminary interview of the applicants and ending with the contract of employment.

1. Preliminary test
2. Selection test
3. Employment interview
4. Reference and background
5. Analysis
6. Selection decision
7. Physical examination
8. Job offers
9. Employment contract

Literature Review

1. (Roberts, 1997)

The established trend in recruitment practice, and is written to meet the needs of both practitioners and students. It presents some contentious new findings on the use of graphology and other less orthodox selection techniques.

2. (Robert J Lavigna, 2004)

Governments around the globe are facing unprecedented staffing challenges. At the time when governments need to be most adept at luring talent to public service, their ability to do so has rarely been so constrained and complicated by economic, social and organizational pressures.

3. (Billsberry, 2008)

Recruitment and Selection can be a stressful and traumatic process for both people and organizations. But how does it feel to actually be involved? Giving a voice to both applicants and recruitment and selection uses real-life stories to explore issues such as why people apply for jobs, perceptions of fairness, how failure affects internal applicants'.

4. (Compton, 2009)

Effective Recruitment & Selection Practices 5E is an easy-to-read publication that provides practical guidance on the critical issues surrounding recruitment and selection.

5. (Hao Zhao, 2011)

In this study we examined internship as a recruitment and selection process. On the basis of impression management theory, we hypothesized that both organizations and interns make efforts to impress the other party during the internship if they intend to hire or be hired.

6. (Anthony C Klotz, 2013)

Although scholars recognize the importance of trustworthiness for both job applicants and hiring organizations, prior research exploring trustworthiness during the organizational pre-entry period is scattered across a number of disparate literatures. This paper selectively reviews prior work that investigates the role of trustworthiness in the recruitment and selection processes.

7. (W Chungyalpa, 2016)

In today's hyper competitive business environment employees are a source of competitive advantage. It is absolutely critical for businesses to hire the right people, with the right skills, right knowledge, right attributes, at the right time, for the right job. The recruitment success of an organization. This paper examines the recruitment and selection process and the latest trends concerning recruitment and selection.

Research Methodology

Research is defined as human activity based on intellectual application in the investigation of matter. The primary purpose for applied research is discovering, interpreting, and development of methods and systems for the advancement of human knowledge on a wide variety of scientific matters of our world and the universe. Research can use the scientific method, but need not do so.

Scientific research relies on the application of the scientific method, a harnessing of curiosity. This research provides scientific information and theories for the explanation of the nature and the properties of the world around us. It makes practical applications possible. Historical research is embodied in the historical method. Scientific research can be subdivided into different

classification according to their academic and application disciplines.

Aim

To analyse the recruitment and selection process in RAS Media Company and review HR policies pertaining to recruitment and selection.

Research Designs:

- Experimental, designs allow us to test cause-and-effect relationships
- Used to test causal relationship
- Involves manipulating an independent variable and measuring its effect on a dependent variable
- Correlations, designs allow us to measure variables and describe relationships between them.
- Used to test whether (and how strongly) variables are related
- Variables are measured without influencing them

Source of Data collection:

The primary as well as the secondary source was used for collection of data.

Primary Data:

Questionnaire and interview

Secondary Data:

Books and Journals

Primary Data involves the collection of data does not already exist. This can be through numerous forms, including questionnaire amongst others.

Secondary Data involves the summary, collection and/or synthesis of existing research rather than

primary research, where data are collected from, for example, research subjects or experiments.

Population

The number of 20 people we choose to include in our sample will vary depending on a variety of variables, including the population's size, variability, and research approach.

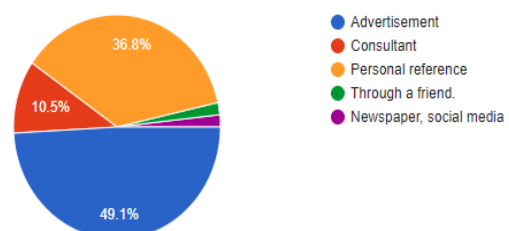
Sampling Method

Probability sampling: - Since every member of the population has a chance of being chosen, probability sampling refers to the methodology we used in our research. Mostly quantitative research uses it. Probability sampling techniques are the best option if you wish to generate findings that are inclusive of the entire population

Data Analysis

1. Identify the source from where you came to know about the job ?

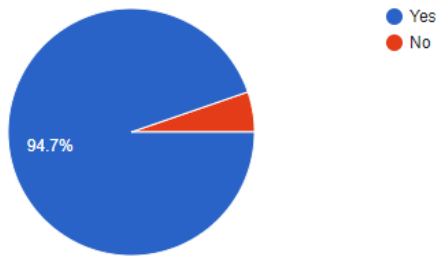
- a). Advertisement b). Consultant
c). Personal reference d). Other



Interpretation:- From the above graph it has interpreted that 49.1% of the respondent are know about that job from newspaper.

2. Are you satisfied with the recruitment process by which you are selected ?

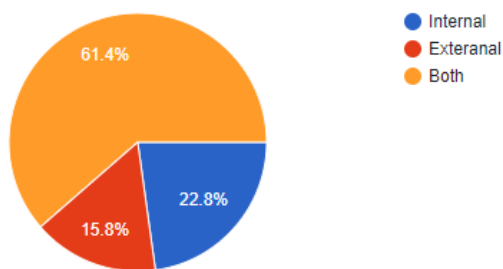
a). Yes b). No



Interpretation:- From the above graph it has interpreted that 94.7% of the respondent are know about their recruitment process and selection.

3.What are the sources for recruitment and selection ?

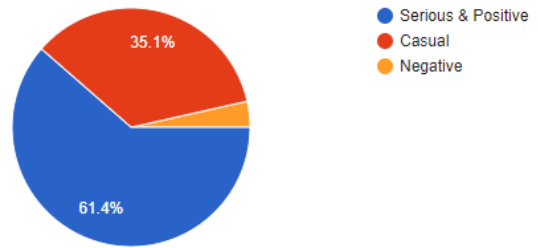
a). Internal b). Exteranal c). Both



Interpretation:- From the above graph it has interpreted that 61.4% of the respondent are know about their sources of recruitment and selection

4. How was the approach of management during the recruitment ?

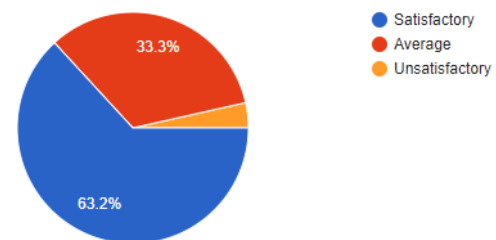
a). Serious & Positive b). Casual
c). Negative



Interpretation:- From the above graph it has interpreted that 61.4% of the respondent are know about approach of management during the recruitment

5. What impression/image you were having of RAS Media & Entertainment Pvt Ltd before getting Recruitment ?

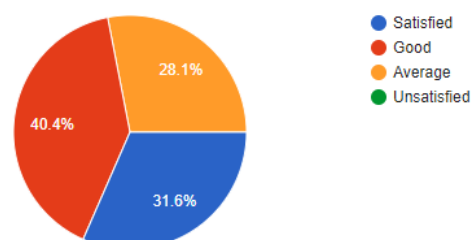
a). Satisfactory b). Average
c). Unsatisfactory



Interpretation:- From the above graph it has interpreted that 63.2% of the respondent are know about impression/image before getting recruitment.

6. Are you satisfied with salary package ?

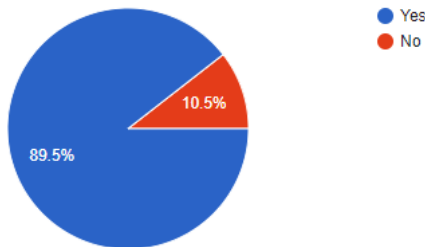
a). Satisfied b). Good
c). Average d). Unsatisfied



Interpretation:- From the above graph it has interpreted that 40.4% of the respondent are satisfied their current salary package

7. Are you satisfied with your current job ?

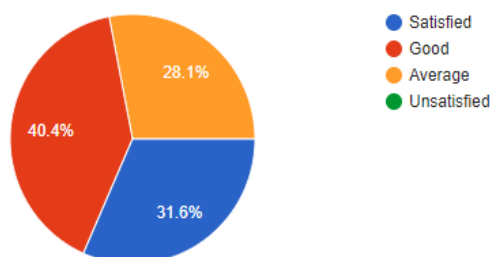
a). Yes b). No



Interpretation:- From the above graph it has interpreted that 89.5% of the respondent are satisfied with their current job.

Conclusion

A Recruiter is known as position maker of organisation, it show the best position for the employees who have experience with skills ability to perform his/her best in the organisation. A company's recruitment and selection process is the best way to achieve success in the business world.



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