



# “RECRUITMENT & SELECTION PRACTICES OF TRIVENI ENGINEERING & INDUSTRIES & IT’S IMPACT ON EMPLOYEE SATISFACTION”

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## Abstract

The study is to identify the different way of recruitment and selection practices and impact on employee satisfaction. The response were collected by distributing the questionnaire which are framed based on the variables selected. The data was collected and analysed SPSS software for statistical data and is interpreted. The key findings include that the hiring and screening procedures existed in the company, but there is no budget or planning for human resources

Keywords: Recruitment, Selection, Employee Satisfaction

## 1.0: Introduction

Recruitment and selection are crucial to attaining the organizational vision, mission goals, and objectives in the cycle of human resources management as well as in any organization. The personnel function, which includes recruitment and selection, is the organization's most important resource. Finding the proper employees is the main objective of staffing to ensure that the business runs smoothly and productively. Prior to recruitment and selection, we must assess the internal and external environments to create human resource plans that take into account any new requirements and open jobs. The main goal of recruitment is to pique the interest of the right people in applying for a position with a company.

## 2.0: Literature Review

**Jackson et al. (2009)**, Any commercial organisation that has employees develops human resource management strategies to meet organisational objectives and carry out strategic plans. For a company pursuing an HRM approach, the form of recruiting and selection will depend on the status of the labour market and their place within it. These companies must also monitor how the state of the labour market affects potential hiring through the projection of an image that will shape and reinforce applicant expectations.

**Bratton & Gold (1999)** were of the opinion that organisations are now developing models of the types of employees they want to hire and determining how closely applicants match their models using reliable and valid selection techniques.

**Odiorne (1984)**, asserted that the quantity of applications received by an organisation affects the quality of recruitment procedures implemented inside; he also claimed that the relative effectiveness of the following human resources stage (selection) is inextricably linked to the calibre of applicants attracted. In addition, Smith and Robertson (1993) supported the aforementioned claim by asserting that the easier and more accurate the selection process is, the easier it is to decide which application to select from the applicants.

**Eze (2002)**, Finding and seeking to attract job prospects who are sufficiently qualified and hence capable of successfully filling gaps in employment positions is the process of recruitment. To persuade people to submit an application for the open position. According to Costello (2006), recruiting is a collection of actions and procedures used to legally assemble a sufficient number of competent applicants at the appropriate location and moment, allowing both the candidate and the business to make a mutually beneficial choice.

**Furthermore (2007)**, Recruitment is defined by the chartered institute of personnel management of Nigeria (CIPM) as the process of locating, luring, or motivating people with the necessary qualifications and profiles (potential candidates) to apply for open positions in the organisation by making them aware that such vacancies exist.

**Another scholar Jovanovic (2004)**, It was predicted that the process of hiring involves attracting a large number of excellent candidates and choosing the top ones from among them. Recruitment was defined by Omale (1992) in "Past Practice in Personnel Management in the Nigeria Civil Service: Issues and Procedures" as the process that begins with piquing an applicant's interest in a position and a specific organisation so that he writes an application and ends when the applicant's application has been received by the organisation.

**Sania Usmani (2020)**; The most significant findings and suggestions from this review's analysis of three research on recruitment and selection practises and employee selection in the workplace—from a qualitative, quantitative, and experimental perspective—came from the study of physical attractiveness and social desire. All three research' analyses of the data came to the same conclusion: physical attractiveness has no bearing on the hiring and promotion decisions. Each evaluation will contribute to clarifying theories about the variables influencing recruitment and selection practises. The findings of this review will also serve as a blueprint for any future research on the importance of appearance, confidence, communication skills, and resume clarity in recruitment and selection practises rather than physical or facial attractiveness.

**Dharshini.K.A & Seleena.R (2020)**; The most significant study suggested that it is vital to improve the new method of hiring talent, such as campus recruiting, the trainees programme to hire the right talents, and the efficiency of candidate evaluation during recruitment. This study's result was that non-banking financial organisations' hiring and selection practises and personnel selection have a beneficial impact. In order to increase the level of employment in new formulae for hiring qualified personnel in the upcoming time period, the organisation still has to improve the degree of job satisfaction.

**BushraBinteyMahbub (2020);** The most significant of the report's recommendations was that various processes be digitised via the Internet in order to reduce some work and the possibility of manual errors. Additionally, it suggested that more personnel be assigned. In proportion to the work, more labour is required. In addition to the need to provide more facilities for the trainees, the most crucial objective was that when choosing or hiring employees, they should prioritise quality over quantity. In some cases, however, in order to meet the objective and receive an incentive, they select some underqualified individuals who cannot handle the workload, suffer from depression, and are ultimately fired from the company.

**Tri Indri Hardini and Others (2019);** This study made it clear that there are various steps to the UPI Indonesian Recruitment & Selection Practices. Each stage's objective is to select the top candidates needed by both UPI and DET. The general skills and competencies of the candidates should be thoroughly examined during each step of the selection process. In order to choose the best candidates for the upcoming years, the research advised that this programme be maintained and that the recruitment and selection process be continually improved.

### 3.0: Objectives of the Study

- The first and foremost objective is to analyse recruitment practices and selection procedure, currently followed by Triveni Engineering & Industries
- The next objective is to identify if the employees are satisfied with the current recruitment practices followed by Triveni Engineering & Industries. (Employee satisfaction level).
- To know the about factors that are affecting the performance of organization

### 4.0: Research Methodology

This purpose of study is to investigate the impact of recruitment and selection in an organisation. The quantitative method used in order to analyse data gathered by the researcher. In order to analyse the study the researcher have collect data through questionnaire, the primary method used to collect the response from the employer and employee.

**Research design:** Detailed and structured questionnaire was designed. Survey a sample of 100 employees.

The methodology developed was Primary and Secondary research.

The questionnaire was designed to get information from employees about their preferences.

**Data collection:** An extensive use of both primary and secondary data was collected.

**Primary data:** was collected from the employees of Triveni Engineering & Industries, Mysore. The information was gathered through structured questionnaire method.

**Secondary data:** Data is collected through Journals Websites

**Tools of data collection:** Questionnaire

### 4.1: Hypothesis

H0: The recruitment and selection process have unfavourable impact on the organization.

H1: The recruitment and selection process have favourable impact on the organization

### 5.0: Data Analysis

**Table 1 : Through which sources organization recruit the employee?**

SI No	Criteria	Frequency	Percentage
1	Internally	63	63%
2	Externally	18	18%
3	Both	19	19%

**Interpretation**

According to this graph, 63 percent of respondents choose the internal option for "Through which sources does the firm recruit the employee," 19 percent choose both options, and the remaining 18 percent choose the external option.

**Table 2 : Does your organization plan the recruitment policy**

SI No	Criteria	Frequency	Percentage
1	5	24	24%
2	4	33	33%
3	3	20	20%
4	2	12	12%
5	1	11	11%

**Interpretation**

According to this graph, 24 percent of respondents strongly agreed with the statement "Does your organisation plan the recruitment policy," while 33 percent of respondents agreed with the statement (although not strongly). Twenty percent of the respondents rated the statement as Neutral. 11 percent of respondents have indicated that they strongly disagree with this question, while 12 percent of respondents disagree.

**Table 3 : Do you think the present recruitment policy is helpful in achieving the goal of the company**

SI No	Criteria	Frequency	Percentage
1	5	33	33%
2	4	7	7%
3	3	15	15%
4	2	40	40%
5	1	5	5%

**Interpretation**

According to this graph, 33% of respondents strongly agreed with the statement, "Do you think the current recruitment policy is beneficial in reaching the company's goal?" Statement. 15% of respondents are Neutral toward the statement, whereas 7% of respondents agree (though not firmly). 40% of respondents indicated that they disagree with this statement, and 5% of respondents indicated that they strongly disagree.

**Table 4: Organization looks for experienced employees in selection process**

SI No	Criteria	Frequency	Percentage
1	5	25	25%
2	4	15	15%
3	3	30	30%
4	2	15	15%
5	1	15	15%

**Interpretation**

While 25% of respondents strongly agreed with the statement that "Organization searches for experienced personnel in the selection process" and 15% of respondents agreed (but not strongly!), 30% of respondents had no opinion. 15 percent of respondents disagreed with the statement, and 15 percent of those disagreed severely.

**Table 5 : HR finds good candidates from non-traditional sources when necessary**

SI No	Criteria	Frequency	Percentage
1	5	20	20%
2	4	22	22%
3	3	22	22%
4	2	15	15%
5	1	21	21%

**Interpretation**

According to this graph, 20% of respondents strongly agreed with the statement that "HR discovers good candidates from non-traditional sources when necessary" and 22% of respondents agreed (but not strongly!). 21 percent of respondents strongly disagreed with the statement, while 15% of respondents disagreed.

**Table 6: Do you feel that the right jobs in being performed by the deserve person at your working environment?**

SI No	Criteria	Frequency	Percentage
1	5	50	50%
2	4	15	15%
3	3	5	5%
4	2	15	15%
5	1	15	15%

**Interpretation**

According to this graph, 50% of those surveyed strongly concurred with the statement, "Do you feel that the proper jobs are being performed by the deserve individual at your working environment?" statement. 15% of those surveyed agreed with this statement, albeit not strongly. Only 5% of the respondents said that they were neutral toward the statement. In response to this question, 15% of respondents disagreed, and 15% of respondents showed disagreement.

**Table 7: Rate your satisfaction level with the selection procedures adopted by the your organization in the process of recruitment?**

SI No	Criteria	Frequency	Percentage
1	5	30	30%
2	4	15	15%
3	3	10	10%
4	2	20	20%
5	1	35	35%

**Interpretation**

According to this graph, 30% of respondents strongly concur with the question, "Rate your degree of satisfaction with the selection techniques employed by the your firm in the process of recruitment?" 15% of those surveyed agreed with this statement, albeit not strongly. Neutral responses to the statement were given by 10% of the respondents. In response to this question, 20% of respondents indicated disagreement, and 35% of respondents indicated extreme disagreement.

**Table 8: Do you think innovative techniques like stress test, psychometric test and personality test should be used for selection**

SI No	Criteria	Frequency	Percentage
1	5	10	10%
2	4	14	14%
3	3	44	44%
4	2	12	12%
5	1	20	20%

**Interpretation**

According to this graph, 10% of respondents strongly agreed with the statement, "Do you think innovative techniques like stress tests, psychometric tests, and personality tests should be used for selection?" While 14% of respondents agreed with the statement, up to 44% of respondents gave a neutral response. 20% of respondents strongly disagreed with this question, while 13% of respondents indicated disagreement.

**Table 9: Do you think best source increase the efficiency on all organization department?**

SI No	Criteria	Frequency	Percentage
1	5	15	15%
2	4	10	10%
3	3	35	35%
4	2	20	20%
5	1	20	20%

## Interpretation

According to this graph, 15% of the survey participants strongly agreed with the statement, "Do you think best source boost the efficiency on all organisation departments?" 10% of the respondents said that they agreed with this statement, though not very strongly. The statement is neutral with 35% of the responders. In response to this question, 20% of respondents indicated that they disagree and 20% indicated that they strongly disagree.

## Reliability Test

The accuracy of the scale used for data collecting has been examined using a reliability test. To assess the validity of the survey, Cronbach's Alpha was calculated. Items with a coefficient value of 0.7 and higher are regarded as sufficient. With the aid of SSPS 8, three items are taken into consideration for this study. Since all of the variables' results are reliable for further research, the overall reliability of the variables is 0.769.80.

## Reliability Statistics

Variables	No of items	Cronbach's Alpha
Internal Recruitment	5	.793
External Recruitment	4	.839
Recruitment & Selection Practices	13	.742
<b>Overall</b>	<b>22</b>	<b>0.791</b>

## Descriptive Statistics

	N	Mean	Std. Deviation
Internal Recruitment	100	1.823	.5395
External Recruitment	100	1.850	.5304
Recruitment & Selection Practices	100	1.812	.5275

The states that the internal recruitment average mean is 1.823 and the standard deviation is 0.5395. The standard deviation for external recruitments is 0.5304 whereas the average mean is 1.850. Meanwhile, the standard deviation is .5275 and the mean for the work environment factor is 1.812 on average.

## Correlation Analysis

		Internal Recruitment	External Recruitment	Recruitment & Selection Practices
Internal Recruitment	Pearson Correlation	.621**	.631**	.575**
	Sig. (2-tailed)	.000	.000	.000
	N	100	100	100
External Recruitment	Pearson Correlation	.631**	.575**	.642**
	Sig. (2-tailed)	.000	.000	.000
	N	100	100	100
Recruitment & Selection Practices	Pearson Correlation	.631**	.575**	.635**
	Sig. (2-tailed)	.000	.000	.000
	N	100	100	100

The table above shows the relationships between several variables and HR recruitment and selection practises. The 0.01 level of significance for correlation (2-tailed).

## 5.1: Hypothesis Testing

### Regression Model summary for main hypothesis

Model	R	R square	Adjusted R Square	Std. Error of the Estimate
Main Hypothesis	.693	.931	1.624	0.47887

### ANOVA table for main hypothesis

Model		Sum of Squares	df	Mean Square	F	Sig.
Main Hypothesis	Regression	8.124	1	8.258	16.830	.000
	Residual	51.072	81	0.414		
	Total	59.196	82			

Based on the above Table, it can be seen that internal recruitment has a satisfactory impact on recruitment and selection practises because the overall result for the regression model was significant ( $p=0.0000.05$ ). The conclusion was that tactics for recruitment and selection had an impact on internal hiring.

### Hypothesis Result

Hypothesis	Result
<b>Hypothesis 1</b>	
<b>H<sub>0</sub></b> : The recruitment and selection process have unfavourable impact on the organization.	<b>Rejected</b>
<b>H<sub>1</sub></b> : The recruitment and selection process have favourable impact on the organization.	<b>Accepted</b>

## 7.0: Findings

Below is information that provides answers to some crucial questions about the mentioned topics.

- ❖ They don't have a human resources department, but they do have planning for human resources. Although activities are not properly monitored after a certain point.
- ❖ They have followed the hiring and screening procedures, but there is no budget or planning for human resources.
- ❖ The way they analyse jobs is unfair. Their level of mental satisfaction determines increment and motivation. Any type of conflict falls under their HR planning, but all staff members are accountable for it. The primary cause

of such is good job distribution luck.

❖ Employment requirements are not precisely measured. Although there are many qualified candidates hired, they frequently neglect their duties.

## 8.0: Conclusion

For any type of production cycle in an organisation, materials, people, systems, tools, knowledge, management, equipment, processes, skill, and attitudes are all necessary inputs. Any firm that wants to boost productivity must carefully establish its hiring process and take into account the following crucial issues: Planning Inspirational Planning Management duties include hiring and directing. Controlling Coordinating. Change in the workforce's demographic composition, including globalisation, The effectiveness of personnel recruitment must be ensured, Because recruitment and selection procedures are complicated and involve human decision-making, strict oversight is necessary to prevent subjectivity and maintain justice

## 9.0: Suggestions

- Entrepreneurs should use campus placement as a significant source of outside hiring so that qualified students can contribute to the development of the industry.
- Entrepreneurs should prioritise job rotation during the training process because it causes employees to sense some changes in regard to their workplace, atmosphere, etc. and increases their interest in their work.
- Entrepreneurs must communicate with their managers frequently in order to create a simple and friendly work atmosphere.

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