



Influence of recruitment and selection on organisational growth.

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ABSTRACT

This search examined influence of recruitment and selection process on organizational growth with special reference to KPR TECHNO Software Solutions, this research adopted survey research design data were gathered through primary source with the aid of a well structured questionaries, simple random sampling technique was adopted in the selection of sample, this was used to eliminate business in the selection process of the respondent. Data collected were presented on table using percentage and the formulated hypothesis were analysed with the use of Chi-square statistical method. The result of the analysis shows that the mismatching of person and does not effect organizational growth.

Key words: recruitment, selection, growth, organizational growth.

INTRODUCTION

Recruitment refers to the overall process of identifying, sourcing, screening, shortlisting, and interviewing candidates for jobs (either permanent or temporary) within an organization. Recruitment can also refer to the processes involved in choosing individuals for unpaid roles. Managers, human resource generalists and recruitment specialists may be tasked with carrying out recruitment, but in some cases public-sector employment, commercial recruitment agencies, or specialist search consultancies are used to undertake parts of the process. Internet-based technologies which support all aspects of recruitment have become widespread, including the use of artificial intelligence (AI).

OBJECTIVES OF RECRUITMENT: -

1. Refine the quality of your candidates.
2. Create a pool of qualified candidates.
3. Find candidates who fit your company's culture.
4. Streamline the recruitment and hiring processes.
5. Reduce employee turnover.
6. Encourage leadership development.
7. Improve your brand's perception.

SELECTION: -

The selection is the process of collecting individuals with the qualifications and skills necessary to fill organizational positions (outside the group of candidates for the position).

The definition of selection: -

The process of differentiation “choice is the process of distinguishing candidates to identify and recruit people who are more likely to succeed in their work”.

Steps in selection process: -

1. Preliminary Interview

- This is a very general and basic interview conducted so as to eliminate the candidates who are completely unfit to work in the organization. This leaves the organization with a pool of potentially fit employees to fill their vacancies.

2. Receiving Applications

Potential employees apply for a job by sending applications to the organization. The application gives the interviewers information about the candidates like their bio-data, work experience, hobbies and interests.

• Screening Applications

- Once the applications are received, they are screened by a special screening committee who choose candidates from the applications to call for an interview. Applicants may be selected on special criteria like qualifications, work experience etc.

• Employment Tests

Before an organization decides a suitable job for any individual, they have to gauge their talents and skills. This is done through various employment tests like intelligence tests, aptitude tests, proficiency tests, personality tests etc.

• Employment Interview

The next step in the selection process is the employee interview. Employment interviews are done to identify a candidate's skill set and ability to work in an organization in detail. Purpose of an employment interview is to find out the suitability of the candidate and to give him an idea about the work profile and what is expected of the potential employee. An employment interview is critical for the selection of the right people for the right jobs.

- **Checking References**

The person who gives the reference of a potential employee is also a very important source of information. The referee can provide info about the person's capabilities, experience in the previous companies and leadership and managerial skills. The information provided by the referee is meant to kept confidential with the HR department.

- **Medical Examination**

The medical exam is also a very important step in the selection process. Medical exams help the employers know if any of the potential candidates are physically and mentally fit to perform their duties in their jobs. A good system of medical check-ups ensures that the employee standards of health are higher and there are fewer cases of absenteeism, accidents and employee turnover.

- **Final Selection and Appointment Letter**

This is the final step in the selection process. After the candidate has successfully passed all written tests, interviews and medical examination, the employee is sent or emailed an appointment letter, confirming his selection to the job. The appointment letter contains all the details of the job like working hours, salary, leave allowance etc. Often, employees are hired on a conditional basis where they are hired permanently after the employees are satisfied with their performance.

LITERATURE REVIEW: -

The study by Taher et al. (2000) is based on the fact that efficient human resource planning is the key to organizational success, which naturally leads to the recruitment and selection of employees.

Dessler (2000) found in his research that recruitment and selection are the basic components of the core activities of human resource management the acquisition, development, and reward of workers.

M. Smith's (2001) selection process should also apply to modern technology. The literature shows that employers are adopting traditional recruitment methods rather than modern technologies.

McCarthy (2002) said that recruitment has the function of selling the organization and projecting a favourable image of the applicant, they further said that the purpose of recruitment is to attract suitable people to apply for employment vacancies by making them aware that such vacancies exist.

Korsten's (2003) human resources management theory emphasizes recruitment and selection techniques and describes the benefits of interviews, assessments, and psychological tests as employee selection processes. They also stated that the recruitment process can be internal or external and be completed online.

Hayes's (2004) work recruitment and selection of public workers a compilation of international trends and modern practices established the importance of using technology in the recruitment and selection process to update organizational resources.

Costello (2006) recruitment is a process of attracting a group of highly qualified candidates to select the best candidates. Therefore, the most efficient companies put a lot of resources and energy into creating high

equal high-quality selection system. Because information technology has always been strengthening the organization's competitiveness, it is natural to consider using this technology to effectively reorganize recruitment and selection processes through appropriate decision-making techniques.

Alan price (2007) In his work, human resources management in the business context officially defines recruitment and selection as the process of recovering and attracting job applications. He communicates that the methodology of enlistment isn't a fundamental assurance process, while it needs organization essential administration and wide masterminding with a particular true objective to pick the most reasonable work.

White and Gripsi Escobar (2008) worldwide, this document shows the importance of the seven themes related to recruitment, selection, and training practices in organizations.

Ongori Henry and Temtime Z (2009) confirmed that in their work, the recruitment and selection practices of SMEs have improved their human resources.

Nartey (2012), This recruitment and selection process must be performed in each department to achieve its organizational goals.

Mohammed Nurul Absar (2012) emphasized the importance of recruitment and selection in his thesis when considering public and private manufacturing companies in Bangladesh.

RESEARCH DESIGN

RESEARCH: -

In every human life must face many problems, social, economic and financial. Problems in life require an acceptable and effective solution. To this end, research needs to be conducted and solutions to problems can be found.

RESEARCH DESIGN: -

A research project is a conceptual framework for conducting research. It informs what, how much, by what means a research study is to be conducted.

The plan of the exploration theme is utilized to clarify the kind of research just as the subtype. There are frequently three segments of study plan.

Data collection

Measurement

Analysis

OBJECTIVE OF THE STUDY

- To study and understand sources of recruitment, of the organization.
- To know the satisfaction level of employees with regards to recruitment and selection procedure adopted by the organization.
- Examine the recruitment and selection procedure in KPR TECHNO SOFTWARE.
- Identify the abnormalities associated with present recruitment and selection procedures in currently adopted in KPR TECHNO SOFTWARE. and organizational growth.
- Suggest a better selection procedure that can improve staff performance a

3.5 RESEARCH METHODOLOGY

CONCEPTUAL BACKGROUND

In carrying out of any project research choosing the appropriate research methodology is vital. Any efficient research methodology is the backbone of any projects research methodology which clearly brings out the various steps required.

PRIMARY DATA

In order to collect first-hand information, we interacted with various departments and gathered the required information. In this way the primary data was collected.

SECONDARY DATA

Secondary information was composed mainly from books. Company manual records and through company annual report, journal and discussion with particular departments.

Source of secondary data was collected through,

The company manuals

Internet

Concerned textbooks

Magazines.



HYPOTHESIS

It is based on the objectives formulated through from the following sources;

H1: organization has clearly identified cultural value.

H0: organization has not clearly identified cultural values.

H1: The employees of organization are happy with recruitment and selection procedure adopted by the organization.

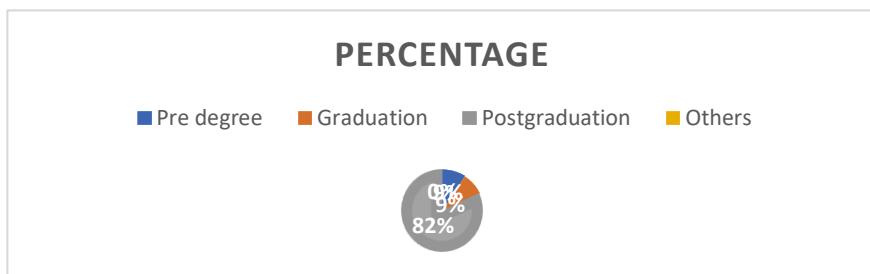
H0: the employees of organization are not happy with recruitment and selection procedure adopted by the organization.

Analysis and Interpretation of the data-collected with relevant tables and graphs

1. Your education qualification?

Education	Percentage
Pre degree	9
Graduation	9
Postgraduation	82
Others	0

Analysis: The above shows that 9% of employee's education qualification is pre-degree. 9% of the employee's education qualification is graduation, and the rest 82% of the employees completed post-graduation.

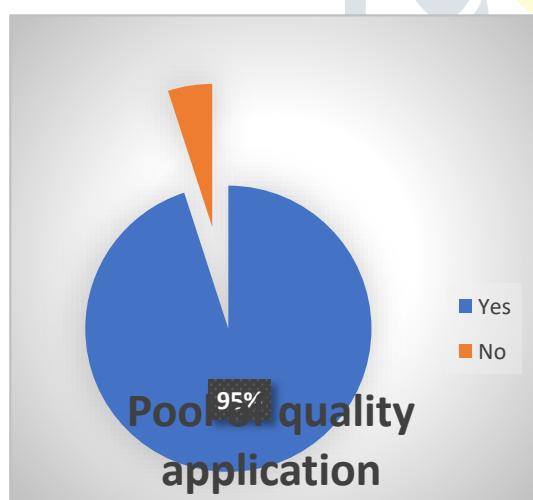


2. How would you rate the HR departments performance in recruitment and selection?



INTERPRETATION: The above graph represents that HR departments performance in recruitment and selection is excellent.

3. Does HR provides an adequate pool of quality applications?



INTERPRETATION: The above graph represents that “major portion of employees accept that HR provides an adequate pool of quality applications”.

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



INTERPRETATION: The above graph represents that the major portion of employees felt they the approach of management during the recruitment was casual.

FINDINGS, CONCLUSION, AND SUGGESTIONS.

FINDINGS:

- The above shows that 9% of employee's education qualification is pre-degree. 9% of the employee's education qualification is graduation, and the rest 82% of the employees completed post-graduation.
- The above table shows that, HR departments performance in recruitment and selection is 50% excellent, 45% adequate and 5% poor.
- The above table shows that the 95% of employees feel that HR provides an adequate pool of quality applications and 5% doesn't feel the same.
- The above table shows that, approach of management during the recruitment was casual for 54% of employees and for other 46% it was serious and positive.

CONCLUSION:

The study of influence of recruitment and selection on organizational growth at KPR TECHNO SOFTWARE SOLUTINS undertaken by me as a researcher is important as it gives an insight into the need for objectivity in the HR practices and provides the recruiter with customized interview rating sheets to hire the right talent. The study has proved that effective talent acquisition is very important for an organization's growth and success.

The study conducted in the organization gives an insight into the entire company's recruitment and selection process is effective in hiring the right person and in return helps in organizational growth. The recruitment and selection process reveals that the company is mainly going with a wide distribution of advertisements for recruitment. The company is getting the right person for the right job to meet the organization's requirements and retain the employees.

The job analysis is done with a pre-planned recruitment policy on corporate goals. The organization adopted the best recruitment and selection practices in avoiding fraud and accessing the potential success of a prospect. Beyond these interpretations, the company must also focus on external and internal factors of the recruitment process. By this study we can say that recruitment and selection process influence the growth of organization.

SUGGENSTIONS:

- It was come to know that there is a shortage of recruitment personnel as the candidates required to wait for long time to finish initial rounds of interview.
- Campus recruitment can be given importance as it brings fresh blood into the organization, although they may not have the prior experience they can work hard and they might bring a new concept, which can apply to help to improve existing policy.
- To sustain itself in the competitive corporate world, the company should search for alternative recruitment such as overtime, employee learning, and temporary employment which will increase the standard of the company as well as employees.
- Poor quality of selection means extra cost on training and supervision. Therefore, the recruitment section must pay attention to effective training and supervision to maintain the good quality of selection.

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