



# **A study on impact of Recruitment and Selection process on organizational growth at Decbectochem Engineering Pvt Ltd.**

## **GUIDE**

**Dr. Rinki Mishra**

Assistant professor

PIMR

NAME : { MBA HR Students }

**Janvi Parmar**

**Vishwajeet Pal**

INSTITUTE

PARUL INSTITUTE OF MANAGEMENT AND RESEARCH

## **ABSTRACT :**

The purpose of this study was to access the impact of recruitment and selection on organizational performance. It was to find out the recruitment and selection policy or practice, the impact of recruitment and selection practice and ways to help improve human resource planning and development. Recruitment and Selection strategies result in improved organizational outcomes. The parent company came in to existence in the year 1978. Technocrat Mr.R.M Bector has established this company to manufacture pharmaceutical process equipment.

**KEYWORDS :** Performance, Recruitment, Human resource, Selection, Equipment.

## **INTRODUCTION**

Recruitment and Selection is a vital process for every successful organization because having the right staff improve and sustains organizational performance. The impact of an organization's selection system influence bottom-line business outcomes, such as productivity and financial performance a dream for any organization. In the operations of any organization, recruitment and selection is the major function of the human resource department and recruitment process

is the first step towards creating the competitive strength of organizations, Recruitment process involves a systematic procedure from sourcing the candidates to arranging and conducting the interviews and requires many resources and time, Accordingly, recruitment and selection are conceived as the processes by which organizations solicit, contact and interest potential appointees, and then establish whether it would be appropriate to appoint any of them, Sisson (1994).

Recruitment and Selection are the two phases of the employment process but there is a difference between two. Recruitment is the process of searching the candidates for employment and stimulating them to apply for job in the organization while Selection involves the series of steps by which the candidates are screened for choosing the most suitable persons for vacant posts.

Similarly, the basic purpose of recruitment is to create a talent pool of candidates to enable the selection of best candidates for the organization, by attracting more and more employees to apply in the organization whereas the basic purpose of selection process is to choose the right 'candidate to fill the various positions in the organization'. The recruitment process is immediately followed by the selection process, which is the final interviews and the decision making, conveying the decision and the appointment formalities.

Recruiting is seen as a "positive process of generating a pool of candidates by reaching the 'right' audience, suitable to fill the vacancy" (Leopold, 2002), On the other hand, he stated that 'once these candidates are identified, the process of selecting appropriate employees for employment can begin, this collecting, meaning and evaluating candidates' qualifications for specified positions.

Selection therefore, is a process that involves the series of steps by which the candidates are screened for choosing the most suitable persons for vacant posts.

Recruitment of candidates is the function preceding the selection, which helps create a pool of prospective employees for the organization so that management can select the right candidate for the right job from this pool. The main objective of the recruitment process is to expedite the selection process. Therefore, organizations use these practices to increase the likelihood of hiring individuals who have the right skills and abilities to be successful in the target job, and better recruitment and selection strategies result in improved organizational outcomes.

The more effectively organizations recruit and select candidates, the more likely they are to hire and retain satisfied employees. In addition, the effectiveness of an organization's selection system can influence bottom-line business outcomes, such as productivity and financial performance. Hence, investing in the development of a comprehensive and valid selection system is money well spent.

Effective recruiting and selection process lead to better company results. The quality of products and service is improved when the best employees are hired and retained. Financial success improves when the best people are identified, hired, trained and retained.

Research has established a correlation between the recruitment and selection practices of an organization and its performance. The proper management of recruitment and selection

activities can have a significant impact on organizational growth. Recruitment drives give organizations access to a large pool of individuals with varied skills and qualifications. The success of a corporation is largely dependent on the proper selection of individuals that provide the best fit for various roles within the organization.

In today’s rapidly changing business environment, a well-defined recruitment policy is necessary for organizations to respond to tis human resource requirement in time. Therefore, it is important to have a clear and concise recruitment policy in place, which can be executed effectively to recruit the best talent pool for the selection of the right candidate at the right place.

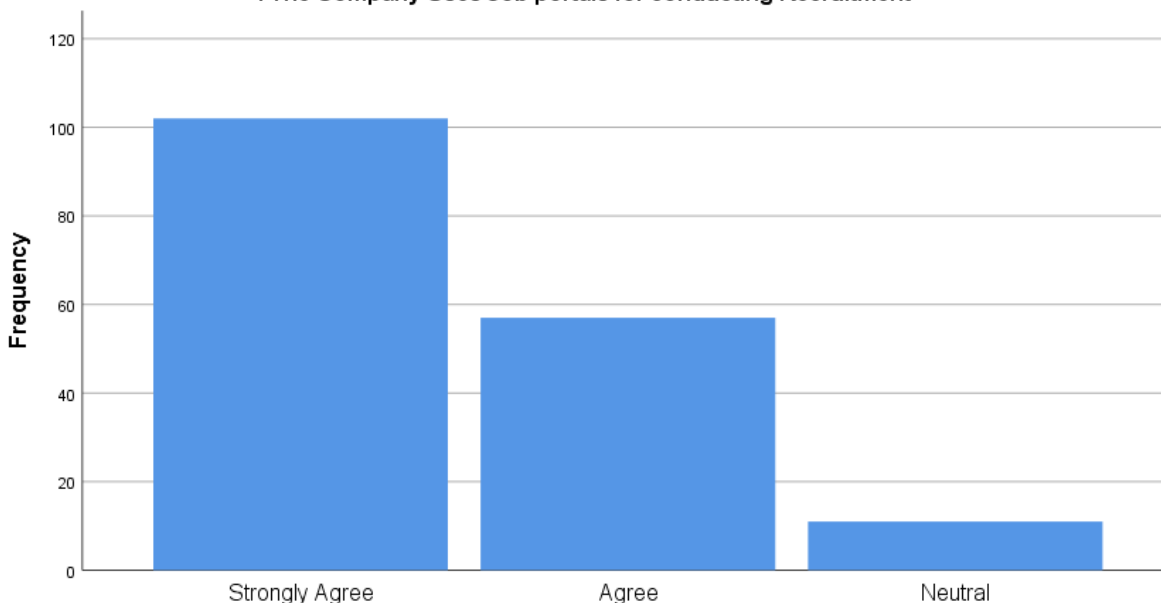
The basic purpose of recruitment and selection is to creat a talent pool of candidates to enable the selection of best candidates for the organization, by attracting more and more employees to apply in the organizations as well as to choose the right candidate to fill the various positions in the organization which process must be based on merit or technical knowhow.

## Data Analysis

### 1 .Company Uses Job portals for conducting Recruitment

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	102	60.0	60.0	60.0
	Agree	57	33.5	33.5	93.5
	Neutral	11	6.5	6.5	100.0
	Total	170	100.0	100.0	

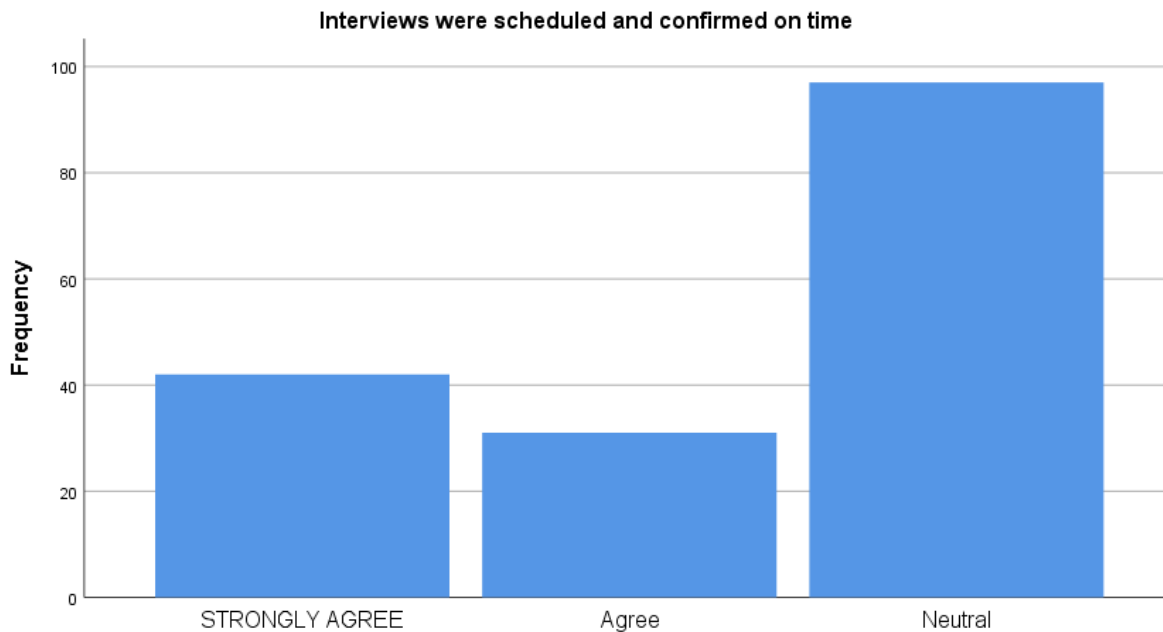
. The Company Uses Job portals for conducting Recruitment



. The Company Uses Job portals for conducting Recruitment

**2 . Interviews were scheduled and confirmed on time**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STRONGLY AGREE	42	24.7	24.7	24.7
	Agree	31	18.2	18.2	42.9
	Neutral	97	57.1	57.1	100.0
	Total	170	100.0	100.0	



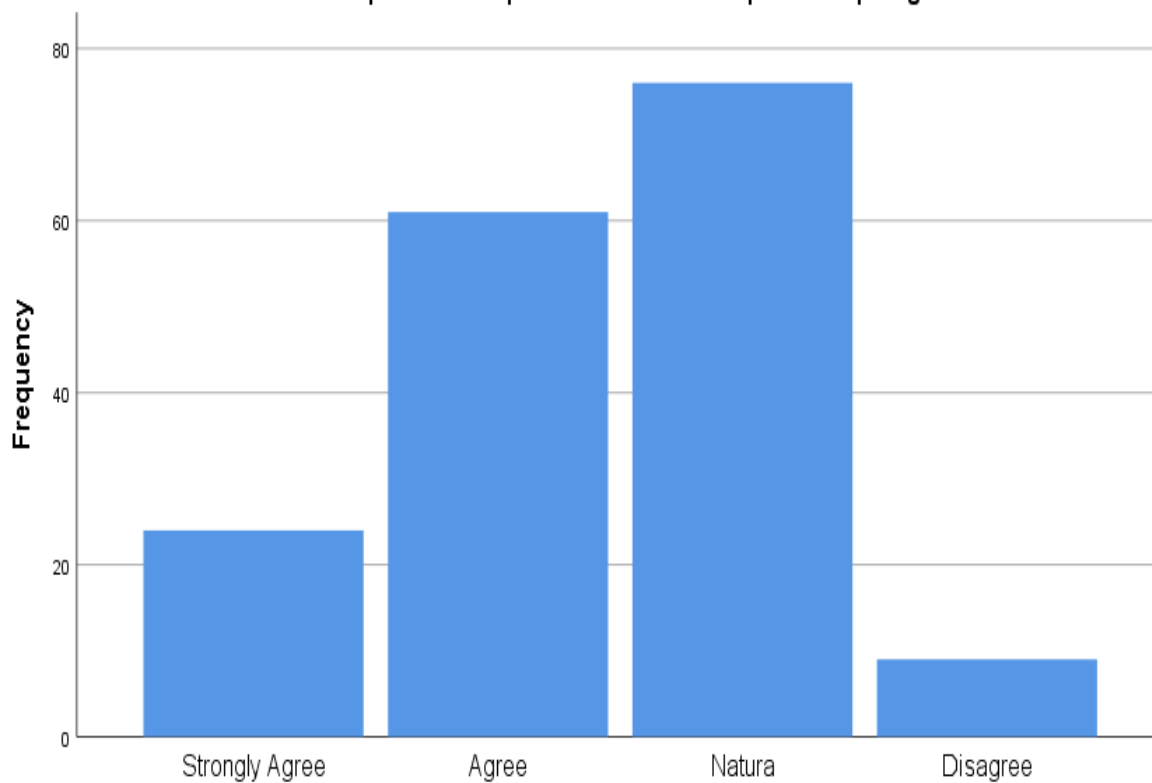
Interviews were scheduled and confirmed on time

**3 . recruitment process compared to the other companies is quite good.**

		Frequency	Percent	Valid Percent	Cumulative Percent
	Strongly Agree	24	14.1	14.1	14.1
	Agree	61	35.9	35.9	50.0
	Natura	76	44.7	44.7	94.7
	Disagree	9	5.3	5.3	100.0
	Total	170	100.0	100.0	

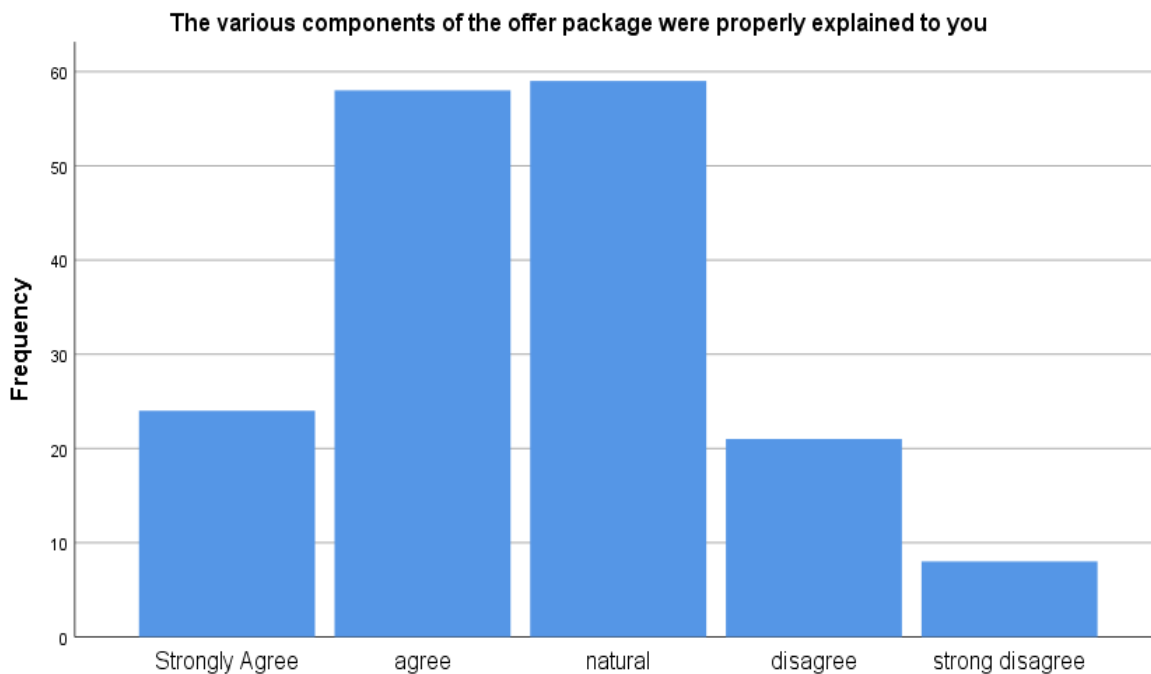
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	24	14.1	14.1	14.1
	agree	58	34.1	34.1	48.2
	natural	59	34.7	34.7	82.9
	disagree	21	12.4	12.4	95.3
	strong disagree	8	4.7	4.7	100.0
	Total	170	100.0	100.0	

The recruitment process compared to the other companies is quite good.



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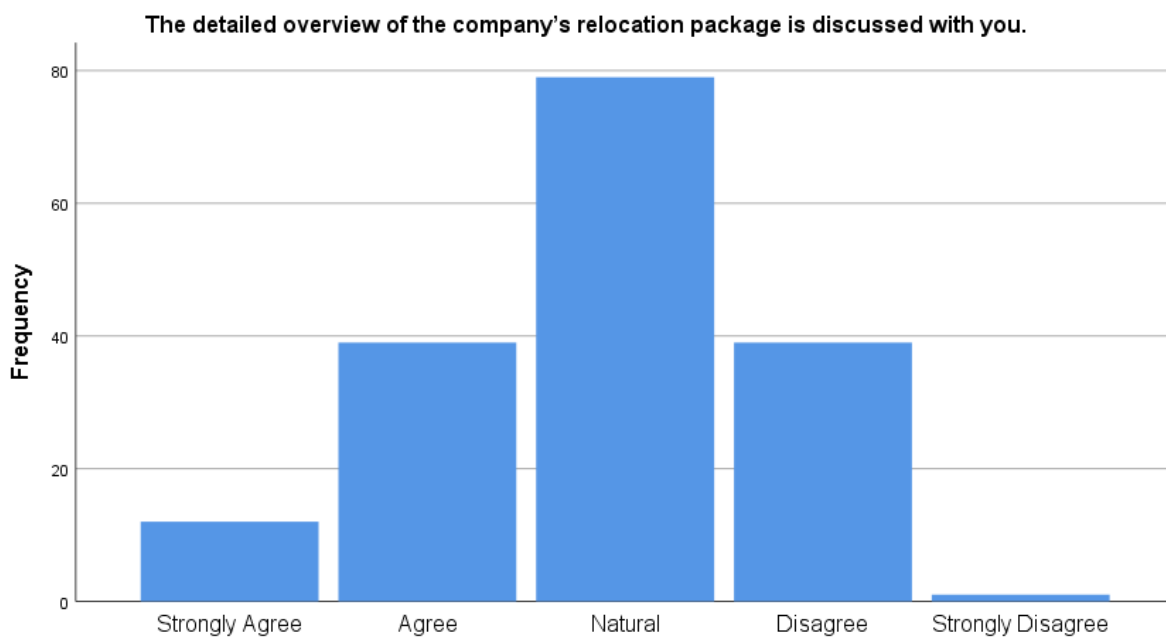




The various components of the offer package were properly explained to you

**5 . detailed overview of the company’s relocation package is discussed with you.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	7.1	7.1	7.1
	Agree	39	22.9	22.9	30.0
	Natural	79	46.5	46.5	76.5
	Disagree	39	22.9	22.9	99.4
	Strongly Disagree	1	.6	.6	100.0
	Total	170	100.0	100.0	

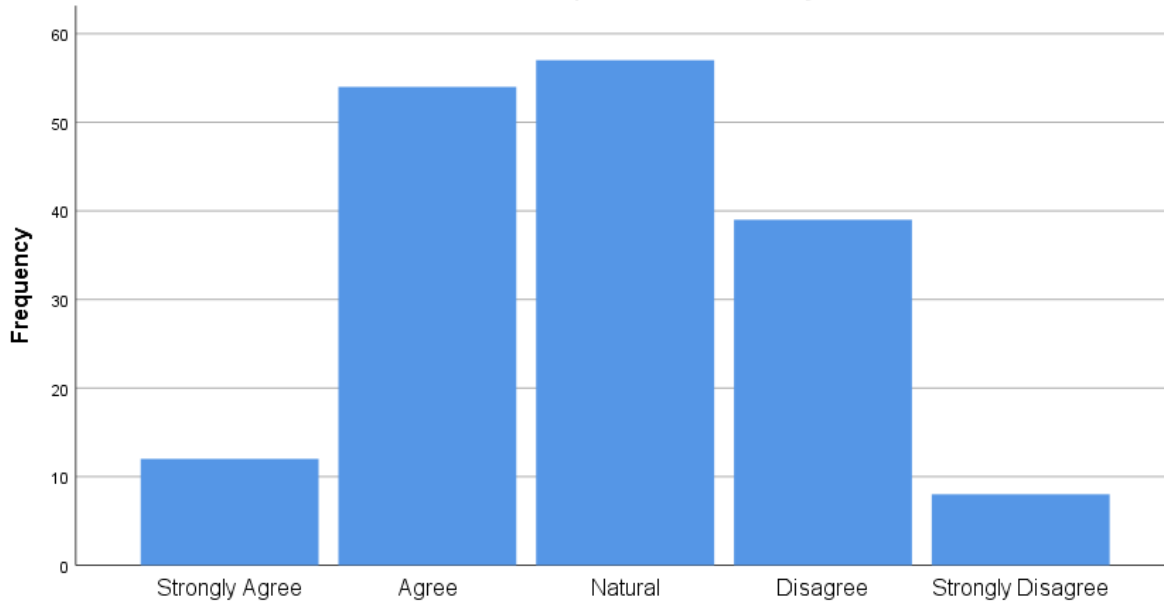


The detailed overview of the company’s relocation package is discussed with you.

**6 . The reference check process is satisfactory.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	7.1	7.1	7.1
	Agree	54	31.8	31.8	38.8
	Natural	57	33.5	33.5	72.4
	Disagree	39	22.9	22.9	95.3
	Strongly Disagree	8	4.7	4.7	100.0
	Total	170	100.0	100.0	

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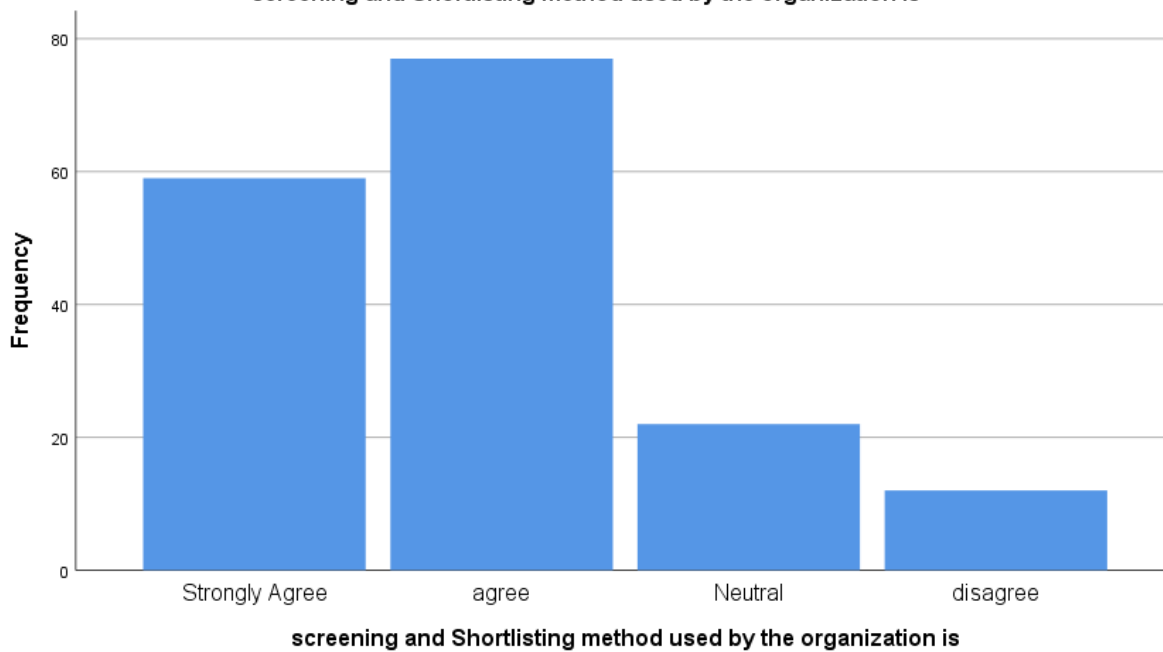


**7 . The Resume screening and Shortlisting method used by the organization is satisfactory.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	59	34.7	34.7	34.7
	agree	77	45.3	45.3	80.0
	Neutral	22	12.9	12.9	92.9
	disagree	12	7.1	7.1	100.0
	Total	170	100.0	100.0	



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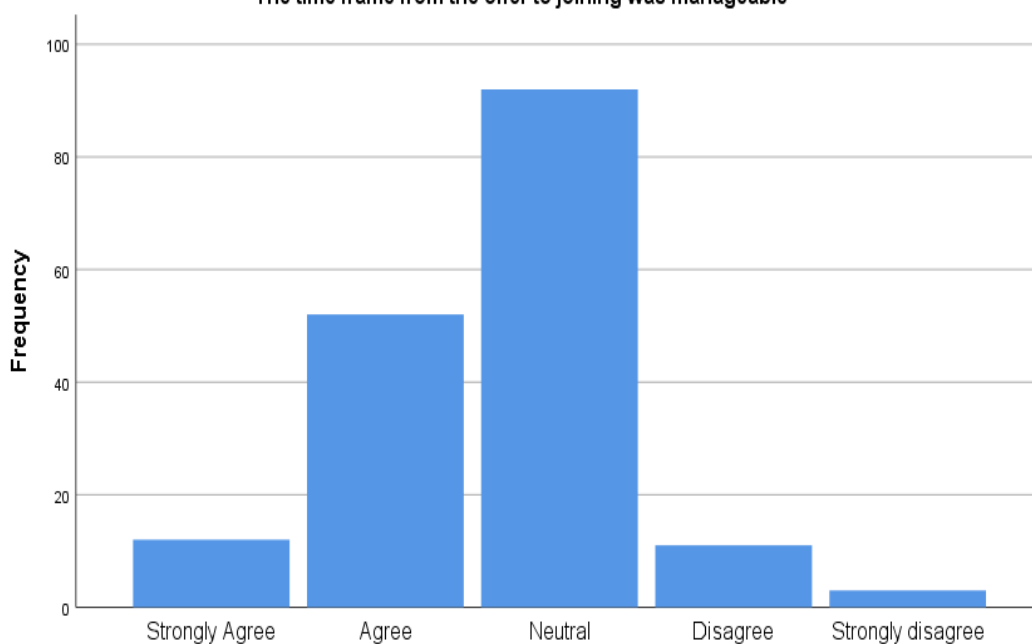


**8 . The time frame from the offer to joining was manageable**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	12	7.1	7.1	7.1
	Agree	52	30.6	30.6	37.6
	Neutral	92	54.1	54.1	91.8
	Disagree	11	6.5	6.5	98.2
	Strongly disagree	3	1.8	1.8	100.0
	Total		170	100.0	100.0



The time frame from the offer to joining was manageable



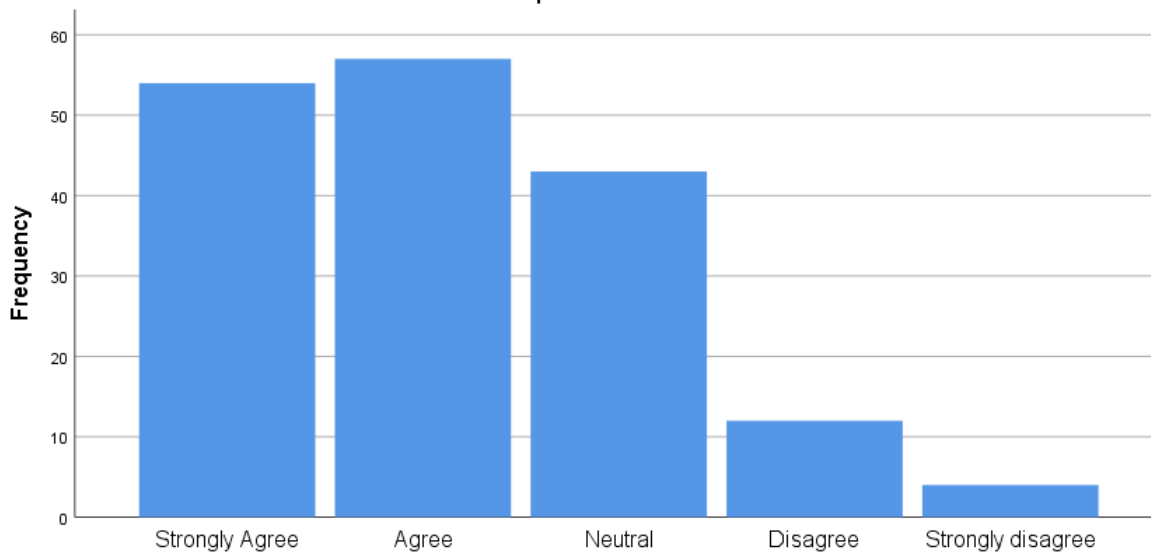
The time frame from the offer to joining was manageable

**9 . The Job Responsibilities and Job Description are clearly defined to the candidates appearing for selection process**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	54	31.8	31.8	31.8
	Agree	57	33.5	33.5	65.3
	Neutral	43	25.3	25.3	90.6
	Disagree	12	7.1	7.1	97.6
	Strongly disagree	4	2.4	2.4	100.0
	Total		170	100.0	100.0



**The Job Responsibilities and Job Description are clearly defined to the candidates appearing for selection process**



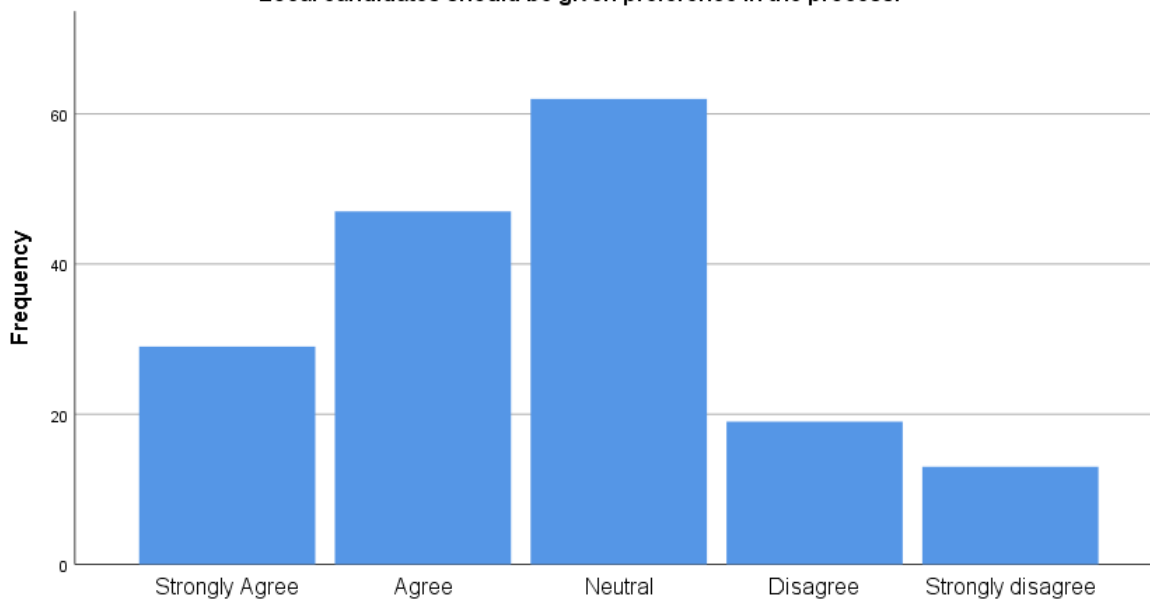
**The Job Responsibilities and Job Description are clearly defined to the candidates appearing for selection process**



### 10 . Local candidates should be given preference in the process.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	29	17.1	17.1	17.1
	Agree	47	27.6	27.6	44.7
	Neutral	62	36.5	36.5	81.2
	Disagree	19	11.2	11.2	92.4
	Strongly disagree	13	7.6	7.6	100.0
	Total		170	100.0	100.0

Local candidates should be given preference in the process.

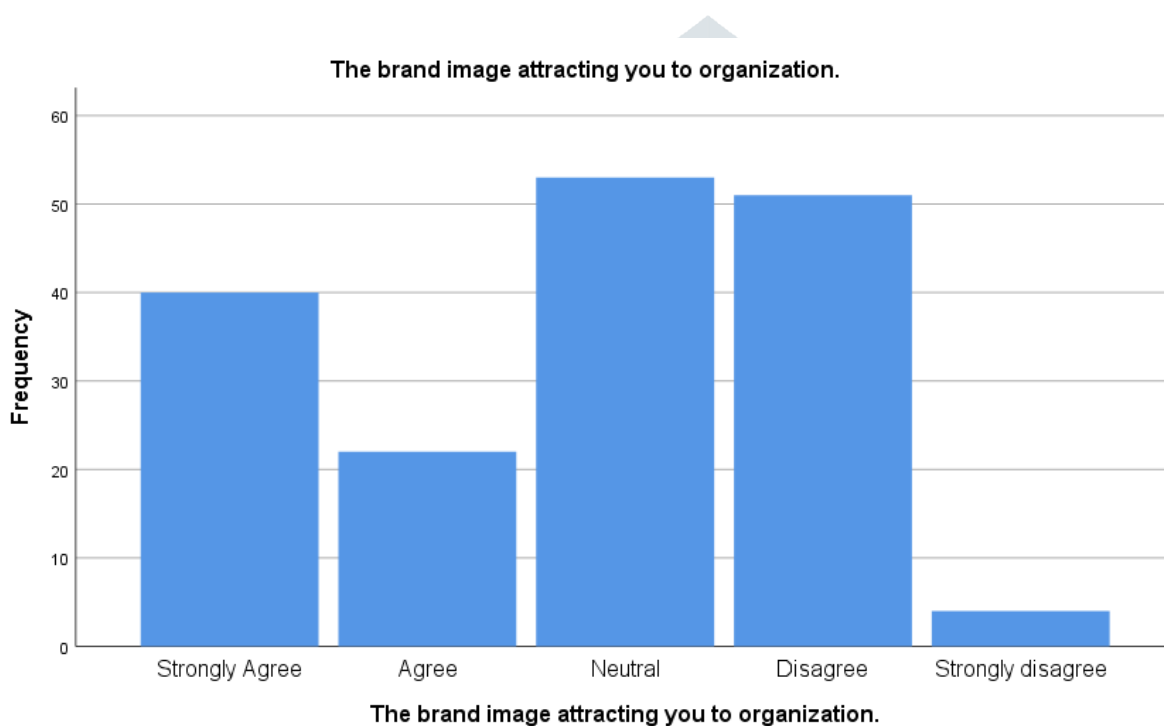


Local candidates should be given preference in the process.



**11 . The brand image attracting you to organization.**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	40	23.5	23.5	23.5
	Agree	22	12.9	12.9	36.5
	Neutral	53	31.2	31.2	67.6
	Disagree	51	30.0	30.0	97.6
	Strongly disagree	4	2.4	2.4	100.0
	Total	170	100.0	100.0	

**Literature review**

**Shalini Tomer (2016) et al**, in his study of A Study on Recruitment and Selection Process a Successful recruitment and selection practices are key components at the entry point of human resources in any organization. Efficient recruitment and selection strategies result in improved organizational outcomes. The main objective of this paper is to identify general practices that organizations use to recruit and select employees. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process. In today's rapidly changing business environment, organizations have to respond quickly to requirements for people. Hence, it is important to have a well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization.

In every organization recruitment and selection plays a vital role. The study reveals that the recruitment and selection process offered in three selected industries is effective. The HR

manager of the selected industries have to focus on selecting the right persons through other sources like campus placements, job.com, data banks etc. The selection is done by evaluating the candidate's skills, knowledge and abilities which are highly required to the vacancies in selected industries. [1]

**Ghazala Ishrat (2013) et al, in his study** of "A comparative study of Recruitment & Selection, Training and Development policies in Indian MNCs and Foreign MNCs, highlights the differences and similarities of the policies being followed in MNCs. My research basically depends upon primary and secondary data collected from company employees, internet and online journals, research papers. Companies change their HR practices according to the culture and PEST environment of the countries in which they operate. Globalization is also an important driver in setting specific benchmarks for the hr policies being followed. New concepts like E-HRM and HRMIT are developed to cope with the scenario in which company is operating (as all companies now want to move beyond boundaries). Basic aim of all the companies is to earn PROFIT but now the concept is little bit changed as HRM has taken an important place in working of all the companies may it be national or multinational. Human resources are now considered as an ASSET instead of LIABILITY. As now companies are focusing on retaining talents instead of searching for low cost employees with lesser qualifications. Good Human resource management is now considered as one factor which adds competitive advantage to the company. Department of HUMAN RESOURCE in all the companies is now in lime light instead of back seat and it is learnt that "HR cannot function in cabins" Good human resource strategies and practices are the backbone of all the companies may be operating nationally or multinationals and good human resource management is the life blood of those companies.

**NEERAJ KUMARI (2012) et al, in his study** A study of the recruitment and selection process : SMC Global analyzed the main objective is to identify general practices that organizations use to recruit and select employees and to determine how the recruitment and selection practices affect organizational outcomes at SMC Global Securities Ltd. The research methodology applied is the exploratory. The data was collected through well-structured questionnaires. The source of data was both primary and secondary. Sample size was 30. Data analysis has been done with the help of SPSS software. The company considered portals as the most important medium of hiring employees. The employees working in the company consider the employee references are one of the most reliable source of hiring the new employees. Company always takes in consideration the cost-benefit ratio.

As per his study, out of the various methods of sourcing candidates, the best one is – getting references via references and networking.

Human resource department contributes towards the achivement of the overall objective of the organization and therefore is a daunting task for any HR manager [2].

**Ms.G.KARTHIGA (2015), et al, in his study** of Recruitment and Selection Process described 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 rapidly changing business environment, organizations have to respond quickly to requirements for people. Hence, it is important to have a well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization.

The conclusion is drawn from the study and survey of the company regarding the Recruitment and Selection process carried out there. Using this survey, the researcher could identify the recruiting modules conducted in the organization. Further from this survey I hope the organization will be benefited and with the help of the suggestions given the organization can improve its functioning and the overall Recruitment and Selection Process in the organization and its performance will increase [4]

**Sudhamsetti.Naveen (2014) et al, in his study** A Study On Recruitment & Selection Process with Reference to Three Industries, Cement Industry, Electronics Industry, Sugar Industry in Krishna Dt Ap, India. The main objective of his paper is to identify general practices that organizations use to recruit and select employees. The study also focusses its attention on to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help to different companies located in Krishna. The data was collected through well- structured questionnaire. The source of data was both primary and secondary and the Sample size was 150. Data analysis has been done with statistical tools like tables, graphs, pie charts, bar diagrams etc. [5]

## Methodology

In this research used descriptive research, descriptive research studies are those studies which are concerned with describing the characteristics of particular individual or a group. It described the characteristics of population of answers for the question like whom, what, when and how related in the field of matter.

This study will present the state of affairs it exists. This type of study mainly helps to know the past and to predict the future.

## Scope of the study :

The study would be useful for the company to understand the various concern of employees and the measures they should take to know the views of the employees regarding to the current requirement and selection process at the Decbectochem Engineering Pvt. Ltd.

## Hypotheses 1 :

H0; Recruitment and Selection have no significant impact on organizational growth

H1; Recruitment and Selection have significant impact on organizational growth

## Hypotheses 2 :

H0; Recruitment and Selection does not significantly enhance getting competent staff.

H1; Recruitment and Selection significantly enhance getting competent staff

## Conclusion

Recruitment and Selection in any organization is a serious business as the success of any organization or efficiency in service delivery depends on the quality of its workforce who was recruited in to the organization through recruitment and selection exercises. The focus of recruitment and selection is to match the capabilities of prospective candidates against the demands and rewards inherent in a given job.

## References

- [1] Personal Management, Text & Cases, Himalaya Publications., C B Memoria & SV Gankar (2004)
- [2] Human Resource Management, Dr.P.C.Pardeshi, (2005)
- [3] Organizational success through effective Human Resources Management Ronald R. Sims. Quorum Books, (2002)

