



A Study on Emerging Process of Recruitment & Selection at Kabeer Engineering

Warish Pathan

Department of Human Resource Parul University, Vadodara

Abstract: Emerging Process of recruitment and selection strategies result in improved organizational outcomes. 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 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 Engineering Industry, In Kabeer Engineering. Successful recruitment and selection practices are key components at the entry point of human resources in any organization. The main objective of this paper is to identify general practices that organizations use to recruit and select employees. The study also focusses its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help. Data analysis has been done with statistical tools like tables, graphs, pie charts, bar diagrams.

Keywords: Recruitment, Selection, AI, Reference, Process of Selection

Introduction

Successful human resource should identify human resource needs in the organization. Recruitment is the discovering of potential candidates for actual or anticipated organizational vacancies. Or, from another perspective, it is a linking activity bringing together those with jobs to fill and those seeking job. The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also provide information so that unqualified applicants can self-select themselves out of job candidacy; this is, a good recruiting program should attract the qualified and not attract the unqualified. This dual objective will minimize the cost of processing unqualified candidates.

According to Edwin B Flippo

Recruitment as “the process of searching for prospective employees and stimulating them to apply for the jobs in the organization.”

According to Yoder

Recruitment is a process to discover the sources of manpower to meet the requirement of the staffing schedule and to employee effective measures to attracting that manpower in adequate number to facilitate effective selection of an effective workforce.

Recruitment

- ❖ Recruitment is the process of attracting prospective employees and stimulating them for applying job in an organization.
- ❖ Recruitment is the process of hiring the right kinds of candidates on the right job Recruitment and selection activity is predominantly dealt with in two fields:
- ❖ A generally prescriptive human resource management or personnel management viewpoint and
- ❖ A very technical psychology literature that focuses on the validity (absolute and relative) of different forms of recruitment techniques, such as competency modelling, interviews and various types of psychometric testing.

Methods of Recruitment

There are various methods of recruitment but for the sake of simplicity, they have been categorized under two broad headings.

1. Internal Recruitment
2. External Recruitment

Benefits and Importance of Recruitment:

- Helps to create a talent pool of potential candidates for the benefits of the organization.
- To increases the pool of job seeking candidates at minimum cost.
- It helps to increase the success rate of selection process by decreasing the no of visits qualified or over qualified job applicants.
- Helps in identifying and preparing potential job applicants who will be the appropriate candidature for the job.
- Finally, it helps in increasing organization and individual effectiveness of various recruiting techniques and for all the types of job applicants

Selection

Selection is the process of picking individuals who have relevant qualifications to fill jobs in an organization. Selection is much more than just choosing the best candidate. It is an attempt to strike a happy balance between what the applicant can and wants to do and what the organization requires.

Importance of Selection:

Selecting the right employees is important for three main reasons: performance, costs and legal obligations.

Performance:

Employees with right skills will do a better job for any company and for the owner. Employees without these requisite skills or who are abrasive would not perform effectively and the company performance will suffer to a great extent. So, there is a time to screen out undesirables and to choose the better and perfect candidate that can effectively contribute to company success.

Cost:

It is important because it is costly to recruit and hire employees so cost-benefit ratio have to be considered while hiring of employees in order to avoid any unnecessary wastage of money and the valuable resources. The total cost of hiring a manager could easily be 10times as high as once one adds search fees, interviewing time, reference checking, and travel and moving expenses

Essentials and Prerequisites for Selection:

- ✓ Picking individuals possessing relevant qualifications.
- ✓ Matching job requirements with the profile of the candidates.
- ✓ Using multiple tools and techniques to find the most suitable candidate suitable of achieving success on the job.

The Process of Selection:

- Reception
- Screening Interview
- Application Blank
- Selection Tests
- Selection Interview
- Medical Examination
- Reference Checks

Objectives

- ❖ The primary objective of the study is to analyze the emerging process of Recruitment and Selection in the industries.
- ❖ To observe the procedure to select the candidates from internal as well as from external sources in the industries
- ❖ To find out the various recruitment sources used by the selected industries.
- ❖ To study the employee satisfactory level with the existing recruitment policy in the industry.

Research Design: Descriptive research design.

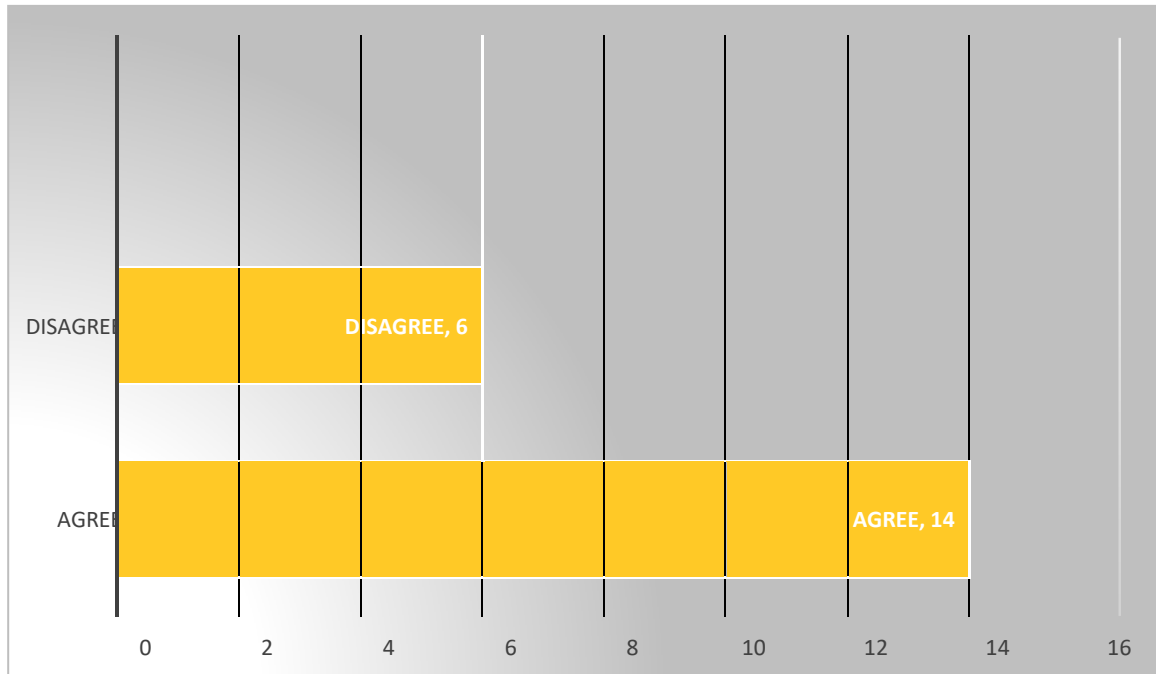
Research tool: Questionnaires.

Sample size: 20 Responses.

Sampling method: systematic sampling method

Data analysis and Interpretation

Figure. 1: - Does HR Portals reduce your workload



70% people are agreeing that HR portal reduce workload and 30% people are disagree with that

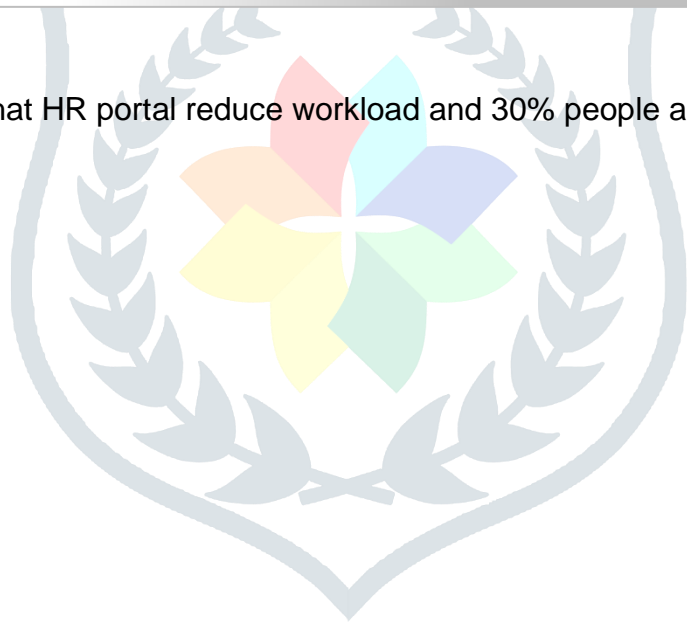
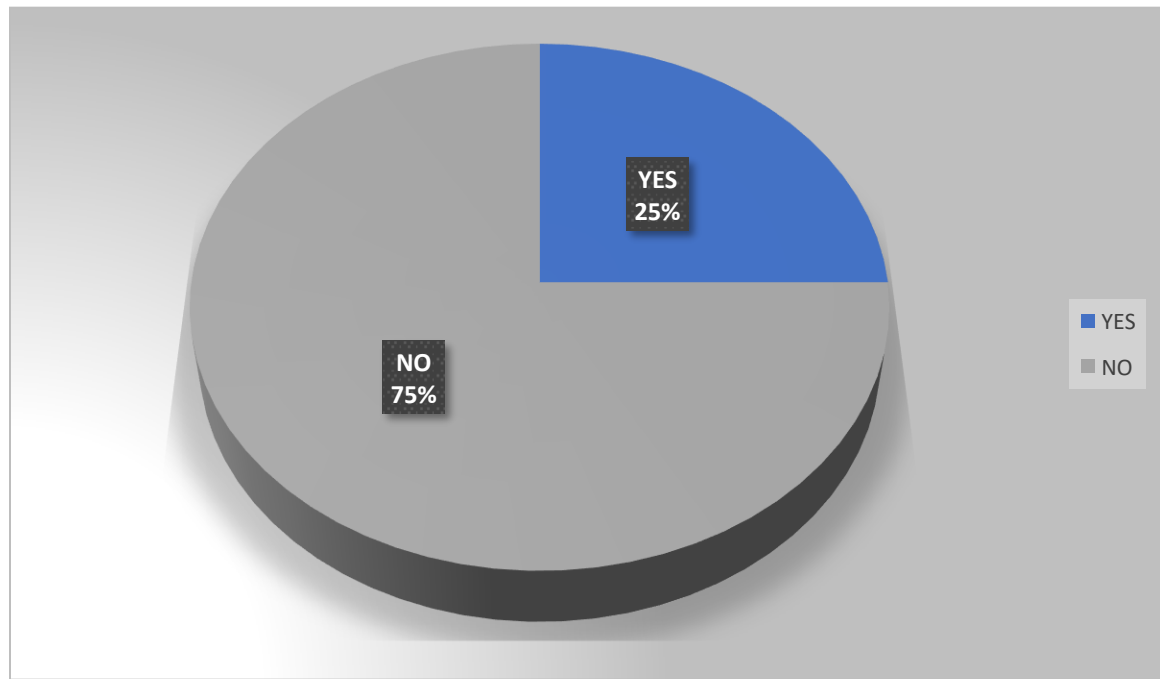


Figure. 2: - Internal recruiting help on cost reducing of recruitment?

25% people say that yes internal recruiting help them on cost reducing of recruitment and 75% people say no that internal recruiting not help them on cost reducing of recruitment.

Findings: -

1. It was observed that **70% people** are agreeing that HR portal reduce workload and
 - a. **30% people** are disagree with that.
2. It was observed that **25% people** say that yes internal recruiting helps them on **cost reducing** of recruitment and **75% people** say no that internal recruiting **not help them on cost reducing of recruitment**.
3. It was observed that **30% people say yes that talent Acquisition** help them to hire a good skilled person for specific position, **20% people** say no that talent Acquisition **not help them** to hire a good skilled person for specific position, **10% people** say **somehow yes** that talent acquisition helps them to hire a good skilled person for specific position and **40% people** say no that talent Acquisition **not likely help** them to hire a good skilled person for specific position.

Conclusion: -

The topic is all about “EMERGING PROCESS OF RECRUITMENT & SELECTION.” In which we collected data from different companies HR that how they do recruit and emerging new technique and process. Mostly HR says AI was helpful for interviewing but somehow human will play important role for interviewing good candidate & talent acquisition help to find perfect candidate for position but the expenses of hiring talent acquisition team was increased expenses.

Reference: -

[Human Resources Management: All the Information You Need to Manage Your Staff and Meet Your Business Objectives by Patricia Buhler | Goodreads](#)

[Objectives by Patricia Buhler | Goodreads](#)

[Brian E. Becker \(Author of The HR Scorecard\) \(goodreads.com\)](#)

<https://www.pdfdrive.com/strategic-human-resource-management-e15459785.html>

<https://www.pdfdrive.com/human-resources-management-and-training-e4295910.html>

