A STUDY ON CHALLENGES IN RECRUITMENT AND SELECTION PROCESS WITH REFERENCE TO CAREERNET TECHNOLOGY

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Abstract : The recruitment and selection process plays a pivotal role in organizational success, yet it fraught with challenges that can impede efficiency and effectiveness. The study aims to identify and analyze the multifaceted challenges encountered in recruitment and selection process practices across various industries. Through a comprehensive literature review and empirical research, key challenges such as sourcing qualified candidates, mitigating bias in selection, aligning organizational needs with candidate expectations and leveraging technology for enhancing recruitment outcomes are examined. Additionally, the study explores strategic and best practices to overcome these challenges, offering insights for HR professionals, managers, and researchers to optimize recruitment and selection processes in contemporary work environments.

I. INTRODUCTION

Recruitment and selection are two fundamental processes within job positions within an organization. These processes are integral to building a capable and effective workforce, as they ensure that the right people with the necessary skills, qualifications, and attributes are brought on board to contribute to the organization's goals.

It is a two-step process:

Recruitment is the process of attracting qualified candidates to apply for the job. This can be done through a variety of methods such as job postings, online advertising, employee referrals and networking.

Selection is the process of evaluating the candidates and choosing the best one for the job. This can involve screening resumes, conducting interviews, and administering tests and assessments.

OBJCTIVE OF THE STUDY

- To Study the challenges faced by recruiters during recruitment and selection process
- To understand the critical aspects of the employee selection process.
- To give suggestions to improve recruitment and selection process at CareernetTechnologies.

Scope Of The Study

This study explores the challenges organizations face in attracting and selecting a diverse workforce. This could involve examining biases in recruitment practices, designing inclusive hiring strategies, and measuring the impact of diversity initiatives on organizational performance. Examine how the rise of the gig economy and contingent workforce models influence recruitment and selection practices

Need Of The Study

Identifying challenges helps in streamlining the recruitment process, making it more efficient. By understanding where the bottlenecks are, organizations can implement strategies to overcome them, thereby saving time and resources. Recognizing challenges allows organizations to refine their selection criteria and methods. This leads to better matching of candidates with job roles, resulting in higher-quality hires who are more likely to succeed and stay with the company in the long term. Recruitment challenges can contribute to high turnover rates if not addressed effectively. By studying these challenges, organizations can identify factors that lead to turnover, such as poor job fit or dissatisfaction with the recruitment process, and take steps to mitigate them.

II. REVIEW OF LITERATURE

1. T. Thangaraja (2023): To identify the Human Resource challenges that affect the recruitment process and how they are related to the demographic variables. It further investigates the link between performance and success in recruitment and selection processes, and how this connection may be changing within certain organizations. The research aims to improve the performance

of organizations by helping them hire high-quality talent through a better understanding of the recruitment and selection process

2. Rajasekhar David, Pratyush Banerjee, Abhilash Ponnam (2019): The purpose of this paper is to explore various risks that are associated with recruitment process outsourcing (RPO) strategy in the Indian information technology (IT)/IT-enabled service (ITes) industries

3. SD Rozario, S Venkatraman, A Abbas (2019): This paper is organised around the overarching thoughts of the employee selection process that can influence the decision based on different perspectives of the participants such as, hiring members, successful applicants as well as unsuccessful applicants.

4. Yashar Fadhil Mohammed Harky (2018) studied that poor HR planning leads to issues with hiring practises and procedures. Inadequate job analysis data, a lack of crucial information, the use of ineffective selection procedures, etc. are some reasons why recruitment and selection fail in a business. The evidence that was available, however, affirmed the beneficial relationship between recruitment and selection practices and performance. The recruitment and selection technique uses four distinct factors to evaluate candidates.

5. Kelkay, A. D. (2018): 'Practice and Challenges of Recruitment and Selection of Teachers in Private Primary School of Bahir Dar City, Ethiopia', American Journal of Educational Science.

III. RESEARCH METHODOLOGY

RESEARCH DESIGN
Research design is the arrangement of conditions of collection and analysis of data in a matter that aims to combine relevance to the research purpose with economy in procedure.

METHODS OF DATA COLLECTION
Data was taken mostly through primary data. However company and product profiles were referred too. A structured undisguised interview schedule was designed to collect data source. The schedule method was opted since the method would help to concise amount of information. Data in the study are of two types:
1. Primary data
2. Secondary data

POPULATION
The research population, also known as the target population, refers to the entire group or set of individuals, objects, or events that possess specific characteristics and are of interest to the researcher. It represents the larger population from which a sample is drawn.

SAMPLING UNIT
The design for this study is descriptive research design. This design was chosen as it describes accurately the characteristics of a particular system as well as the views held by individuals about the system. The views and opinions of employees about the system help to study the suitability of the system as well as the constraints that might restrict its effectiveness

SAMPLE SIZE
The sample size of the study is 115. This sample is considered as representative.

TOOLS FOR DATA ANALYSIS
Descriptive Statistics
Percentage refers to a special kind of ratio. Percentage is used in making comparison about two or more series of data. Percentage as also used to describe relationship. It is also used to compare the relative terms of two or more series of data.

CORRELATION
There are several different correlation techniques. The survey systems optional statistics module includes the most common type, called the person or product moment correlation. The latter is useful when you want to look at the relationship between two variables while removing the effect of none or two other variables. Like all statistical techniques, correlation is only appropriate for certain kinds of data. Correlation works for quantifiable data which numbers are meaningful, usually quantities of some sort. It cannot be used for purely categorical data, such as gender, brands purchased, or favoritecolor.

CHI-SQUARE
Chi-square was done to find out one way analysis between socio demographic variable and various dimensions of the programmed.

Where, O – Observed value,   E – Expected value

In general the expected frequency for any call can be calculated from the following equation.
The calculated value of chi-square is compared with the table value of x^2 given degrees of freedom of a certain specified level of significance. It at the stated level of the calculated value of x^2 the difference between theory and observation is considered to be significant. Otherwise it is in significant.

SCALING METHOD
Scaling methods are divided into two main categories, open questions and closed question. Scaling is the process of generating the continuum, a continuous sequence of values, upon which the measured objects are placed. An open question is one in which the respondent does not have to indicate a specific response.

IV DATA ANALYSIS AND INTERPRETATION

DATA ANALYSIS

Data analysis is a process of inspecting, cleaning, transforming and modelling data with the goal of discovering useful information, informing conclusions and supporting decision making. Data analysis has multiple facets and approaches, encompassing diverse techniques under a variety of names, and is used in different business, science, and social science domains. It provides a deeper understanding of processes, behaviors, and trends. It allows organizations to gain insights into customer preferences, market dynamics, and operational efficiency.

4.1 DESCRIPTIVE STATISTICS

TABLE NO 4.1.1

Transparency in the selection process contributes to fairness

Transparency in the selection process contributes to fairness	Frequency	Percentage
Strongly Disagree	24	20.9%
Disagree	8	7%
Neutral	29	25.2%
Agree	27	23.5%
Strongly Agree	27	23.5%
Total	**115**	**100**

INTERPRETATION:

From the above Table No: 4.1.1, It was found that 25.2% of the respondents are neutral that transparency in selection process is fair, 23.5% of the respondents are agree that that transparency in selection process is fair, 23.5% of the respondents are strongly agree with the concept of transparency in selection process is fair, 20.9% of the respondents are strongly disagree that transparency in selection process is fair, 7.0% of the respondents are disagree that transparency in selection process is fair.

4.2 CORRELATION

4.2.1 HYPOTHESIS STATEMENT

NULL HYPOTHESIS

HO: There is no significance relationship between Experience and Payment and Bonus

ALTERNATIVE HYPOTHESIS

H1: There is a significance relationship between Experience and Payment and Bonus

TABLE 4.2.1

		Maintaining candidate interest and engagement through technology	Ensuring diversity and inclusion poses challenges in the recruitment process.
Maintaining candidate interest and engagement through technology	PEARSON CORRELATION	1.000	.615
	SIG. (2-TAILED)		.000
	N	115	115
Ensuring diversity and inclusion poses challenges in the recruitment process.	PEARSON CORRELATION	.615	1.000
	SIG. (2-TAILED)	.000	
	N	115	115

Inference

From the correlation table 4.2.1, it can be seen that the correlation coefficient value is 0.378 which lies in the low correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistical a significant correlation between the education and Payment and Bonus.

4.2.2 HYPOTHESIS STATEMENT

H0 – There is no significant relationship between Monthly income level and Adaptation Leave.

H1 – There is a significant relationship between Monthly income level and Adaptation Leave.

<p align="center">TABLE NO 4.2.2</p>

<p align="center">THE ADAPTATION LEAVE BASED ON THEIR MONTHLY INCOME</p>

		Bias in the recruitment process is a significant challenge	TECHNOLOGY-BASED ASSESSMENT TOOLS HELP IN EVALUATING CANDIDATE SKILLS AND QUALIFICATIONS
Bias in the recruitment process is a significant challenge	**PEARSON CORRELATION**	1.000	. 604
	SIG. (2-TAILED)		.000
	N	115	115
TECHNOLOGY-BASED ASSESSMENT TOOLS HELP IN EVALUATING CANDIDATE SKILLS AND QUALIFICATIONS	**PEARSON CORRELATION**	.604	1.000
	SIG. (2-TAILED)	.000	
	N	115	115

INFERENCE

From the correlation table 4.2.2, it can be seen that the correlation coefficient value is 0.325 which lies in the low correlation region. Since p-value (0.00) < 0.05, we accept the alternate hypothesis. It can be concluded that there is statistically a significant correlation between the significant correlation between the Monthly income level and Adaptation Leave.

4.3 CHI SQUARE

4.3.1 HYPOTHESIS STATEMENT

HO: There is no significance relationship between Experience and Payment and Bonus

H1: There is a significance relationship between Experience and Payment and Bonus

TABLE NO 4.3.1

Integrated technology into the recruitment process poses challenges

	VALUE	DF	ASYMPTOTIC SIG. (2-TAILED)
PEARSON CHI-SQUARE	11.42	4	.022
LIKELIHOOD RATIO	14.83	4	.005
LINEAR-BY-LINEAR ASSOCIATION	1.64	1	.200
N OF VALID CASES	115		

Inference

From the above Table No: 4.3.1, it was found that the Pearson Chi-Square significant value is 0.032 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between Experience and Payment and Bonus.

4.3.2 HYPOTHESIS STATEMENT

HO: There is no significance relationship between Monthly income and Time off payment

H1: There is a significance relationship between Monthly income and Time off payment

TABLE NO 4.3.2

Transparency in the selection process contributes to fairness

	VALUE	DF	ASYMPTOTIC SIG. (2-TAILED)
PEARSON CHI-SQUARE	27.47	12	.007
LIKELIHOOD RATIO	27.22	12	.007
LINEAR-BY-LINEAR ASSOCIATION	10.12	1	.001
N OF VALID CASES	115		

Inference

From the above Table No: 4.3.2, it was found that the Pearson Chi-Square significant value is .030 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a significance relationship between the Monthly income and Time off payment.

V FINDINGS

1. The majority 39.1% of the respondents are agree with the concept of employee selection process.
2. Significant moderate correlation between Maintaining candidate interest and engagement through technology platforms is challenging and Ensuring diversity and inclusion poses challenges in the recruitment process.
3. Significant correlation between skills is the most important criteria in the selection process and integrating technology into the recruitment process poses challenges.
4. There is a significance relationship between Gender and Transparency in the selection process contributes to fairness.
5. There is a significance relationship between Experience and Are you familiar with the employee selection process

VI SUGGESTIONS

1. Begin by conducting a comprehensive review of existing literature on recruitment and selection challenges. This will help you understand the current state of knowledge, identify gaps, and frame your research questions.
2. Gather data from HR professionals, recruiters, hiring managers, and job applicants through surveys or interviews. Ask about their experiences, perceptions, and challenges encountered during the recruitment and selection process.
3. Investigate the impact of technology on recruitment and selection processes. Explore how AI, automation, and applicant tracking systems affect efficiency, bias, and candidate experience.
4. Examine how organizations address diversity and inclusion in their recruitment and selection practices. Identify barriers to diversity recruitment and strategies for promoting inclusivity.
5. Compare recruitment and selection practices across different regions or countries. Consider cultural differences, legal frameworks, and socio-economic factors influencing hiring processes

VII CONCLUSION

In conclusion, this study highlights the multifaceted challenges inherent in the recruitment and selection process. From technological integration to diversity and inclusion initiatives, legal compliance, and candidate experience, organizations face a complex landscape of obstacles. By addressing these challenges through proactive measures such as improved technology utilization, diversity strategies, and enhanced candidate engagement, organizations can mitigate risks, enhance efficiency, and ultimately build stronger, more inclusive teams. This study underscores the importance of ongoing evaluation, adaptation, and the implementation of best practices to navigate the evolving landscape of recruitment and selection effectivel

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