



Recruitment and selection in Samsung

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ABSTRACT

The research report is the part and parcel of MBA through regular from Galgotias university. The project forms essential part of practical learning by employing research techniques and implied tools and blending the theoretical knowledge to achieve the desired results.

Workers are the assets of any organization. In today's world of dynamism and competitiveness, human resource management is the most important element to retain the organization viability. To keep them moving with an inner drive to achieve organizational objective is therefore of utmost importance. But this inner drive cannot be created when there is a mismatch between the needs, desires, aspirations and expectations of employees and the fulfillment. This mismatch or gap needs to be bridged effectively.

The objective of the study Is to get familiar with the actual proceedings in the institutes/enterprises and judge the skills levels prevailing within. The experience, which is obtained while undergoing the study, is unique and it provides valuable insight into what goes into the psyche of an employee and how it affects his motivation as well as performance level and the overall organizational objective. I have tried to collect all the related and relevant data of organization required for my project and evaluate the same for best possible analysis. The information and various data were obtained through personal discussion with lower rung staff as well as with junior, middle and top level management personnel in various sections of the Samsung Company.

The study not only has enriched my knowledge on various practical aspects of recruitment but hopes, in all humility, to rekindle a sense of greater responsibility and

spark a new approach amongst the management on this aspect of human resource management practice.

INTRODUCTION

As we all know, a company's most valuable asset is its people. A company's success or failure is largely determined by the quality of its workforce. Organizations can only grow and thrive if they have a positive and creative workforce. It is a method of determining how many people are available to fill vacancies at a given point in time. We need to hire people with the necessary skills, qualifications, and experience after conducting a thorough manpower planning process. Therefore, hiring the right talent is a crucial process

For an organization. Candidates' needs and motivations for seeking employment should be ascertained by a recruiter, who can then demonstrate how his or her organization can meet those needs.

HUMAN RESOURCE MANAGEMENT

When it comes to management, "Human Resource" is the most important of the "Ms" (material, machine, Method, money). Not money or physical equipment, but human capital is the most valuable asset of a company. Maximizing the use of human resources is an essential part of achieving both personal and organizational objectives. The quality and quantity of an organization's human resources have a direct impact on its performance and productivity.

When it comes to human resources or manpower planning, management determines how an organization can move from its current manpower position to the desired one. To maximize long-term benefits for both the organization and its employees, management uses planning to ensure that the right people are in the

right places at the right times, doing the right things. Planning for human resources involves a series of activities, including recruitment, training, selection, and compensation.

Analysis of economic trends and industry developments in order to predict future manpower needs, or making judgmental estimates based on a company's specific

future plans;Inventorying current human resources and determining how effectively they are utilised;

Creating a plan to meet future manpower needs, including identifying skills gaps, recruiting qualified Candidates, vetting them, on boarding them, training them, utilizing them, promoting them, and Compensating them appropriately

CHALLENGES IN THE RECRUITMENT PROCESS

There are two broad categories of factors that influence recruitment: internal and external.

There are a number of internal factors:

- The company's recruitment policy;.
- The company's human resources strategy;
- Organizational size and the number of staff members employed;
- Finally, the expense of finding new employees;
- Organizational expansion and growth plans.

Outside influences consist of:

- The labour market's supply and demand for specific skills;

- Reserving jobs for people with disabilities and other legal considerations are examples of this.

- Perceptions of job seekers about the company's image.

OBJECTIVES

To study Samsung's recruitment and selection process.

RATIONALE

Samsung is one of the world's most popular consumer electronics manufacturers. Known around the World, it is a large, well-known business. Having the right people in the right positions to run a business is essential. Running a business is the first step because employees are the company's most valuable asset. A company's success or failure is largely determined by the quality of its workforce. Since I'm interested in HR, I decided to focus on this topic because it's a big part of it. I'd like to learn more about how companies recruit and select employees, and I'd like to apply that

Knowledge to Samsung.

RESEARCH METHODOLOGY

Date Source

Primary : - Through Questionnaires

Secondary: - Through Internet, Journals.

Data Collection Procedure: - Survey,

Interview

Research Instrument: Structured

Questionnaire

RESEARCH TOOLS AND QUESTIONNAIRE

For the accomplishment of my project I designed an questionnaire, the aim of which was to understand the HR policies for recruitment and selection. With the help of this questionnaire I collected the data. Interview of concerned Authorities of the companies was conducted to get well versed with the Recruitment and selection procedure and to determine their effectiveness.

Action Plan for Data Collection

For a fair report, accurate data collection action plans are critical. I took action in order to complete my Report in an accurate and fine manner. To gather the information needed for this study, I used primary data.

First, I discovered the company's location and phone number then took appointments. Then I shared the questionnaires with the HR department of organization. In-person discussions about hiring and selection procedures with human resources managers, senior Level executives, and other members of the HR team was the subsequent step.

For collection of Secondary Data, I referred the manuals of Samsung. They were used to gather Information about the company recruitment and selection process

Analysis of data

Analyzed Information

I've broken down my survey to see how well Samsung's hiring and selection practices are working. This Is what I found:

Manpower Planning is done very seriously on a Regular Basis to ascertain manpower needs.

Talent is sourced from Internal as well as External Source. Both are leveraged to find the right talent. The Present permanent employees are looked in and given an opportunity for promotion. Also, the company Looks for fresh talent from outside. For the same, they look at hiring from campus placements majorly. Also, they hire people from placement agencies. Subject to clearing of aptitude tests, individuals are called for interviews. Various rounds of interviews are conducted depending on the level for which the person Is hired. Personal Interviews are conducted to ascertain the skill sets of prospective employees. My findings show that Samsung's recruitment and selection process is effective.

CONCLUSION

The success of every organization begins and is built upon the recruitment and selection processes. The Calibre of an organization's employees is a major factor in its success or failure. Organizational success is Contingent on staff members making constructive and original contributions. To achieve our objectives And carry out our mission, it is essential that we staff our company with competent individuals. Better recruitment and selection procedures lead to better organizational results because they increase The likelihood of hiring and retaining individuals who are satisfied with their work. This study suggests that Samsung's hiring practices are superior to the industry standard. Therefore, we May conclude that Samsung has very strong recruiting and selection procedures.

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