

## A STUDY ON RECRUITMENT AND SELECTION PROCESS AT PENTAGON LOGISTICS

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### 1. Introduction

Recruitment and selection process is a method to find right employee to the right job. Recruitment is an important part of Human Resource Planning for the success of any organization to select the right number of people, to a good job, so as to enhance the organization achievement. There are ample of procedures that need to be followed by each and every organization for overall performance and development of the employees which has been instrumental influencing in the modern world of business economy[1-9].

### 2. Research Design

The population size is 220 and the sample size for the study is 145. The tools that are used in this project are Percentage analysis, Two-way Anova, Chi-Square, Weighted Average, Median and Rank Correlation. The main purpose of the study is to find the present and future requirements of the organization personnel-planning and job analysis activities, to understand the recruitment and selection process in organization and to analysis of the time management in the recruitment process[10-15].

The difficulty that has been found in this study is that the most of the respondents need modifications in the present recruitment and selection process, Many of the candidates are not aware of the company policies before joining in the company, most of the employees are not aware of video conferencing, non-popularity of the video conferencing and to rectify this problems the suggestions that can be given to the company are the company have to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees, the company can adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees, training can be given to

those candidates to know clearly about the company policies, the company can take more measures to improve the recruiting and selection process, the company should make use of video conferencing of candidates in the future to reduce their time and the organization can make use of web to large extent to make recruitment simpler, faster, cheaper and effective.

The company can increase their candidate pool through internal sources[16-18].

- The company can take more measures to improve the recruiting and selection process.
- Organization can make use of web to large extent to make recruitment simpler, faster, cheaper and effective.
- The recruitment and selection procedure should not to lengthy and time consuming
- The recruitment process can be modified based on different grade level due to this they can avoid unnecessary time taken for candidate waiting time for experienced person[19-21].
- While recruiting the employees of middle level the experience factor is alone taken into consideration it is suggested to consider other factors like qualification, leadership qualities and communication

### 3. Conclusion

The conclusion is drawn from the study and survey of the company regarding the Recruitment and Selection process carried out there. A study on the Recruitment and Selection Process conducted in Pentagon Logistics brought out various information about the company's recruitment and selection procedure. Most of the employees were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new idea enters in the company.

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