A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION

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Abstract: Selection process is good but it should also be customized according to the requirements and should job profile so that main purpose of selecting the candidate could be achieved.

Keywords: Employees, organization

1. Introduction

Recruitment is the process of searching for potential 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.

2. Objectives

1. To analyze the effectiveness of recruitment and selection process.
2. To identify the factors of recruitment and selection process.[1-9]

Table 1. Sources Of Recruitment Information [10-16]

<table>
<thead>
<tr>
<th>SOURCES</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONSULTANTS</td>
<td>18</td>
<td>9</td>
</tr>
<tr>
<td>JOB PORTALS</td>
<td>48</td>
<td>24</td>
</tr>
<tr>
<td>WEB SITES</td>
<td>108</td>
<td>54</td>
</tr>
<tr>
<td>CASUAL APPLICANTS</td>
<td>26</td>
<td>13</td>
</tr>
<tr>
<td>TOTAL</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

It is inferred that 54% of the respondents are recruited through campus interview, 24% of respondents are through Job portals, 13% of respondents are recruited through Casual applicants and 9% of respondents are through consultancy[17-20]

Table 2. Best Recruitment Sources

<table>
<thead>
<tr>
<th>BEST RECRUITMENT SOURCES</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>INTERNAL RECRUITMENT</td>
<td>60</td>
<td>30</td>
</tr>
<tr>
<td>EXTERNAL RECRUITMENT</td>
<td>114</td>
<td>57</td>
</tr>
<tr>
<td>BOTH</td>
<td>26</td>
<td>13</td>
</tr>
<tr>
<td>TOTAL</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>

It is inferred that 30% of respondents prefer internal recruitment, 57% of respondents prefer External recruitment and 13% of respondents prefer both the sources for recruitment.[21-25]

Table 3. Type of tests conducted in selection process

<table>
<thead>
<tr>
<th>TYPES OF TESTS</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>PSYCHOMETRIC TEST</td>
<td>20</td>
<td>10</td>
</tr>
<tr>
<td>APTITUDE TEST</td>
<td>86</td>
<td>43</td>
</tr>
<tr>
<td>PERFORMANCE TEST/WORK SAMPLE TEST</td>
<td>52</td>
<td>26</td>
</tr>
<tr>
<td>TECHNICAL ABILITY TEST</td>
<td>42</td>
<td>21</td>
</tr>
<tr>
<td>TOTAL</td>
<td>200</td>
<td>100</td>
</tr>
</tbody>
</table>
It is inferred that 10% of respondents choose psychometric test, 43% of respondents choose Aptitude, 21% of respondents choose Technical and 26% of respondents choose performance test for selecting candidate.[26]

4. Findings

➢ The company is providing 100% reward to the employees for referrals.[27]
➢ Most of the respondents belong to External recruitment [28]
➢ Most of the respondents strongly agree for the Good Intellectual [29]

5. Suggestions

The recruitment process can be modify based on different ranking level due to this they can avoid avoidable time taken for candidate waiting time for knowledgeable person. [30]

6. Conclusion

The conclusion is drawn from the study and survey of the company regarding the Recruitment and Selection process carried out there about the company’s recruitment and selection procedure.

References

[18] Suganthi S., Senthilkumar C.B., A study on stress management of the staff of the co operative banks of


