

A STUDY ON THE NOMOLOGICAL NETWORK OF RECRUITMENT AND SELECTION PROCESS

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Abstract: The article titled “A study on Recruitment and Selection Process “conducted in Googol soft Technologies aims to find out the general opinion of the Recruitment and Selection process attended by the employees at Googol soft Technologies.

1. Introduction

The article titled “A study on Recruitment and Selection Process “conducted in Googol soft Technologies aims to find out the general opinion of the Recruitment and Selection process attended by the employees at Googol soft Technologies. The main objective of this project is to study on the recruitment and selection process of Googol soft technologies[1-5].

2. Research Methodology

2.1 Statistical tools

Two – way anova

Objective:

To find out the difference between experience and average time spent for selection process.

Step 1:

Ho: There is no significant difference between experience and average time spent for selection process.

H1: There is a significant difference between experience and average time spent for selection process[28-30].

Ho: There is no significant difference within experience and average time spent for selection process.

H1: There is a significant difference within experience and average time spent for selection process[6-8].

Calculation of Correction Factor

	10 MIN	11-20 MIN	21 -30 MIN	MORE	ROW TOTAL
LESS THAN 1 YR	5	6	6	6	23
1-2 YEAR	6	6	5	9	26
3-4 YEAR	5	5	7	6	23
5-6 YEAR	6	6	9	8	29
COLTOTAL	22	23	27	29	100

Step 2:

$$C.F = T^2 / N$$

$$= 100^2 / 16$$

$$C.F = 625$$

Step 3: 3. Calculation Of Ss Between, Ss Within And Ss Total Variance And Ss Residual

1. $SS \text{ Total} = \sum x_{ij}^2 - T^2 / N$

$$= (5^2 + 6^2 + 6^2 + 6^2 + 8^2 + 6^2 + 9^2 + 6^2 + 8^2 + 5^2 + 9^2 + 6^2 + 5^2 + 7^2 + 9^2 + 5^2) - 623$$

$$= 663 - 623$$

$$SST = 40$$

2. SS Between Columns Treatment

$$= \sum T_j^2 / N_j - T^2 / N$$

$$= 645.75 - 623$$

$$SSC = 22.75$$

3. SS Between Rows Treatment

$$= \sum T_i^2 / N_i - T^2 / N$$

$$= 643.75 - 623$$

SSC = 20.75

4. SS Residual Or Error

$$= SST - (SSC + SSR)$$

$$= 40 - (22.75 + 20.75)$$

SSE = 3.5

Step 4: Anova Table

SOURCES OF VARIATIONS	SUM OF SQUARES	DEGREE OF FREEDOM	MEAN SQUARES	F _{CAL} VALUE	F _{CRITICAL} VALUE AT 5%
BETWEEN COLUMNS	22.75	4-1 = 3	22.75 / 3 = 7.58	F ₁ = 14.06 / 4.83 = 1.43	F ₁ = (3,9) = 8.81
BETWEEN ROWS	20.75	4-1 = 3	20.75 / 3 = 6.92	F ₂ = 30.73 / 4.83 = 3.12	F ₂ = (3,9) = 8.83
RESIDUAL OR ERROR	43.5	(4-1)(4-1) = 9	43.5 / 9 = 4.83		
TOTAL	87	15			

3. Interpretation

1. The calculated value of F₁ = 1.43 is less than critical value of 8.81 at 5% with d.f at df₁ = V₁ = 3 and df₂ = V₂ = 9. Hence we accept the null hypothesis Ho. We conclude that there is no significant difference between experience and average time spent for selection process.

2. The calculated value of F₂ = 3.12 is less than critical value of 8.81 at 5% with d.f at df₁ = V₁ = 3 and df₂ = V₂ = 9. Hence we accept the null hypothesis Ho. We conclude that there is no significant difference within

experience and average time spent for selection process[9-15].

4. Rank correlation

4.1 Objective

To find out the relationship between test conducted in the selection process to middle level and junior level.

X	Y	R ₁	R ₂	D = R ₁ - R ₂	D ²
27	20	2	3	-1	1
23	49	3	1	2	4
30	22	1	2	-1	1
20	9	4	4	0	0
					∑D ² = 6

$$R = 1 - \frac{6\sum D^2}{N(n^2 - 1)}$$

$$= 1 - \frac{6(6)}{4(15)}$$

$$= 1 - 0.6$$

R = 0.4

4.2 Inference:

From the above rank correlation it is inferred that $r = 0.4$ (Positive Correlation), there is a positive correlation between the test conducted in the selection process to middle level and junior level[16]

4.3 Weighted Average Objective

To find out the importance being given to the attributes (factors) while recruiting the employees to the junior level and middle level.

4.3.1 Junior Level

FACTORS	F	W	WF
QUALIFICATION	41	1	41
EXPERIENCE	6	4	24
COMMUNICATION	32	2	64
LEADERSHIP QUALITIES	21	3	63
TOTAL	100		192

$$W = \sum f / N$$

$$= 192 / 100$$

$$W = 1.9$$

4.4CHI – Square Test

4.4.1 Objective

To find the relationship between the recruitment processes for different grades of employees based on qualification

4.3.2 Inference

From the above it is inferred that Communication is the main factor for recruiting the junior level employees.

PARTICULARS	UG	PG	DIPLOMA	TOTAL
YES	17	23	14	54
NO	15	15	16	46
TOTAL	32	38	30	100

4.5 Formulation of Hypothesis

Ho : There is no relationship between the recruitment process for different grades of employees based on qualification.

H1: There is a relationship between the recruitment process for different grades of employees based on qualification

Expected Frequency = $\frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$

O	E	(O-E)	(O-E) ²	(O-E) ² / E
17	29.79	3.21	10.30	0.35
23	25.45	3.55	12.60	0.50
14	34.76	-6.76	45.70	0.31
15	18.21	-3.21	10.30	0.51
15	15.55	-3.55	12.60	0.81
16	21.24	6.76	45.70	2.15
TOTAL				5.69

Calculation

Calculated Value = 5.69

Degree of Freedom = $(r-1) * (c-1) = 1*2$

Degree of Freedom = 2

Tabulated Value = Total Value @ 5 % level of significance

$$= 5.991$$

$$CV < TV$$

$$5.69 < 5.991$$

Ho is Accepted

4.5.1 Inference

There is no relationship between the recruitment process for different for different grades of employees based on qualification.

4.5.2 Findings

1. Most of respondents are females
2. Most of the respondents are between the age group of 21-30
3. Most of the respondents having experience for less than 1
4. Most of the respondents are staff
5. Most of the respondents are recruited through campus interview and 9% of respondents are through consultancy[17-21].
6. Most of the respondents accept that the company is having the referral policy.
7. The company is providing 100% reward to the employees for referrals.

5. Suggestions

1. Most of the respondents need modifications in the recruitment and selection process. The company has to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees.
2. The company is using only the job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So the company is suggested to adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees[22-27].
3. The company can increase their candidate pool through internal sources.
4. Many of the candidates are not aware of the company policies before joining in the company. Training can be given to those candidates to know clearly about the company policies.

5. The company can take more measures to improve the recruiting and selection process.
6. Most of the employees are not aware of video conferencing and the company should make use of video conferencing of candidates in the future to reduce their time.
7. Organization can make use of web to large extent to make recruitment simpler, faster, cheaper and effective.
8. The recruitment and selection procedure should not to lengthy and time consuming
9. The recruitment process can be modify based on different grade level due to this they can avoid unnecessary time taken for candidate waiting time for experienced person.
10. Time management is very essential and it should not be ignored at any level of the process.

6. Conclusion

A study on the Recruitment and Selection Process conducted in Googol soft Technologies has brought out various information about the company's recruitment and selection procedure.

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