

A STUDY ON RECRUITMENT PROCESS WITH PROFILE SCREENING IN CHECK POINT APPAREL LABLE SOLUTION INDIA PVT. LTD. IN CHENNAI

¹Bernice Lancia Rajasekhar, ²R.Bharath Vajan, ³C.S.Gowtham Chakravarthi

¹Second Year Student, ²Assistant Professor, ³Assistant Professor

Department of Management Studies, Bharath University, Chennai.

²bharathvajan.mba@bharathuniv.ac.in

Abstract: The study was carried out in 360 degree Manpower Consultancy on Recruitment Life cycle profile screening. The scope of the study is to study the effectiveness of the current recruitment process and the study covers the core area of recruitment and time spends on each process. The research focuses on the core area screening of profile and to find the influencing factor to accept/ reject the job profile. The minimum expectation from the candidates is analysed during screening of profile. The study reveals the overall recruitment life cycle in 360 degree Manpower consultancy and the suggestions to improve the core recruitment process profile screening.

1. Introduction

Human Resource is a basic need of any work to be done. According to Arthur Lewis "There are great differences in development between countries which seem to have roughly equal resources, so it is necessary to enquire into the difference in human behaviors"

The recruitment process in a consultancy changes like the process starts with understanding the requirements of the clients, sourcing profiles through various sources [1-5], selecting the suitable candidates, follow up the candidates and completion of joining formalities. Where profile screening is an important stage in the recruitment life cycle.

1.1 Recruitment Definition

"Recruitment is a process of searching for prospective employees and stimulating them to apply for jobs in an organization [6-9]. It is often termed positive in that it stimulates people to apply for jobs to increase the selection ratio. Selection on the other hand tends to be negative because it rejects the good number of those who apply, leaving only the best to be hired"

Edwin B Flippo defines recruitment as "The process of searching for prospective employees and stimulating them to apply for the jobs in the organization".

1.2 Need of Recruitment, Source: Referance.com

Writing a headcount justification or business case sometimes can seem like a difficult or complex process. In many cases, acquiring approval to hire additional resources requires a great deal of supporting detail and documentation to justify the additional expense [10-14]. Most headcount justifications include some common pieces of information, including:

- The reason for the increase in headcount such as an increase in business or work, targeted or anticipated growth or replacement for an open position.
- The anticipated salary or expense associated with the headcount, including any employee related expenses such as health insurance or pension funding.
- Standard job responsibilities and expectations of the position.
- The business case or reason why a permanent headcount fills the need instead of a short-term solution such as a contractor or temporary employee or even overtime for existing employees.

2. Research Methodology

'Methodology' is defined a "the study of methods by which we gain knowledge, it deals with cognitive processes imposed on research be the problems arising from the nature of its subject matter"

Recruitment life cycle in a consultancy starts from Understanding of the requirement, searching of candidates from job portals, Profile screening through telephonic interview, scheduling, Follow up and closing.

Research was carried out at "**360 Degree Manpower Consultancy**" to find out the Key factor that influences the candidates to accept / reject the job during profile screening. And to improve the chance of filling Precious head count with a top performer [15-16].

3. Finding

3.1 Statistical findings

- 49% of the candidates were interested other field profiles
- 64% of the candidates felt that their influencing factor for change is lack of opportunity for growth.
- 75% of the candidates who achieved targets in their previous job are preferred most
- 75% of the candidates were influenced by the brand image of the company
- 80% of the candidates were ready to work in flexible timings
- 65% of the candidates were ready to work in multiple location
- 70% of the candidates were interested to work with pressure targets
- 65% of the candidates were interested with the facilities provided in the organization
- 65% of the candidates felt the at their key motivator for job change is pay and other benefits
- 75% of the candidates felt that the job profile matches their requirement[17-22]
- 70% of the candidates are satisfied with the approach of the HR
- 65% of the candidates felt that the recruiter's knowledge about the job is above average.
- 95% of the candidates felt that they got enough guidance from the HR recruiter
- 96% of the candidates were felted treated with respect throughout the process
- 45% of the candidates are satisfied with the pay and benefits
- 40% of the candidates are Highly satisfied with promotional benefits
- 48% of the candidates are satisfied with the opportunity for growth
- 36% of the candidates are satisfied with the facilities in the organization
- 43% of the candidates are satisfied with the Brand image of the organization
- From the overall rating of the candidates it was found that opportunity for growth ranks first in selecting a job profile
- Pay and other benefits ranks second , followed by brand image, promotional benefits, and facilities in the organization

3.2 General findings

Efficiency of Screening Option to link the screening tool to job boards: Put your position on a job board and automatically lead the candidate through the screening tool .Define search criteria, transport possibly interesting

candidates in your database and invite them to apply through the screening tool. Candidates accept or reject the profile based on the pay and other benefits related to the job profile. Candidates accept or reject the job profile based on timing, location, working under pressure targets.[23-26]

4. Suggestions

- Advertisement is the best source to grab maximum candidates, even though it is expensive
- Profile screening in job portals can be made specific by using norm groups, For example sales profile can be chosen by using norm group Relationship sales / Consulting Selling.
- Profile can be screened by using questions that measures personality characteristics and potential of the candidates , like
 - Are you a Self manager?
 (To find out candidates who were Proactive and Initiators)
 - What is your motivational Trigger?
 (To check whether he/she is result oriented/ people/processes/security/safety)
 - Are you Able to create your own structure?
 (To check whether he/she Independent or team oriented person)
- Screening of profile can be refined by using killer questions ie., checking for the basic requirement if candidates does not meet the requirements he/she is not able to process the candidate for further process[27-30]

5. Conclusion

This represents the summary of the study and the survey done in relation to the Recruitment Life Cycle in 360 Degree Manpower Consultancy. The conclusion is drawn from the study and survey of the candidates profile screening process in the life cycle of the recruitment.

Reference

- [1]. Arun Kumar N., Srinivasan V., Krishna Kumar P., Analysing the strength of unidirectional fibre orientations under transverse static load, International Journal of Applied Engineering Research, v-9, i-22, pp-7749-7754, 2014.
- [2]. Srinivasan V., Analysis of static and dynamic load on hydrostatic bearing with variable viscosity and pressure, Indian Journal of Science and Technology, v-6, i- SUPPL.6, pp-4777-4782, 2013.
- [3]. Srinivasan V., Optimizing air traffic conflict and congestion using genetic algorithm, Middle - East Journal of Scientific Research, v-20, i-4, pp-456-461, 2014.
- [4]. Praveen R., Achudhan M., Optimization of jute composite as a noise retardant material, International

Journal of Applied Engineering Research, v-9, i-22, pp-7627-7632, 2014.

[5]. Raja Kumar G., Achudhan M., Srinivasa Rao G., Studies on corrosion behaviour of borated stainless steel (304B) welds, International Journal of Applied Engineering Research, v-9, i-22, pp-7767-7772, 2014.

[6]. Ganeshram V., Achudhan M., Design and moldflow analysis of piston cooling nozzle in automobiles, Indian Journal of Science and Technology, v-6, i-SUPPL.6, pp-4808-4813, 2013.

[7]. Ganeshram V., Achudhan M., Synthesis and characterization of phenol formaldehyde resin as a binder used for coated abrasives, Indian Journal of Science and Technology, v-6, i-SUPPL.6, pp-4814-4823, 2013.

[8]. Achudhan M., PremJayakumar M., Mathematical modeling and control of an electrically-heated catalyst, International Journal of Applied Engineering Research, v-9, i-23, pp-23013-, 2014.

[9]. Anbazhagan R., Satheesh B., Gopalakrishnan K., Mathematical modeling and simulation of modern cars in the role of stability analysis, Indian Journal of Science and Technology, v-6, i-SUPPL.5, pp-4633-4641, 2013.

[10]. Udayakumar R., Kaliyamurthi K.P., Khanaa, Thooyamani K.P., Data mining a boon: Predictive system for university topper women in academia, World Applied Sciences Journal, v-29, i-14, pp-86-90, 2014.

[11]. Kaliyamurthi K.P., Parameswari D., Udayakumar R., QOS aware privacy preserving location monitoring in wireless sensor network, Indian Journal of Science and Technology, v-6, i-SUPPL.5, pp-4648-4652, 2013.

[12]. Kumar J., Sathish Kumar K., Dayakar P., Effect of microsilica on high strength concrete, International Journal of Applied Engineering Research, v-9, i-22, pp-5427-5432, 2014.

[13]. Dayakar P., Vijay Ruthrathi G., Prakesh J., Management of bio-medical waste, International Journal of Applied Engineering Research, v-9, i-22, pp-5518-5526, 2014.

[14]. Iyappan L., Dayakar P., Identification of landslide prone zone for coonoortalukusing spatial technology, International Journal of Applied Engineering Research, v-9, i-22, pp-5724-5732, 2014.

[15]. Swaminathan N., Dayakar P., Resource optimization in construction project, International Journal of Applied Engineering Research, v-9, i-22, pp-5546-5551, 2014.

[16]. Swaminathan N., Sachithanandam P., Risk assessment in construction project, International Journal of Applied Engineering Research, v-9, i-22, pp-5552-5557, 2014.

[17]. Srividya T., Kaviya B., Effect on mesh reinforcement on the permeability and strength of pervious concrete, International Journal of Applied Engineering Research, v-9, i-22, pp-5530-5532, 2014.

[18]. Sandhiya K., Kaviya B., Safe bus stop location in Trichy city by using gis, International Journal of Applied Engineering Research, v-9, i-22, pp-5686-5691, 2014.

[19]. Ajona M., Kaviya B., An environmental friendly self-healing microbial concrete, International Journal of Applied Engineering Research, v-9, i-22, pp-5457-5462, 2014.

[20]. Kumar J., Sachithanandam P., Experimental investigation on concrete with partial replacement of scrap rubber to granite stones as coarse aggregate, International Journal of Applied Engineering Research, v-9, i-22, pp-5733-5740, 2014.

[21]. Sachithanandam P., Meikandaan T.P., Srividya T., Steel framed multi storey residential building analysis and design, International Journal of Applied Engineering Research, v-9, i-22, pp-5527-5529, 2014.

[22]. Srividya T., Saritha B., Strengthening on RC beam elements with GFRP under flexure, International Journal of Applied Engineering Research, v-9, i-22, pp-5443-5446, 2014.

[23]. Saraswathy R., Saritha B., Planning of integrated Satellite Township at Thirumazhisai, International Journal of Applied Engineering Research, v-9, i-22, pp-5558-5560, 2014.

[24]. Saritha B., Rajasekhar K., Removal of malachite green and methylene blue using low cost adsorbents from aqueous medium-a review, Middle - East Journal of Scientific Research, v-17, i-12, pp-1779-1784, 2013.

[25]. Saritha B., Ilayaraja K., Eqyaabal Z., Geo textiles and geo synthetics for soil reinforcement, International Journal of Applied Engineering Research, v-9, i-22, pp-5533-5536, 2014.

[26]. Ilayaraja K., Krishnamurthy R.R., Jayaprakash M., Velmurugan P.M., Muthuraj S., Characterization of the 26 December 2004 tsunami deposits in Andaman Islands (Bay of Bengal, India), Environmental Earth Sciences, v-66, i-8, pp-2459-2476, 2012.

[27]. Ilayaraja K., Ambica A., Spatial distribution of groundwater quality between injambakkam-thiruvannamiyur areas, south east coast of India, Nature Environment and Pollution Technology, v-14, i-4, pp-771-776, 2015.

[28]. Ilayaraja K., Zafar Eqyaabal M.D., Study of ground water quality in Cooum belt, Indian Journal of Science and Technology, v-8, i-32, pp--, 2015.

[29]. Sandhiya K., Ilayaraja K., Application of GIS for countering nuclear disaster, International Journal of Applied Engineering Research, v-9, i-22, pp-5561-5566, 2014.

[30]. Ambica A., Ground water quality characteristics study by using water quality index in tambaram area, Chennai, Tamil nadu, Middle - East Journal of Scientific Research, v-20, i-11, pp-1396-1401, 2014.

