

DETERMINATION OF EFFECTIVENESS AMONG EMPLOYEES REGARDING RECRUITMENT PROCEDURE

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ABSTRACT

To recruit the employee plays a vital role in the organization. The objective of the study is to examine the effectiveness of employees regarding recruitment procedure of white collar and labour class employees. For achieving this objective research carried out at 100 employees of Gavl Ltd. Company. For testing reliability statically test likert scale was applied. .When an organization recruits an employee for a job than there are many attributes that's to be considered. Attributes like qualification, technical skills, communication skills and references play an important role. By the analysis we can conclude that the HR manger have to focus on recruiting the right person through other source like campus placement, internet etc. and there is need to change the selection policy at some extend.

Keywords: Recruitment, Godrej Agrovet Ltd.

INTRODUCTION

The aim of personnel planning is to determine the needs of persons both in terms of number and type. For deciding about the number both present and future requirements should be taken into account. If there are expansion plans in near future then these recruitment should be considered. Besides number, the type of persons needed is also important. This will be decided by studying the job requirements etc. The educational and technical requirements to manage various jobs should be properly analyzed so that right type of persons is employed.

Recruitment is sometimes confused with employment. The two are not one and the same. Recruitment is just one step in the process of employment. Similarly recruitment and selection are also different in nature. The function of recruitment precedes the selection process. Recruitment is concerned with developing suitable techniques for attracting more and more candidates while selection is the process of finding out the most suitable candidate for the job.

Recruitment is the process of searching for prospective employees and stimulating them

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to apply for jobs in the organization. When more persons apply for jobs then there will be scope for recruiting better persons. The job seekers too, on the other hand, are in search of organizations offering them employment. Recruitment is a linkage activity bringing together those with jobs and those seeking jobs.

According to Yoder, "Recruitment is a process to discover the sources of manpower to meet the requirements of the staffing schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force."

REVIEW OF LITURATURE

Bowen, ct al (1991) in his study examined "that integrated recruitment process helps recruiters to choose the candidates to fit the characteristics of an organization culture" **Beardwell, ct al (2003)** in his study examined that. "Recruitment is carried out by organizations as a means of candidate's potential and actual performance and the intake of employees will make the most appropriate contribution to organization-now and in future. **Robert (2005)**. in his study titled "Strategic HR Review 2004" states that successful recruitment can improve organization performance". The meta-analysis of the research conducted by **Chapman, Uggersler, Carroll, Piasentiner Jones (2005)** concluded that timely responses from HR managers were linked to greater applicant attraction to a job with an organization.**Dr. Sneha Mankikar** in her study does A Critical Study on Recruitment and Selection With Reference to HR Consulting Firms **According to Robins** in his study revealed that. "The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. So recruiting is a process of discovering the potential candidates for actual organizational vacancies".**Ms AmbikaVerma(2009)** in their survey research on the use of technologies in recruiting. Screening and selection processes for job candidates conducted in Dimension group found that most organizations implemented technology based recruitment tools to improve efficiency, reduce costs and expand the applicant pool.

RESEARCH METHODOLOGY

The objectives of our study:

1. To study the recruitment procedure of contract laborers

2. To study the recruitment procedure of blue collar & white collar employees

DATA COLLECTION

Keeping in view the objectives of the study, data is collected from following sources. Data Collection Data refers to a collection of organized information, usually the results of experience, observation or experiment, or a set of premises. This may consist of numbers, words, or images, particularly as measurements or observations of a set of variables.

Primary data was collected through survey method by distributing questionnaire to managers. The questionnaires were carefully designed by taking into account by the parameters of my study. The primary data is collected by using primary methods such questionnaires, interviews, observations etc. For this study questionnaires are used to collect primary data from the employees of GAVL Company.

Secondary data is collected from various Journals, books, websites, Government reports, News papers, and other research reports.

The data collected from both the sources with the help of questionnaire and is analyzed and interpreted in the systematic manner with the help of statistical tool like percentages, likert scale.

SAMPLE SIZE:

It refers to the number of people surveyed for this topic, in the study 100 people were surveyed and responses are drawn.

FINDINGS

OBJECTIVE 1 -To study the recruitment procedure for contract laborers.

Table 1

Payment to worker appointing through contract laborers

RESPONSE	NO.OF RESPONDENT	% OF RESPONSE
Annually	20	20%
Monthly	55	55%
Weekly	25	25%
Total	100	

Table 1 depicts that 20% of the workers receives their wages annually, 55% monthly, and 25% weekly.

Table 2
Duration of bond with contract laborers

RESPONSE	NO.OF RESPONDENT	% OF RESPONSE
One year	50	50%
Two year	40	40%
Three year	10	10%
Total	100	

Table 2 depicts that out of 100 only 50% respondent agree that they have one year bond with contract laborers and 40% says they have two year bond and remaining says they have three year bond with contract laborers.

OBJECTIVE 2 - To Study the recruitment procedure of blue collar& white collar employees.

Table 3
Different recruitment process for different grades of employees

S.NO	OPINION	NO. OF RESPONDENTS	% OF RESPONSES
1	Strongly agree	25	25%
2	Agree	40	40%
3	Neutral	15	15%
4	Disagree	15	15%
5	Strongly disagree	5	5%
	total	100	

Table 3 shows that according to LIKERT SCALE METHOD a sample of 100 employees **Mean is 3.95**, so overall employees are **agree** that different recruitment procedure is followed for different grade of employees

Table No4

Method used for Employment Eligibility Verification

RESPONSES	NO.OF RESPONDENT	% OF RESPONSES
Internally	85	85
Through Agencies	15	15
Total	100	

Table 4 depicts that 85% of respondent agree that they do employment eligibility verification internally and remaining respondent also agree that they do employment verification but through internal agencies.

Table No5

Analysis about the level of satisfaction with the present recruitment process followed in the organization

S.NO	OPINION	NO.OF RESPONDENTS	% OF RESPONSE
	Highly satisfied	20	20%
2	Satisfied	50	50%
3	Neutral	15	15%
4	Dissatisfied	10	10%
5	Highly dissatisfied	5	5%
	total	100	

Table 5 indicates that 50% respondents are satisfied with their work,20% are highly satisfied 15% are natural,10% are dissatisfied and remaining 5% are strongly dissatisfied with the recruitment process. According **to LIKERT SCALE METHOD** a sample of 100 employees **Mean is 3.7**, so overall employees are **satisfied** with the present recruitment process followed in the organisation.

Table No 6

A good recruitment policy plays a key factor in the working of an organization

S.NO	OPINION	NO.OF RESPONDENTS	% OF RESPONSE
1	Strongly agree	40	40%
2	Agree	35	35%
3	Neutral	15	15%
4	Disagree	10	10%
5	Strongly disagree	0	0%
	total	100	

Table 6 indicates that out of sample of 100 employees 40% respondents are strongly agree,35% agree,15% are natural,10% disagrees that a good recruitment policy plays a key factor in working of an organisation. According **to LIKERT SCALE METHOD** a sample of 100 employees **Mean is 4.05** , so overall employees are **strongly agreed** that a good recruitment policy plays a key factor in working of an organisation

Table No 7

Efficiency of HR department in recruitment process of employees

	OPINION	NO.OF RESPONDENTS	% OF RESPONSE
1	Strongly agree	50	50
2	Agree	40	40
3	Neutral	8	8
4	Disagree	2	2
5	Strongly disagree	0	0
	total	100	

Table 7 depicts that according **to LIKERT SCALE METHOD** a sample of 100 employees **Mean is 4.38**, so overall employees are **strongly agreed** that the HR department is efficient in recruitment process of employees.

RECOMMENDATION

From the interpretations we can suggest Godrej Agrovvet Ltd. following things for the more effectiveness of recruitment process

- More emphasis should be given on advertisement so that more and more candidates apply for the jobs and it will be easy to find the right employee among them.
- Company should not reimburse the traveling cost incurred by the candidate for appearing in the interview because it will increase the company expenses.
- Also company should adopt latest techniques like stress test, psychometric test and personality test to find the right candidate suitable for the job.
- Time management is very essential and it should be ignored at any level of the process.
- The recruitment process should not be so lengthy and time consuming.
- The candidates called for interview should be allotted timings and it should not overlap with each other.
- The company has to encourage the fresher's based on their skills, along with the experienced candidates.
- The company should work on placing right people on right place.
- The company should give equal importance to external sources like agencies, references and data banks in order to get the desired & required employees.
- The employees file should be updated by using Automation process with the help of SAP software. GAVL is a developing company so manual process will not work out.

CONCLUSION

In our research author found that the recruitment in GAVL is the HR managers of the organization have to focus on selecting the right persons through other sources like campus placements, job.com, data banks etc. The selection is done by evaluating the candidate's skills, knowledge and abilities which are highly required to the vacancies in the company.

- It is observed that, the GAVL have satisfied all the procedures of recruitment. To motivate the employees; the company have planned to offer incentives of both monetary and non monetary.
- Most of respondents feel their company plays an important role in building talent pool.

- It was found that majority of the respondents feels very good about the area sufficient to the efficiency of recruitment policy in terms of recruitment and selection process.
- It is found from the study that the Most of responses are satisfied the organization recruits people with necessary qualification and skill set.

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