

EVALUATION OF RECRUITMENT AND SELECTION AND ITS EFFECT ON EMPLOYEE JOB SATISFACTION

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Abstract:

It is a procedure of obtaining screening and selecting applicants for the existing job position in a company. Recruitment is the activity that relates both the activities of employees and job searchers in the organization. Selection is the follow up process of recruitment. It is the process where recruited candidates are selected and placed based on their qualifications to fulfill the job vacancies in the company. This process focused on locating employees and motivate them apply for the job in various levels of the organization. The objective of the researcher was to assess the recruitment procedure success in terms of number and response quality and to evaluate the selection procedure success in the form of duration, maintenance growth and employees development. Recruitment and selection is most important for any organization. If right candidate is not recruited they lack in matching their skill and ability with the performance which leads to dissatisfaction among employees. It includes that the company to be successful fire minded recruitment process which plays an important role in achievement.

Keywords: Recruitment, selection, employee, job satisfaction, motivation, etc.

INTRODUCTION

Recruitment and selection:

At the point when organization need of worker labor to fill the empty occupation position needs to follow recruitment and selection process. It helps in recruiting the correct contender for the correct activity position. The two techniques are not same center elements of HR division.

Recruitment

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Selection

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Sources of recruitment:

- Internal Sources.
- External Sources

Recruitment process:

- Recruitment Planning's
- Plan development
- Searching,
- Screening.
- Evaluation.

Selection process:

1. Application screening
2. Selection testing
3. Interview the candidate
4. Reference, and background checking
5. Selection decisions
6. Physical Examination
7. Job offers.
8. Employment Contract.
9. Evaluation.

REVIEW OF LITERATURE

Alan price, (2010): as indicated by him right now recruitment and selection that as the method for refining and further more getting the first introduction planned at the assurance of determination. he was agrees that this strategy is anything but a reserved determination technique while association decision building and wide evaluating so as to employees the best right candidates.

Yoder, (2002): he includes recruitment is a method to find a job of employees in a company to come across the obligations of the work in an organization. He was accept the attracting the workforce in a suitable about salary and to optimal of workforce of the organization.

Michel D white and Glipsy Escobar, (2008): as per them recruitment and selection take distinguishing primary issue for polices area around the globe. They enriched 7 issues, 2 in recruitment and selection and 5 in preparing that we confidence are not unserious for compression. Adapting additionally working our real time bunch future plans.

Henry and Temtime Z, (2009): they addressed that recruitment and selection makes and direct appropriate approaches on the technique to advance finishes to drive the introduction recruitment and selection are the principle includes advances the pass thought of human asset to each development which have a twisted to manage the accomplishments and manageability.

David a De Cenzo, (1999): he explains that appointment condition is of 3 types: arranged necessities proceed from the distinctions in the retirement approach creating chance for new position in the association. Need are those developments which an affiliation have the option to estimate by advancement together in interior along inside and outside the organization.

Toylor p, (1998): he says that recruitment and selection activates basics to expand the efficiency of these applicants, and regular inadmissible perception of the gathering background in an organization.

Edwin B Filippo, (1979): according to Edwin B Filippo, the describes that recruitment is the method of investigating applicants so that it helps the profession and point encouraging or motivating candidates for service in the relations with the help of this it will connect the staff and the carrier finders. So that we can find out the well cleared method of noticing and appointing the talented aspirants.

Raymond j. stone, (2005): he says that recruitment is the strategy for attractive and searching for the pool of well skilled candidates can be chosen for the competitors open in the organization, based on their skill and knowledge company can be recruited for the pool campus in a company.

French Ray & Rumbles Sally, (2010): they said that, recruitment and selection is to keeping up the advancement and to lead the individual applicants for recruitment and selection is a significant in regards to about the self-confidence about the features.

Kreston & Jones, (2010): according to his point of view the ideas features on technique for recruitment and selection thought the benefit for the guidance, valuation additionally labor get together strategy. Recruitment technique might be inner and outside strategies. Step is made on the stage of the activity position recruitment strategies and valuation request for employment and the cross identifying strategy, specifying selection, preparing and high-quality in the organization.

Naveen, (2013): he said that R&S is center around accomplishments of Multi National Corporation especially in creating economies dependent on the degree they deal with advertise powers grinding away in different sections. It found that viable accomplishment of the right social source it relies upon the procedures, the practices are normally given by the auxiliary relationship and home organization constantly changing condition of business of the organization.

Barton and Gold, (1994): as indicated by his perspective the organization in creating with reactions of the minding of representatives they have to enlist and to distinguish how genuine meetings like their responses by pays substantial strategy of recruitment and selection.

Work by Sizler, (2014): he talks about recruitment doesn't achieve the recommendation of the application and selection of the substantial passage. In any case, it contains continue and hold the faculty people are as of now working in the organization.

Akash, (2015): he was says that recruitment and selection propelled on the efficient techniques to acquire advancement authoritative results. The object is to cause thoughtfulness regarding examinations how to the hierarchical outcomes are influenced by the enlistment and choice. The information was gathered by sorted out survey.

Neeraj kumari, (2012): she reviewed that recruitment and selection planning will aid to improved organization, result of specialist objective in the exploration is to recognize the organization work on enlisting representatives and choosing the workers. Analyst established that organization follow operational enrollment and choice makers.

Jonset ET AL, (2016): he said that procedure of making a bigger number of utilization to place work in their association and determination is the technique for choosing competitors from the gathering of candidates. What's more, the most appropriate individual can take over for work.

Odiorne, (1989): he opined that work turnover should bring about decrease of recruitment and selection and whittling down pace of the organization. It rouses representative good with improving hierarchical execution.

Gupta, (2014): they said that recruitment and selection are the best capacity of human asset organization in an association. It targets getting similitude and contrast between the different assembling firms as to enrollment and determination performs.

MIR Mohammed Nurula bsar, (2012): he represented the employment is a key part of the organization strategy, it identifies the manpower requirement for the company to be effectively, the main focus is to recognizing the complete performs which company adopting to employee and select the candidates and to control how in an company can measuring recruitment and selection process affecting the members effectiveness and its created on subordinate the data.

Jackson,(1997): he clarified the nature or highlight of recruitment and selection strategy which is at risk by means of the condition of the work showcase and their solid point inside it and is vital for certain organizations to screen how the condition of work advertise connects with conceivable select.

RESEARCH FRAMEWORK

STATEMENT OF PROBLEM

To examinations and discover the R&S procedure directed in the organization. Nature of representative the organization employ relies upon selection and recruitment procedure. To study the R&S procedure at Toyoda Gosei South India Private limited organization the investigation has been attempted.

NEED FOR THE STUDY

An investigation on Recruitment and choice regarding Toyoda Gosei South India Private limited is to discover issue looking in association identified with recruitment and selection on work done by representatives in an organization.

OBJECTIVES:

- To analyze the recruitment process and method at TGSIN.
- To identify the mode of selection in the organization.
- To assess the recruitment procedure success in terms of number and response quality.
- To evaluate the selection procedure success in the form of duration, maintenance growth and employees development.

Scope of the study:

The study is done based on the employee responses given by the Toyoda gosei south India privet limited. HR manger and employees of HR department to the questionnaire given to them. The research is constraint to only HR department employees i.e., 50 respondents.

RESEARCH METHODOLOGY:

Methodology of the examination which is utilized to survive and revelation the answers for the exploration issue deliberately. What's more, technique incorporates information assortment, translations. Patrice of framework and end with respect to the information gathered.

Research Type: - Descriptive Research

Data type: Primary and secondary data.

Sample Size: 50.

Sample Unit: Employees.

Statistical tools: Microsoft excel and SPSS

DATA ANALYSIS AND DISCUSSION

GENDER		MALE			FEMALE		
	FREQ	50			0		
	%	100%			0%		
AGE		25-30	30-35	35-40	40-45	45-50	ABOVE 50
	FREQ	10	20	9	10	1	0
	%	20%	40%	18%	20%	2%	0%
RECRUITMENT METHOD AND PROCEDURE FOLLOWED AT TGSIN		Employee referrals	Advertise ment	Campus recruitment	Recruitment consultant	Other methods	
	FREQ	15	13	12	10	0	
	%	30%	26%	24%	20%	0%	
TIME TAKEN FOR RECRUITING THE POST AT TGSIN		10 Min	10 - 20 min	20 - 30 min		Above 30 min	
	FREQ	0	0	10		40	
	%	0%	0%	20%		80%	
CONSTRAINTS FACED DURING RECRUITMENT		Time	Budget	Image of the company		Intern al polici es	Others
	FREQ	20	10	5		10	5
	%	40%	20%	10%		20%	10%
SELECTION PROCEDURES AND METHOD FOLLOWED AT TGSIN		Aptitude test	Personal interview	Written test	Technic al test	All of the previous	
	FREQ	15	30	5	0	0	
	%	30%	60%	10%	0%	0%	
CONSTRAINTS FACED WHILE SELECTING THE CANDIDATES		Well qualified candidates	On time completio n	Number of potential candidates		Techn ical knowl edge	Others
	FREQ	5	20	10		15	0
	%	10%	40%	20%		30%	0%
Reason For Not Getting Good Response For The Recruitment Method		Company image	Unattractive job		Polices of the organization		Others reason
	FREQ	5	15		20		10
	%	10%	30%		40%		20%
REASON FOR NOT JOINING AFTER SELECTION OF CANDIDATES		Inconveni ent shift timing	Unattracti ve salary policy	Terms and conditions of the company	More work load	Travelling problem	
	FREQ	20	5	5	5	15	
	%	40%	10%	10%	10%	30%	
FACTORS IN		Aptitude	Personal	Written test		Technical test	

SELECTION OF TGSIN		test	interview			
	FREQ	15	20	10		5
	%	30%	40%	20%		10%
METHOD OF SELECTION YOU ATTENDED		Aptitude test		Personal interview	Written test	Technical test
	FREQ	10		40	0	0
	%	20%		80%	0%	0%
COMPANY TAKE TO ANSWER YOUR APPLICATION		1-2 days	2-3 days	4-5 days	Above 5 days	
	FREQ	30	10	10	0	
	%	60%	20%	20%	0%	
TIME TAKEN TO SEND AN OFFER LETTER		1-2 days	2-3 days	4-5 days	Above 5 days	
	FREQ	25	10	15	0	
	%	50%	20%	30%	0%	
DEGREE OF EMPLOYEE SATISFACTION WITH RECRUITMENT PROCEDURE FOLLOWED BY THE COMPANY		SA	A	NA OR DA	DA	SDA
	FREQ	25	10	15	0	0
	%	50%	20%	30%	0%	0%
LEVEL OF YOUR SATISFACTION WITH SELECTIN PROCEDURE FOLLOWED BY THE COMPANY	FREQ	20	15	15	0	0
	%	40%	30%	30%	0%	0%

All employees are male. As it is a manufacturing company and includes more of risk is involved priority is given to male candidates when compared to female. The table displays, that, 20% of respondents belonging to the age group from 25-30, 40% are from 30-35, 18% are from 35-40, 20% are from 40-45, 2% are from 45-50, no respond to above 50 employees. This table indicate that 30 percentage of employees are recruited from is Employee referrals,26% of employees are from advertisement, 24% of employees are Campus recruitment, 20% of employees are responded recruitment consultant, no responded to others. From the overhead table it representing that no one give responded to 10 minutes and 10-20 minutes, 20% tell I takes 20-30 minutes, 80%tell it takes above 30 minutes for recruitment process. This table indicates that 40% of mangers face time as constraint, 20% budget as constraint, 10% as constraint image of the company,20% as constraints internal polices,10% as constraints others. This

table is indications that 30% of managers tell that the company follows aptitude test method, 60% tell personal interview, 10% tell written test, no responses were found for technical test and all the test are not been conducted. This table is indicating 10% of managers tell selecting well qualified candidates is difficult, 40% tell on time completion of interview is an difficult for them, 20% manager tell selecting number of potential candidates as constraint,30% of mangers tell identifying technical knowledge is an constraint and none respondent for other reason. This overhead table represents that 10% of Respondents responded that due to company image, 30% due to unattractive job, 40% due to polices of the organization, no respondents responded others. This table express that 40% of managers tell inconvenient shift timing,10% of managers tell unattractive salary policy,10 of manager tell terms and conditions of the company,10% of manager tell more work load,30% of manger tell travelling problem. This table displays that 30% of the mangers tell aptitude test, 40% of the mangers are personal interview, 20% of the mangers are written test, 10% of the mangers are technical test. This table indicates that 20% of employees are aptitude test, 80% of employees are personal interview, no responded to the written test, and practical test. From the above table indications that 60% of employees tell it takes 1-2 days, 20% of employees tell it take 2-3 days,20% of employees tell it take 4-5 days, 0% of employees are not responded above 5 days. From the table displays that 50% of employees are 1-2 days, 20% of employees are 2-3 days, 30% of employees are 4-5 days, no responded comes from above 5 days. From the table displays that 50% of employees are strongly agree, 20% of employees are agree,30% of employee are neither or nor disagree no responded to disagree and strongly disagree. This table displays that 40% of employees are strongly agrees, 30% of employees are agree, 30% of employees are neither or nor disagree, not responded to disagree, and strongly disagree.

FACTOR ANALYSIS

COMPONENT MATRIX

	COMPONENT		
	1	2	3
INCONVENIENT SHIFT TIMING	-0.071	0.069	0.967
UNATTRACTIVE SALARY POLICY	0.406	0.726	0.157
TERMS AND CONDITIONS OF THE COMPANY	0.309	-0.769	0.224
MORE WORK LOAD	0.709	0.084	-0.096
TRAVELLING PROBLEMS	-0.716	0.156	-0.006

From the above analysis it can be interpreted that the factor inconvenient shift timing (.967) has a greater impact on candidates for not joining after selection. Followed by terms and conditions of the company (.224) and unattractive salary policy (.157) and other factors are negligible more work load and travelling problem.

FINDINGS OF THE RESEARCH

All employees are male. As it is a manufacturing company and includes more of risk is involved priority is given to male candidates when compared to female. Majority of the, employees are belonging to the age groups of 25-30 years. From the research it can be interpreted as majority of employees are recruited through employee referrals. It was found that majority of managers agree that the time taken for recruitment is above 30 minutes. It was initiate that majority of mangers tell that they are facing time as a main constraint during recruitment process it involves various rounds. It can be interpreted that majority i.e., 60% of mangers follow personal interview selection procedure during recruitment process. It was found that majority of managers tells that on time completion of recruitment process is a constraint during selecting the candidates. The majority of reason for not getting good response to the recruitment method is polices of the organization. It was found that majority of respondents tell due to inconvenient shift timing they are unable to join the company. It was establish that majority of percentage is given to personal interview in selection process. It was founded that majority of employees have been selected in personal interview round. It was measured that majority of time take to respond to employee application was 1-2 days. It was found that to send the offer letter to employee managers took 1-2 day it was found that most of the employees are highly satisfied with recruitment process followed by the company. The maximum of the employees are very satisfied with a selection procedure followed by the company.

CONCLUSION

Recruitment and selection is most important for any organization. If right candidate is not recruited they lack in matching their skill and ability with the performance which leads to dissatisfaction among employees. It includes that the company to be successful fire minded recruitment process which plays an important role in achievement. The study on completed in relation to the effectiveness of recruitment selection on lob satisfaction at TGSIN the selection process is reasonable and reliable where the employees are very much happy about the recruitment process is undergone in the company. The company has given more important to the safety in the working place as well as inside and outside the company.

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