A STUDY ON RECRUITMENT AND SELECTION PROCEDURES TOWARDS EVOLET TECHNOLOGIES WITH REFERENCE TO COIMBATORE

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Abstract—*Today's the world is fully connected with internet. Right from small kids to till the elders all of them use internet for their daily needs. Though there are many fields in the usage of internet, usage of internet in industry is outstanding. Since them works according to shift timing the usage of internet gives them hand. After the launch of IT infrastructure the working function of recruiters and other manager level people's work has doubted. So obviously they are in dilemma to usage internet. In other words they need the support of internet. The roles of HR department are linked with the help of IT for administrative process. Such by doing so, there is increase time consuming by speed in transactions and decrease in information errors.*

Keywords: *Recruitment, It- Infrastructure, Administrative Process, Recruitment, Job Portal, Effectiveness.*

INTRODUCTION

Recruitment is a key responsibility of the HR department. While HR works in many areas including employee engagement, employee development, statutory compliance, data management and many others, one of the key areas of focus for HR is to attract, select and on board suitable candidates for the organization.

Recruitment is the process to finding attracting qualified candidates for a job role and Selection is the process of identifying and selecting the right candidate for that job. The contributions of each employee play a pivotal role in the sustenance and growth of a business. Hence it is extremely important to select the right person for the job. The same way as a square peg does not fit in a round hole, a bad hire can affect the overall business outcomes.

STATEMENT OF THE PROBLEM

The present research is confined to study the recruitment and selection process followed at Evolet Technologies. The study reveals the recruitment and selection process followed in the organization. Employees are need with the recruitment process. The organization should providing ethical process for recruiting employees. The organizational study of the organization was done with the study of recruitment and selection. Identifying general practices that organizations use to recruit and select employees. Determining which recruitment and selection practices are most effective and how the recruitment and selection practices affect organizational outcome

OBJECTIVES OF THE STUDY

- To study the recruitment process and selection procedures in Evolet technologies

- To identify the opinion of the employees regarding selection practices

- To identify human resource problems practices

- To analyze the perception of the employees with respect to the selected dimensions of HRM practices in the study unit.

- To know the agree level with recruitment and selection process of company meets the current legal requirements

SCOPE OF THE STUDY

The scope of the study is confined to company only to know how recruitment & selection helps in providing the potential employees/candidates to the organization.

Recruitment & Selection includes information related to the way of obtaining the potential candidates i.e. the way of elimination or rejection procedure.

- To analyze the present system and recommendations necessary.
- Identification of the development needs.
- To explore the possible area of defects to determine decisions regarding Change in procedure.
- To study aims to provide guidelines for corrective measures to be taken.
- Overall the study evaluates various factors which affect recruitment Procedure.

LIMITATIONS OF THE STUDY

Time is the major constraint in collecting the data from the employees. The data collection is conducted only in Coimbatore. Hence, utmost care is to be taken while generalizing the result. This study is confined to the few Evolet Technologies employees and recruitment details only.

Due to personnel biases and other reasons, the employees has expressed other views, which can affect the analysis and other facts

- This study is applicable to web development and mobile application.
- This study is limited by lack of fund & time
- Due to lack of awareness, the respondents how give only limited information ➢ Due to busy, respondents were not given complete data.

RESEARCH METHODOLOGY

It refers to the process used to collect information and data for the purpose of making business decision. The methodology may include publication research, interview, surveys and other research techniques, and could include both present and historical information.

RESEARCH DESIGN

To make the research systemized the researcher has to adopted certain method. The method adopted by the researcher for completing the project is called research methodology. Research is a process in which the researcher wishes to find out the end result for a given problem and thus the solution helps in future course action. The research has been defined as "A careful investigation or enquire especially through search for new facts in any branch of knowledge". To give more additional to the old research new ones are conducted.

SAMPLE DESIGN

A sample is a subset from the total population. A sample is a subset from the total population. It refers to the techniques or the procedure to the research would adopt in selecting items for the sample (i.e) the size of the sample.

SAMPLING TECHNIQUES

Disproportionate stratified random sampling techniques has been used in sampling due to the following reasons. It provides information about parts of the all the area of *Coimbatore.*

SAMPLING SIZE

A sample size is guaranteed to its temperament of information assortment. Information assortment depends on the essential information is 150 respondents are taken as the example for this investigation.

DATA COLLECION

The following techniques were adopted for data collection.

Primary data

Primary data was collected through face to face interviews while filling up questionnaires (150 respondents).

Secondary data

Relevant information was gathered from magazines, newspapers and project reports that formed the secondary data.

STATISTICAL TOOLS

- Simple Percentage Method
- Chi-Square Test
- Correlation and Regression
- ANOVA (Analysis of variance)

DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE ANALYSIS

The table depicts the analysis between the age group of the respondents and effectiveness of the interviewing process.

NULL HYPOTHESIS

HO: There is no significance between the age group of the respondents and effectiveness of the interviewing process.

ALTERNATIVE HYPOTHESIS

H1: There is significance between the age group of the respondents and effectiveness of the interviewing process.

AGE GROUP OF THE RESPONDENTS * EFFECTIVENESS OF THE INTERVIEWING

PROCESS Cross tabulation

Count	EFFECTIVENESS OF THE INTERVIEWING PROCESS				
	Excellent	Good	Moderate	Poor	Total
AGE GROUP OF THE Below 25 years RESPONDENTS 26-35 years 36-45 years above 45 years	43	0	0	0	43
	22	23	0	0	45
	0	9	26	0	35
	0	0	1	26	27
Total	65	32	27	26	150

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.920E2[a]	9	.000
Likelihood Ratio	280.498	9	.000
Linear-by-Linear Association	129.741	1	.000
N of Valid Cases	150		

a. 2 cells (12.5%) have expected count less than 5. The minimum expected count is 4.68.

Symmetric Measures

		Value	Asymp. Std. Error[a]	Approx. T[b]	Approx. Sig.
Ordinal by Ordinal	Gamma	1.000	.000		.000
	Kappa			29.690	
Measure of Agreement		.711	.045	15.201	.000
N of Valid Cases		150			

    a. Not assuming the null hypothesis.

    b. Using the asymptotic standard error assuming the null hypothesis.

RESULT

Since the calculated value is greater than the table value. So we reject the null hypothesis. There is no significance between the age group of the respondents and effectiveness of the interviewing process.

CORRELATION

The table shows that the relationship between experience of the respondents and HR department's performance

Correlations

		EXPERIENCE OF THE RESPONDENTS	HR DEPARTMENT'S PERFORMANCE
EXPERIENCE OF THE RESPONDENTS	Pearson Correlation	1	.914[**]
	Sig. (2-tailed)		.000
	N	150	150
HR DEPARTMENT'S PERFORMANCE	Pearson Correlation	.914[**]	1
	Sig. (2-tailed)	.000	
	N		

		150	150

**. Correlation is significant at the 0.01 level (2-tailed).

NON PARAMETRIC CORRELATIONS

Correlations

		EXPERIENCE OF THE RESPONDENTS	HR DEPARTMENT'S PERFORMANCE
Kendall's tau_b EXPERIENCE OF THE RESPONDENTS	Correlation Coefficient	1.000	.864**
	Sig. (2-tailed)	.	.000
	N	150	150
HR DEPARTMENT'S PERFORMANCE	Correlation Coefficient	.864**	1.000
	Sig. (2-tailed)	.000	.
	N	150	150
Spearman's rho EXPERIENCE OF THE RESPONDENTS	Correlation Coefficient	1.000	.901**
	Sig. (2-tailed) N	.	.000
		150	150
HR DEPARTMENT'S PERFORMANCE	Correlation Coefficient Sig. (2-tailed)	.901**	1.000
		.000	.
	N	150	150

**. Correlation is significant at the 0.01 level (2-tailed).

RESULT

This is a positive correlation. There are relationships between experience of the respondents and HR department's performance.

ANOVA

NULL HYPOTHESIS Ho:

There is no significant relationship between educational qualification of the respondents and agree level with recruitment and selection process.

ALTERNATIVE HYPOTHESIS H1:

There is a significant relationship between educational qualification of the respondents and agree level with recruitment and selection process.

Descriptive

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS	N	Mean	Std. Deviatio n	Std. Error	95 % Confidence Interval for Mean		Minim um	Maxim um	Between-Compone nt Variance
					Lower Bound	Upper Bound			
Strongly Agree	45	1.78	.636	.095	1.59	1.97	1	3	
Agree	37	3.00	.000	.000	3.00	3.00	3	3	
Disagree	36	3.00	.000	.000	3.00	3.00	3	3	
Strongly Disagree	32	3.66	.483	.085	3.48	3.83	3	4	
Total	150	2.77	.812	.066	2.64	2.90	1	4	
Mod el Fixed Effects			.414	.034	2.71	2.84			
Random Effects				.408	1.48	4.07			.650

Test of Homogeneity of Variances

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Levene Statistic	df1	df2	Sig.
69.384	3	146	.000

ANOVA

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS		Sum of Squares	df	Mean Square	F	Sig.
Between Groups	(Combined)	73.297	3	24.432	142.704	.000
	Linear Unweighted Term Weighted	59.244	1	59.244	346.032	.000
Deviation		63.458	1	63.458	370.645	.000
		9.839	2	4.919	28.734	.000
Within Groups		24.997	146	.171		
Total		98.293	149			

Robust Tests of Equality of Means[b]

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

	Statistic[a]	df1	df2	Sig.
Welch	.	.	.	.
Brown-Forsythe	.	.	.	.

a. Asymptotically F distributed.

b. Robust tests of equality of means cannot be performed for EDUCATIONAL QUALIFICATION OF THE RESPONDENTS because at least one group has 0 variance.

POST HOC

Multiple Comparisons

Dependent Variable: EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

(I) AGREE LEVEL WITH RECRUITMENT AND SELECTION PROCESS (J) AGREE LEVEL WITH RECRUITMENT AND SELECTION PROCESS	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
				Lower Bound	Upper Bound
LSD Strongly Agree Agree Disagree	-1.222*	.092	.000	-1.40	-1.04
Strongly	-1.222*	.093	.000	-1.41	-1.04

		Mean Difference	Std. Error	Sig.	Lower Bound	Upper Bound
Disagree		-1.878*	.096	.000	-2.07	-1.69
Agree Strongly Agree Disagree		1.222*	.092	.000	1.04	1.40
		.000	.097	1.000	-.19	.19
Strongly Disagree		-.656*	.100	.000	-.85	-.46
Disagree	Strongly Agree	1.222*	.093	.000	1.04	1.41
	Agree	.000	.097	1.000	-.19	.19
	Strongly Disagree	-.656*	.101	.000	-.85	-.46
Strongly Disagree	Strongly Agree	1.878*	.096	.000	1.69	2.07
	Agree	.656*	.100	.000	.46	.85
	Disagree	.656*	.101	.000	.46	.85
Tamhane Strongly Agree Agree		-1.222*	.095	.000	-1.48	-.96
Disagree		-1.222*	.095	.000	-1.48	-.96
Strongly Disagree		-1.878*	.127	.000	-2.22	-1.53
Agree Strongly Agree		1.222*	.095	.000	.96	1.48
Disagree		.000	.000	.	.00	.00
Strongly Disagree		-.656*	.085	.000	-.90	-.42
Disagree Strongly Agree Agree		1.222*	.095	.000	.96	1.48 .00
		.000	.000	.	.00	
Strongly Disagree		-.656*	.085	.000	-.90	-.42
Strongly Strongly Agree Disagree Agree		1.878*	.127	.000	1.53	2.22 .90
		.656*	.085	.000	.42	

Disagree	.656[*]	.085	.000	.42	.90
Dunnett Strongly Agree Agree T3	-1.222[*]	.095	.000	-1.48	-.96
Disagree	-1.222[*]	.095	.000	-1.48	-.96
Strongly Disagree	-1.878[*]	.127	.000	-2.22	-1.53
Agree Strongly Agree	1.222[*]	.095	.000	.96	1.48
Disagree	.000	.000	.	.00	.00
Strongly Disagree	-.656[*]	.085	.000	-.90	-.42
Disagree Strongly Agree	1.222[*]	.095	.000	.96	1.48
Agree	.000	.000	.	.00	.00
Strongly Disagree	-.656[*]	.085	.000	-.90	-.42
Strongly Disagree Strongly Agree	1.878[*]	.127	.000	1.53	2.22
Agree	.656[*]	.085	.000	.42	.90
Disagree	.656[*]	.085	.000	.42	.90

*. The mean difference is significant at the 0.05 level.

HOMOGENEOUS

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

	AGREE LEVEL WITH RECRUITMENT AND SELECTION PROCESS		Subset for alpha = 0.05		
		N	1	2	3
Student-Newman-Keuls[a]	Strongly Agree	45	1.78		
	Agree	37		3.00	

		N	1	2	3
	Disagree	36		3.00	
	Strongly Disagree	32			3.66
	Sig.		1.000	1.000	1.000
Tukey B[a]	Strongly Agree Agree	45	1.78		
		37		3.00	
	Disagree	36		3.00	
	Strongly Disagree	32			3.66

Means for groups in homogeneous subsets are displayed.

a. Uses Harmonic Mean Sample Size = 36.942.

MEANS

RESULT

From the above analysis, we find that calculated value of the F-value is a positive 346.032 value, so H1 accept. Since the P value 0.000 is less than < 0.05 regarding there is a significant relationship between educational qualifications of the respondents and agree level with recruitment and selection process. The results are **significant** at 4 % level.

FINDINGS

- Majority 53.3% of the respondents are male
- Majority 30.0% of the respondents are in the age group of above 26-35 years
- Majority 59.3% of the respondents Educational Qualification is PG.
- Majority 45.3% of the respondents are experienced 0-3 years.
- Majority 32.7% of the respondents says One month on recruitment procedure.
- Majority 66.0% of the respondents said the organization clearly defines the requirements.
- Majority 55.3% of the respondents are feeling Excellent about affirmative action needs clarified and supported in the selection process.
- Majority 43.3% of the respondents are feeling Excellent about effectiveness of the interviewing process and other selection instruments.
- Majority 32.7% of the respondents feel Good working environment.
- Majority 35.3% of the respondents are Highly Satisfied about HR department's performance.
- Majority 70.0% of the respondents say the HR Department is efficient in Selection Policy of the employees.
- Majority 55.3% of the respondents are Strongly Agree for HR clearly defines the job descriptions and job specifications.
- Majority 30.0% of the respondents are Strongly Agree about recruitment and selection process.
- Majority 70.0% of the respondents are Highly Satisfied about the internal source and external source for recruitment process.
- Majority 37.3% of the respondents are said Very high for employee's reference for recruitment process.
- Majority 34.7% of the respondents are Most Frequently use Newspaper advert.
- Majority 44.0% of the respondents are strongly agreed about Competency level on the part of employee.
- Majority 28.7% of the respondents are Satisfaction with regarding job evaluation in recruitment procedure.
- Majority 64.0% of the respondents said frequently for Sociability
- Majority 70.0% of the customers are satisfied about the selection policies and practices.
- Majority 50.0% of the respondents are always using Aptitude tests.
- Majority 39.3% of the respondents said by personnel /HR department in consultation with line management.
- Majority 60.0% of the respondents are agree about Image of the agency.

SUGGESTIONS

- The process of Recruitment and Selection should be well defined for a rapid response from the person applying.
- The response time from the HR team should be quick and criteria should be judged in accordance with time limit, hence they will not lose the employee to rivals.
- The traditional recruitment and selection methods or procedures should be changed and unconventional methods, like moving towards universities and fresh candidates would help in getting energetic and willing full recruits.
- Panel interviewing is most suitable for now days and is less time consuming so by traditional means of different stages interview should be cut down and this method should be implemented on regular basis.

- The amounts of money spend on the recruitment and selection procedures should be taken in account and more specialized and new ways of procedures should be adopted, which will be beneficial for the organization.

- Staff with greater versatility and flexibility should be recruited to face the upcoming market challenges and who can tackle the unexpected situations.

- The recruiting and selection of staff should be in accordance with the manuals and policies of the company rather than being in favouritism or lack of knowledge.

CONCLUSION

Recruitment and selection process getting very much importance these days in the organization. It is very critical thing to evaluate the human resource. It is a systematic procedure that involves many activities. The process includes the step like HR planning attaining applicant and screening them. It is very important activity as it provides right place at right time. It is not easy not an easy task as organization future is depend on this activity, if suitable employees are selected which are beneficial to the organization it is at safe side but if decision goes wrong it can be dangerous to the organization. So it is an activity for which human resource departments gets very much importance. Recruitment and selection procedure and its important also gets changed as the organization changed.

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