

## A STUDY ON RECRUITMENT AND SELECTION PROCEDURES TOWARDS E VOLET TECHNOLOGIES WITH VINS.NET SOLUTION

R. Naveen Kumar<sup>1</sup>, T.Gomathi<sup>2</sup>

<sup>1</sup>Final Year MBA Student, Gnanamani College of Technology, Namakkal

<sup>2</sup>Head of the Department, Department of MBA, Gnanamani College of Technology, Namakkal

E-Mail ID: mathitrajan@gmail.com

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**Abstract**—To understand the existing staffing and selection process, to identify the sources and different methods of recruitment in Vins.net solution and to analyze satisfaction level of recruitment and selection from employees perspective at select companies of IT sector. Method: The Research design chosen is descriptive in nature. The convenience sampling technique was employed, a total of 105 responses were collected from Vins.Net. Based on the research objectives, a structured questionnaire is prepared consisting of recruitment and selection methods, sources of recruitment and employee satisfaction towards recruitment and selection process, questionnaires was designed in five point Likert scale. The collected data were analyzed through the percentage analysis and ANOVA single factor. Findings: The findings of the study showed that there is an association between recruitment and selection methods and increase in productivity and efficiency of organization. Application: The study helps policymakers in Vins.Net, to take decision about the good recruitment and selection methods to enhance the employee job satisfaction, productivity and efficiency of employees working in Vins.Net.

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### INTRODUCTION

Recruitment may be defined as the mechanism within a company to find potential applicants to fill current or expected vacancies. Ordinarily, it is a push to pick up the enthusiasm of the up-and-comers searching for occupations, discover the up-and-comers keen on the activity and make a gathering of potential representatives, with the assistance of which the administration can pick the reasonable individual for the activity.

### OBJECTIVES OF THE STUDY

- To make a study on the most preferably used recruitment source in the companies. (internal/external) whether is it in case of junior, middle or senior level.
- To understand the recruitment strategies followed by the companies.
- To identify the types of interviews conducted by the companies.

### OBSERVATIONS

- 75% of the employees of Vins.Net are in favour of the internal recruitment.
- 51% of the employees of Vins.Net are in favour of the internal recruitment source, i.e. transfer (junior level).
- 35% of the employees of Vins.Net are in favour of the internal recruitment source, i.e. promotion (middle level).
- 40% of the employees of Vins.Net are in favour of the internal recruitment source, i.e. promotion (senior level).
- 46% of the employees of Vins.Net are in favour of the external recruitment source, i.e. employee referrals (junior level).
- 50% of the employees of Vins.Net are in favour of the external recruitment source, i.e. employee referrals (middle level).

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- 52% of the employees of Vins.Net are in favour of the external recruitment source, i.e. employee referrals (senior level).
- 60% of the employees of Vins.Net are in favour of the centralization as it keeps them under the contact of with the head quarters.
- 85% of the respondents had given their vote to either somewhat/strongly agree or remain neutral. Surprisingly 15% have not given their vote in favour of academic marks.
- 45% of the employees of Vins.Net are in favour of the aptitude test as it enables them to prove their suitability for the job (junior level).
- 47% of the employees of Vins.Net are in favour of the intelligence test as it enables them to apply their experience & handle a critical situation (middle level).
- 49% of the employees of Vins.Net are in favour of the achievement test as it enables them to showcase their achievement in the corporate sector (senior level).
- 96% of the respondents had given their vote to either somewhat/strongly agree or remain neutral. Only 4% have not given their vote in favour of academic marks. XIV) 62% of the employees of Vins.Net are in a neutral position in case of e- recruitment.
- 87% of the employees of Vins.Net had opted for average & bad performance in e-recruitment.
- 46% of the employees of Vins.Net are in favour in the improvement of corporate image & profile.
- 48% of the employees of Vins.Net are in favour of the qualification factor to be taken into consideration while recruiting a fresher.
- 40% of the employees of Vins.Net are in favour of the qualification factor to be taken into consideration while recruiting a middle level employee.
- 52% of the employees of Vins.Net are in favour of the qualification factor to be taken into consideration while recruiting a senior level employee.
- 60% of the employees of Vins.Net are in favour of the number of interviews to be taken into consideration while recruiting an employee is two.
- 65% of the employees of Vins.Net are in favour of the „one-to-one interview“ to be taken into consideration while recruiting an employee.
- 48% of the employees of Vins.Net are in favour of the role play to be practiced in organizations. XXIII) 75% of the employees of Vins.Net are in favour of the duties to be performed.
- 55% of the employees of Vins.Net are in favour of the organizational need.
- 55% of the employees of Vins.Net are in favour of the adaptability to globalization.
- 42% of the employees of Vins.Net are in favour of the industry type.
- 39% of the employees of Vins.Net are in favour of the domain experience.
- 49% of the employees of Vins.Net are in favour of the relevant experience.
- 60% of the employees of Vins.Net are in favour of the essentials (having the authority to select, job description & job specification, availability of sufficient number of applicants) of the selection procedure. XXX) 95% of the employees of Vins.Net are in favour of the induction procedure.
- 90% of the employees of Vins.Net are in favour of the informal induction procedure.
- 55% of the employees of Vins.Net are in favour of being objective, reliable & methodological.

### **SUGGESTIONS & RECOMMENDATIONS**

- I wish to suggest that the lion share of the percentage of respondents who are agreeing to the internal recruitment denotes that they are satisfied with their jobs as internal recruitment provides them the opportunity of career

growth. Companies should take care of those individuals who are supporting the external recruitment as external recruitment brings additional cost for the organization.

- I wish to suggest that the lion share of the percentage of respondents who are agreeing to the transfer denotes that they are satisfied with the job as it provides them the opportunity to be placed in a better prospective area. Companies can take into consideration the option of inclusion of the deceased employee's dependents as it would enhance the companies' reputation.
- I wish to suggest that the lion share of the percentage of respondents who are agreeing to the promotion denotes that they are satisfied with the job as it provides them the reward & recognition of their hard work. Companies can take into consideration the option of inclusion of the deceased employee's dependents as it would enhance the companies' reputation.
- I wish to suggest that the lion share of the percentage of respondents who are agreeing to the promotion denotes that they are satisfied with the job as it provides them the reward & recognition of their hard work. Companies can take into consideration the option of inclusion of the deceased employee's dependents as it would enhance the companies' reputation.
- I wish to suggest that the lion share of the percentage of respondents who are agreeing to the employee referrals denotes that the company has complete faith & believe on the employees. Companies should also pay attention to unsolicited applicants.
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- I wish to suggest that the companies should pay attention to follow the decentralized procedure as it enable the company to expand itself & at the same time it releases the pressure on the top level management.
- I wish to suggest that the companies should pay attention to those individuals who are against the favour of use of academic marks & understand the reason why they are against the company's recruitment strategy.
- I wish to suggest that the companies should also pay attention to the achievement test as it will enable a fresher to showcase his achievement in the academic area.
- I wish to suggest that the companies should also pay attention to the achievement test as it will enable an employee to showcase his achievement in the academic & corporate area.
- I wish to suggest that the companies should also pay attention to the intelligence test as it will enable an employee to use the experience to handle a critical situation.
- I wish to suggest that the companies should pay attention to those individuals who are against the favour of use of reference check & understand the reason why they are against the company's recruitment strategy.
- I wish to suggest that the companies should make this form of recruitment more popular & aware to the employees. 16% against such recruitment should also be taken into consideration to know the reason of not supporting the company's recruitment strategy.
- I wish to suggest that the companies should make this form of recruitment more popular & aware to the employees. 80% supporting the below performance of such recruitment should also be taken into consideration to know the reason of not supporting the company's recruitment strategy.
- I wish to suggest that the individuals supporting the corporate image & profile denotes their loyalty & satisfaction towards their company & job respectively. Employees should also takes into consideration the matter of reduction in recruitment cost which will also benefit the companies at large.
- I wish to suggest that the individuals supporting the qualification factor denotes they are favoring a fresher's academic achievements. Companies should also value the fresher's communication skills equally with that of qualification factor as it is very much associated with qualification.

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- I wish to suggest that the individuals supporting the qualification factor denotes they are favoring a middle level employee's academic achievements. Companies should also value the employee's experience higher than that of qualification factor as a middle level employee adds value to the organization by means of experience not by academic achievements.
- I wish to suggest that the individuals supporting the experience factor denotes they are favoring a senior level employee's corporate achievements. Companies should also value the employee's communication skills higher than that of qualification factor as a senior level employee adds value to the organization by communication skills not by academic achievements.
- I wish to suggest that the individuals supporting the two numbers of interviews denote that they want to face seldom number of interviews as possible. Companies should limit the numbers of interviews to three in order to decrease the recruitment & at the same time reduce the pressure on the selected employee/s.
- I wish to suggest that the individual supporting the „one-to-one“ interview indicates that they want to face seldom pressure as possible. Companies should pay attention to the stress interview where an individual's stress facing can be exposed.
- I wish to suggest that the individual supporting the role play indicates that they want to keep themselves ready for any role they have to face, if needed. Companies should also practice the notices of job requirements so that individuals can be kept informed by the organization-a two way communication.
- I wish to suggest that the individual supporting the duties to be performed indicates that they are laying more stress on the duty from where they can derive job satisfaction. Companies should look at the qualification required as it would reduce the number of unwanted applicants to apply for the vacancy.
- I wish to suggest that the individuals supporting the organizational needs indicates that the working environment is good as they are keeping their individual needs behind organizational need. Companies should also pay attention to recruitment source as adoption of internal recruitment will cost less than the external recruitment.
- I wish to suggest that the individuals supporting the adaptability to globalization denote their inability to come in terms with changing global environment. So the companies should train those individuals & make them habituated with the changing environment.
- I wish to suggest that the individuals supporting the industry type indicates that Organizations are unwilling to take individuals from different industry. Employees should also rate the salary factor equivalent to the industry type.
- I wish to suggest that the individuals supporting the domain experience indicates that Organizations are unwilling to take individuals from different domain. Employees should also rate the salary factor equivalent to the domain experience.
- I wish to suggest that the individuals supporting the relevant experience indicate that Organizations are unwilling to take individuals from different domain. Employees should also rate the salary factor equivalent to the relevant experience.
- I wish to suggest that the individuals supporting the essentials indicate that they are very much satisfied with the organization. According to me, if the duties to be performed are also included the 10% of rejection would decrease.
- I wish to suggest that the individuals supporting the induction denote that it helps them to get accustomed with the working environment, subordinates & the immediate supervisor. As mentioned that top level employees (5%) are against it as the company has to bear a certain degree of cost.
- I wish to suggest that the individuals supporting the informal induction denote that it helps them to get accustomed with the working environment, subordinates & the immediate supervisor quickly in comparison to formal induction. As mentioned that top level employees (10%) are against it as they are of the belief that being formal enables an employee to get accustomed with formal corporate culture quickly.

## **CONCLUSION**

By the research we can interpret that maximum of the respondents are male with 52%. By the research it is interpreted that 87% of the workforce are of the age group of 20 up to 35 with 87%. As per the research it is interpreted that most of the workers leave in urban area.

Majority of the employees has chosen resume passing and bulk upload resume as software used in their organization for tracking application. In the research it is interpreted that maximum of respondents have the same opinion that the test conducted and interview process of organization is lengthy. Greater part of the staff agree that recruitment done by consultancies provide a best platform for the candidates for finding right job. 47% of the workers agree for the statement consultancy have the power only to recruit the candidates and filter them according to the recruitment of the organization. 57% have the same opinion that background check is done ethically for all candidates before giving the offer letter. 47% of the respondents agree that organization selects the external candidates even though it has best and deserved employees in organization. 52% of the respondents agree that selecting the right candidate for right job enhances the efficiency of the organization and also motivates employees to work.

50% of the respondents agree that recruiting from external source increases the cost of recruitment and also increases the performance of organization. Greater part of the employees of the IT companies agree good will/image of the organization directly influences on attracting qualified and potential candidates. 47% of the respondents have the same opinion that their organization use website for recruitment. Most of the workers agree that there is a favourism and biasness at the time of recruitment and selection. 55% be of the same opinion that job description and job specification is clearly defined by the HR at recruitment and selection.

Majority of the companies are under-going this structured interview and also aptitude test for the selection of the candidates. 63% of the respondents have a common opinion that the rate of recruitment and selection should be in promotional to the actual need within the organization. 45% of the staff agree that their organization provide consideration to internal candidates for all jobs before outside recruitment begins. 57% of the respondents are satisfied with resume screening and shorting – listing method used by the company. In the study it can be understood that a large amount of the companies conduct the campus interview to fill the vacancy and also acceptance of employee referrals. In the research it is interpreted that 40% of workers agree that there is no link between organization performance, selection, recruitment. 62% of the respondents are satisfied with the process of recruiting and selecting in their organizations.

According to the findings most of the sample prefer simple recruiting process and selection and they regard consultancies as major platform through which candidates find a job and they even realized that right recruitment process can bring efficiency by recruiting accurate applicant for the right occupation, this is possible when the candidate are made aware of the selection and recruitment process.

The driving force for any employee to perform is to give maximum liberty and encouragement to unleash their hidden talent and derive maximum benefits to the organization, and even reward and recognition can boost employee morale.

Deploying right set of guidelines and strategies can make much difference to the structure of organization, exploring different sources and methods of recruitment keeping the organizations core values and vision in line with these factors guarantees success to the organization and its team of employees.

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