

**Factors That Affects “Effectiveness of Recruitment and Selection Process in Kanyakumari
Aavin Milk Producers Union Ltd”, Nagercoil.**

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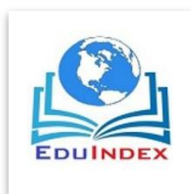
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ABSTRACT

The Human Resources are the most important assets of an organization. The success or failure of an organisation is largely depending on the people working there in order to achieve the goals or the activities of an organisation they need to recruit people with requisite skills, qualification and experience. They have to keep the present as well as the future requirement of the organization in mind. Recruitment and selection are two of the most important functions of Human Resource Management namely, the acquisition, development and reward of workers. It frequently forms an important part of the work of human resource managers - or designated specialists within work organisations. Recruitment precedes selection and helps in selecting a right candidate. Every organization needs to look after recruitment and selection in the initial periods and thereafter as and when additional manpower is and required due to expansion and development of business activities. **“Right person for the right job”** is the basic principle in recruitment and selection. Once these criteria are agreed and shared it is possible to make more rational decisions about someone's suitability for a job, based on evidence. The key to effective recruitment is preparation, knowing the job and what is required of someone to perform it well. Recruitment and selection process is the process to discover sources of manpower to meet that requirement of staffing and here we have analysed the factors that affects the effectiveness of the recruitment and selection process in the organization and to analyse effective measures for attracting that manpower to adequate numbers to facilitate effective selection of an efficient working force. It is a positive process as it attracts suitable applicants to apply for available jobs.

Key words: Recruitment, selection, human resource, organization, management.



1. RESEARCH METHODOLOGY

1.1 OBJECTIVES OF THE STUDY

- To study the effectiveness of recruitment process in an organisation.
- To study the effectiveness of selection process in an organisation.
- To know out the satisfactory level of employees about recruitment and selection process.
- To find out employees' opinion about present process and provide a suggestion for improvement.

1.2 RESEARCH METHODOLOGY

SAMPLING SIZE

Number of the sampling units selected from the population is called the size of sample. The total employees working in the organisation is 102. Sample of 50 respondents were obtained from the population.

DATA COLLECTION

The main sources through which data is collected are,

- Primary source
- Secondary source

The data collection for this research is through primary data collection. The instrument used for collecting primary data is pretested questionnaire.

STATISTICAL TOOLS

Percentage refers to specific kind of ratio. It is used to describe the relationship of absolute figure that is difficult to interpret. Percentages are used to make comparison between two or more series of data.

PERCENTAGE = NO. OF RESPONDENTS / TOTAL NO. OF SAMPLE * 100

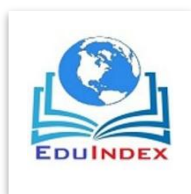
CHI – SQUARE TEST

The Chi – Square test was used to find out the association between two variables. Chi – Square is generally denoted by χ^2 .

However the value of the Chi- Square test is depends on how the data is collected. The formula for calculating Chi – Square test is,

$$\chi^2 = \sum (O_i - E_i)^2 / E_i$$

Where, O_i - Observed value



E_i . Estimated value

2. DATA ANALYSIS AND INTERPRETATION

TABLE 1 TYPES OF RECRUITMENT

Particulars	No of respondents	% of respondents
Newspaper source	5	10
Professionals journals/ Periodicals	1	2
Employment Exchange	16	32
Notification published in the society / Union Notice board	28	56
Total	50	100

INFERENCE

From the table, it is interpreted that 56% of the respondents says notification published in the society/Union notice board are the easiest way in which they get information about recruitment faster than other sources, 32% of the respondents says employment exchange, 10% of the respondents says newspaper source and 2% of the respondents says professional journals/periodicals.

2 TABLE

CHI – SQUARE TESTS TO FIND OUT THE RELATIONSHIP BETWEEN THE SOURCE RECRUITED THROUGH AND THE INTERVIEW PROCESS

Null Hypothesis (H_0) :There is no significant relationship between the source recruited through and the interview process.

Alternative Hypothesis (H_1) :There is significant relationship between the source recruited through and the interview process.

RELATIONSHIP BETWEEN THE SOURCE RECRUITED THROUGH AND THE INTERVIEW PROCESS

SOURCE RECRUIT ED THROUGH	RELATIONSHIP BETWEEN THE SOURCE RECRUITED THROUGH AND THE INTERVIEW PROCESS					
	HIGHLY SATISFI ED	SATISFI ED	NEUTR AL	DISSATISFI ED	HIGHLY DISATISFI ED	TOTA L

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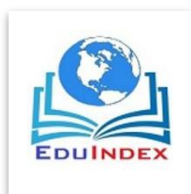
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Newspaper	1	2	0	0	0	3
Professional journals / Periodicals	1	1	0	0	0	2
Employment Exchange	2	10	3	0	0	15
Transfer From MPCs	1	5	0	0	0	6
Compassionate Ground Appointment	2	11	11	0	0	24
Total	7	29	14	0	0	50

SOLUTION

O_i	E_i	$O_i - E_i$	$(O_i - E_i)^2$	$(O_i - E_i)^2 / E_i$
1	0.4	0.6	0.36	0.9
1	0.3	0.7	0.49	1.633
2	2.1	-0.1	0.01	0.004
1	0.8	0.2	0.04	0.05
2	3.4	-1.4	1.96	0.576
2	1.7	0.3	0.09	0.053
1	1.2	-0.2	0.04	0.033
10	8.7	1.3	1.69	0.194
5	3.5	1.5	2.25	0.643
11	13.9	-2.9	8.41	0.605
0	0.8	-0.8	0.64	0.8
0	0.6	-0.6	0.36	0.6
3	4.2	-1.2	1.44	0.343
0	1.7	-1.7	2.89	1.7



11	6.7	4.3	18.49	2.759
TOTAL				10.893

CALCULATION

Calculated value = 10.893

Degree's of freedom = (c-1) (r-1)

$$= (5-1) (5-1)$$

$$= 4 * 4$$

$$= 16$$

Level of significance = 5%

$$5\% = 0.05$$

$$0.05 = 26.296$$

Calculated value < Table value

$$10.893 < 26.296$$

INFERENCE

Since the calculated value is less than the table value, we accept the null hypothesis. Thus there is no significant relationship between the source recruited through and the interview process.

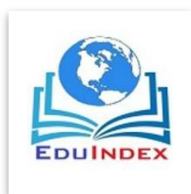
TABLE. 3

CHI – SQUARE TESTS TO FIND OUT THE RELATIONSHIP BETWEEN YEARS OF EXPERIENCE AND PRIORITY PROVIDED TO EXPERIENCED PERSON

Null Hypothesis (H₀) :There is no significant relationship between years of experience and priority provided to experienced person.

Alternative Hypothesis (H₁) :There is significant relationship between years of experience and priority provided to experienced person.

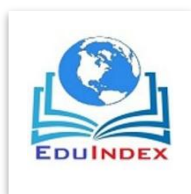
RELATIONSHIP BETWEEN YEARS OF EXPERIENCE AND PRIORITY PROVIDED TO EXPERIENCED PERSON



YEARS OF EXPERIENCE	RELATIONSHIP BETWEEN YEARS OF EXPERIENCE AND PRIORITY PROVIDED TO EXPERIENCED PERSON					
	HIGHLY SATISFIED	SATISFIED	NEUTRAL	DISSATISFIED	HIGHLY DISATISFIED	TOTAL
0-1 years	1	6	3	2	0	12
1-2 years	2	1	6	0	0	9
3-4 years	0	2	2	0	0	4
Above 5 years	5	16	3	1	0	25
Total	8	25	14	3	0	50

SOLUTION

O_i	E_i	$O_i - E_i$	$(O_i - E_i)^2$	$(O_i - E_i)^2 / E_i$
1	1.9	-0.9	0.81	0.426
2	1.4	0.6	0.36	0.257
0	0.6	-0.6	0.36	0.6
5	4.0	1	1	0.25
6	6.0	0	0	0
1	4.5	-3.5	12.25	2.722
2	2.0	0	0	0



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16	12.5	3.5	12.25	0.98
3	3.4	-0.4	0.16	0.047
6	2.5	3.5	12.25	4.9
2	1.1	0.9	0.81	0.736
3	7.0	-4	16	2.286
2	0.7	1.3	1.69	2.414
0	0.5	-0.5	0.25	0.5
0	0.2	-0.2	0.04	0.2
1	1.5	-0.5	0.25	0.166
TOTAL				16.484

CALCULATION

Calculated value = 16.484

Degree's of freedom = (c-1) (r-1)

$$= (5-1) (4-1)$$

$$= 4 * 3$$

$$= 12$$

Level of significance = 5%

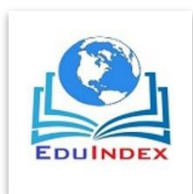
$$5\% = 0.05$$

$$0.05 = 21.026$$

Calculated value < Table value

$$16.484 < 21.026$$

INFERENCE



Since the calculated value is less than the table value, we accept the null hypothesis. Thus there is no significant relationship between years of experience and priority provided to experienced person.

FINDINGS :

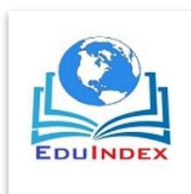
- Channels to post resume – 52% of the respondents prefer employee referrals.
- Type of recruitment – 56% of the respondents say Notification published in the society / Union Notice board is the easiest way to know about recruitment.
- Recruited through – 48% of the respondents are recruited through Compassionate Ground Appointment

Chi – Square Test

- There is no significant relationship between gender and job profile.
- There is no significant relationship between age and orientation program.
- There is no significant relationship between the source recruited through and the interview process
- There is no significant relationship between the type of recruitment and recruitment process
- There is no significant relationship between the source recruited through and the recruitment environment
- There is no significant relationship between years of experience and priority provided to experienced person.
- There is no significant relationship between the time taken to respond for the applications and HR team act as a consultant to increase the quality of the applicant pre-screening process.
- There is no significant relationship between the source recruited through and interview panel.
- There is no significant relationship between the time taken to respond to the candidate and performance at the HR department.
- There is no significant relationship between educational qualification and methods of interview.

CONCLUSIONS

Recruitment precedes selection and helps in selecting a right candidate. Every organisation needs to look after recruitment and selection in the initial period and thereafter as and when additional manpower is required due to expansion and development of business activities. The study was conducted in Kanyakumari Aavin Milk Producers Union Ltd, Nagercoil. It is found that many of the employees are applied through reference so the company may give preference to performance of the employees it will take the company to higher position. The important one is getting feedback from the candidates after the completion of each recruitment process. So, the employers get the feedback from the



interviewed person. If the company changes these corrections then the company can grow to higher level and can achieve top position in the future period.

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