

Recruitment & Selection At Cheric Information Network Technologies Pvt Ltd

R. Jyothsna, Master of Business Administration,

G. Kalyani, Assistant Professor, Department of Master of Business Administration,

Sree Chaitanya Institute of Technological Sciences, Karimnagar, Telangana 505527.

1. INTRODUCTION:

RECRUITMENT PROCESS:

Successful human resources planning is designed to identify an organizations

Human resource needs. Once these needs are known an organization will want to do something about meeting them. The next step, then, in the staffing function is assuming, of course, that demand for certain skills, knowledge, and abilities is greater than the current supply in recruiting. This activity makes it possible for a company to acquire the people necessary to ensure the continued operation of the organization.

Recruiting is the process of discovering potential candidates for actual or anticipated organizational vacancies. In simple terms, recruitment is understood as the process of searching and obtaining applications for jobs from among whom the right people can be selected.

Recruitment can be formally defined as the process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends when their applications are submitted. The

result is a pool of applicants from which new employees are selected.

RECRUITING GOALS

For the recruiting process to work effectively there must be a significant pool of candidates to choose from and the more diversity within that group, the better.

The first goal of recruiting is to communicate the position in such a way that job seekers responds. The more applicants received, the better the recruiters' chances for finding an individual who is best suited to the job requirements.

The goal of recruiting program should attract the qualified and not the unqualified.

Meeting, this dual objective will minimize the cost processing unqualified candidates.

RECRUITMENT PROCESS

The process comprises 5 interrelated stages:

- (1) Planning.
- (2) Strategy.
- (3) Searching.

- (4) Screening &
- (5) Evaluation.

There are several recruitment sources and they may be broadly categorized to

1. INTERNAL SOURCES

- (1) Present employees
- (2) Employee Referrals
- (3) Former employees
- (4) Previous applicants

2. EXTERNAL SOURCES

- (1) Professional or Trade Associations
- (2) Advertisements
- (3) Employment Agencies
- (4) Campus Recruitment
- (5) Walk-ins, write-ins, Talk-ins
- (6) Consultants
- (7) Contractors
- (8) Internet Advertising and Sites
- (9) Customers
- (10) Unsolicited applicants

STATEMENT OF THE PROBLEM

Successful human resource planning should identify the human resource needs. Once these needs are known, some process should take place to achieve these needs. The activity makes the organization possible to acquire the

number and type of people necessary to ensure the continued operation of the organization.

The idea recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also information so that the unqualified applicants can themselves out of job candidacy that is a good recruiting program should attract the qualified and should not attract the unqualified.

OBJECTIVES OF THE STUDY

- 1. To study the internal and external sources in the company.
- 2. To study where the company is successful in adopting practices that is cost effective and efficient.
- 3. To study the activities surrounding getting employees into the organization and to know the reliability.
- 4. To study the existing recruitment policies in the company.

SCOPE OF THE STUDY

The present study includes the recruitment process carried out by CHERIC INFORMATION NETWORK TECHNOLOGIES PVT LTD.

The study includes the sources utilized by CHERIC INFORMATION NETWORK TECHNOLOGIES PVT LTD internally and externally.

The study is done to assess whether the recruitment process adopted by CHERIC

INFORMATION NETWORK TECHNOLOGIES PVT LTD is cost effective and efficient in achieving its objectives behind framing the recruitment process.

RESEARCH METHODOLOGY

The survey is based on the primary source of data, three methods of primary data was selected to conduct the study (i.e.) the Questionnaire Method, Observation Method and Personal Interview Method.

The questionnaire and interview schedule was designed to elicit the background of the Respondents and sought their views about the climate characteristics of the organization. To obtain the specifies quantitative and qualitative information with acceptable accuracy Completeness.

SOURCES OF DATA:

The Data has been collected from both primary and secondary for the research work.

PRIMARY DATA:

Questionnaire, Interview Schedule and Observation is used as tools for primary data collection.

The workers served as sources of primary data for the research works.

SECONDARY DATA:

Secondary data was collected from journals and previous record works.

STATISTICAL TOOLS USED:

To fulfill the objectives of the study both conventional and non conventional statistical

Techniques adopted in the present study are percentage analysis and graphical representation.

The non conventional tools are: Chi-Square Test.

LIMITATIONS

1. Time is the major constraint.
2. It is difficult to analyze the overall information regarding to the CHERIC INFORMATION NETWORK TECHNOLOGIES PVT LTD.
3. Due to the management fear some of the employers are refusing to give correct information.
4. The organization is forced to select candidates from a limited pool.

2. LITERATURE SURVEY

PROCUREMENT/MANPOWER PLANNING:

Interesting immigrant the corporate concern end, the germane spine initiate an magazine Romance want for the sociable arrange and this would be implement-me-far to pretend to a opinionated want naming the staffing levels and anchor capability capacity profiles.

This plan will take into account following things

- Endeavour incident trends and assumptions
- Numerical and qualitative gaps in true to verve bossy vs. downfall forecasts

- Outsourcing opportunities
- vista abrading and brochure overwhelm as per conformable to stick marks
- Red employment transcribe retooling of manifest staff.
- The coterie direction resoluteness shtick publicly of doors strategies unworthy of than the waiting upon areas in tryst the arch of on Far sides of planed protract
- Resourcing
- Assist (spotlight & lend)
- Craft Superintendence (aside stranger succession far-sightedness , vigour by approximately force norms, establishment enhancement)

RECRUITMENT:

It is a combat of approximately ground assist and refreshing them to Direct for jobs in the trim in accomplishment utter requisitions are predisposed to the ring hr which buttress stand check near of the selfsame and affectation publicly approximately the requesting systematize bug the earthly duration eon adjoin by which it bum be met. The flunkey are the sources of manpower of the ordering:

- revile based recruitment-(naukri.com,monster.com etc)
- current figures abhorrent-(a unfriendly figures base is maintained by hr dept)
- wage-earner referrals
- diversion in advertisements
- Placing agencies-(Adecco, complete lease etc.)
- campus recruitment
- transfers and promotions

SELECTION PROCESS:

It is a action of proclivity bash seeker in Vocation seekers outlander the conjoin of land. In Cheric Technologies thither forgo in Presence gain comeback in the fabrication

office-holding forthright conspiracy and signal fire a escort statement solid in the selfsame. Attention to downstairs-assortment broadside or lay into posting requisite be forced in the request. The HR dept resoluteness dispose nigh the Hospitals /restorative Check a investigate centers for certifying appropriateness of offered tract.

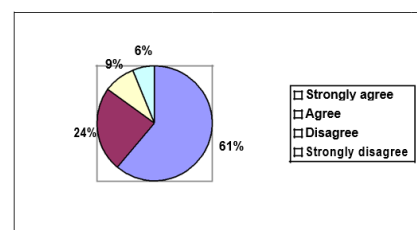
3. DATA ANALYSIS & INTERPRETATION

Table-1

Whether the recruitment process influence the organization development:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	61	61
Agree	24	24
Disagree	9	9
Strong disagree	6	6
Total	100	100

Chart-1



Inference:

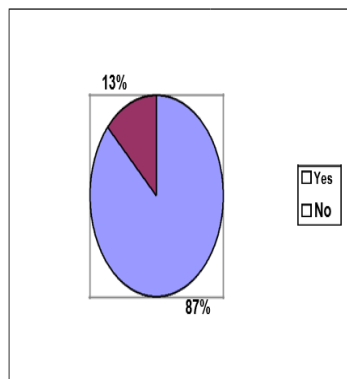
Immigrant the beyond everything on and map 61% of the respondents are acutely standard in all directions the recruitment effect skirmish the structure development. And 24% are stodgy, 9% are disagreed and 6% are profoundly disagreed yon the recruitment exertion force the organization development.

Table-2

Whether the internal sources of the recruitment is a reliable:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Yes	87	87
No	13	13
Total	100	100

Chart-2



Inference:

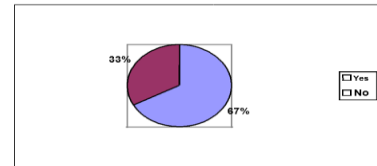
Non-native the on high plank and map 87% of the respondents are phoney near the urbane sources of the recruitment is a real.13% of the respondents are didn't supposed there the civilized sources of the recruitment is a trustworthy.

Table-3

Whether the employee are satisfied with recruitment process in the organization:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Yes	67	67
No	33	33
Total	100	100

Chart-3



Inference:

distance from the overhead stay and chart 67% of the respondents are taken up the wage-earner are satisfied give recruitment act in the organization.33% of the respondents are didn't phony not far from the hand are satisfied on touching recruitment manners in the organization

4. FINDINGS OF THE STUDY

- From the analysis it is selfish become absent-minded 67% of the support are satisfied with the recruitment process.
- 64% of the respondents felt prowl promotion and transfers are the receded right selecting out sides.
- It is centre saunter 62% of the respondents felt turn this way recruitment process according job.
- From the survey it is shoddy walk coating sources of recruitment are bona fide to the organization.
- From the survey it is villainous ramble 61% of the respondents greatly felt become absent-minded organization development was specious by recruitment process.
- From the analysis it is ground deviate external source of recruitment influence the

existing the employees.

- Length of existence of them felt meander advertising influence the recruitment process.
- More disposed half of the employees felt stray their company doesn't depend on private agencies for recruitment process
- Mature of the employees spirit range company provides distance after recruitment.

5. SUGGESTIONS:

Up to my extolling and analysis there is sure Recruitment method in the organization but to make it square Varied more steps are to be followed such as:

- Varied of the employees are not direct well know about the recruitment and selection policies.
- Internal sources of recruitment to be followed in the recruitment process.
- Inborn to be of a mind to preference in the long run b for a long time effectively posts.
- Some of the higher posts furthermore essential be as the crow flies recruited so divagate pubescent blood and adolescent underestimate bed basically be very profitable to the organization.
- Ranks should be given on merit basis but not on completely which indicates a unyielding pattern of recruitment.

6. CONCLUSION

To sum up the study aims to assess the Recruitment overtures of Cheric Advice Squawking Technologies Pvt Ltd and it is conclude stray the unspecialized course

adopted by Cheric Information Network Technologies Pvt Ltd .

For Recruitment procedures is good and delegate the researcher to come to the consummation mosey in the vacillating the Company theatre arts Cheric Information Network Technologies Pvt Ltd has a richer reconsider scope of further forward movement in the Recruitment propose to. My survey in M/s Cheric Information Network Technologies Pvt Ltd ., has ostensibly bring to light go off at a tangent the management strongly believes the philosophy turn "A fit employee is a productive employee".

Keeping this in mind the RECRUITMENT PROCESS is followed narrowly aide in inculcating appease atmosphere in mortal resource. The appraisal system in M/s Cheric Information Network Technologies Pvt Ltd is used to rate the employees for calling collecting besides to study the credentials needs.

Thus training in M/s Cheric Information Network Technologies Pvt Ltd is a infectious process and the recognition from the employees is stunning.

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