

Analysis of Recruitment and Selection Process at Resolve Itech, Coimbatore

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ABSTRACT

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Introduction: The Study seeks to understand the recruitment and selection procedures in Resolve Itech, find out whether the employees are satisfied with the enlistment process and to identify whether it is efficient.

Objectives: The primary information was collected through questionnaire and the auxiliary information was collected through the company site and articles on the web. The whole populace of the study was 107, and the same number of workers was utilized as the test estimate.

Methods: The analysis was done by Kruskal Wallis and Mann Whitney U test.

Results: From this study it is been observed that the recruitment and selection process was viable and most of the employees are fulfilled with it.

Conclusions: Also, the study suggested that the number of sources of recruitment ought to be expanded, and the recruitment and selection handle can be progressed advance.

Keywords: Recruitment, Selection, Employees

INTRODUCTION

Recruitment and selection are the foremost vital capacities in human asset administration, as they are dependable for bringing workers into the company. Without employees, work cannot be accomplished and subsequently, the specified output will not be picked up.

Through an enhancement within the recruitment and selection strategies, the company would be able to bring in new blood who will progress for the execution of the company through the productivity that's anticipated of them amid work. As a result, the organization will be able to overcome its competition more effortlessly and realize more noteworthy benefits. The study analyses the recruitment and selection policies, sources and its effectiveness.

LITERATURE REVIEW

Amratha Shetty, Harshal Ashok Chougule (2022). The analyses were done to get the significance of enlistment and choice in an organization and it is found that the organisation has an effective recruitment and selection process like getting applications, CVs, written tests, group discussions, Interview, selection, medical checkup, appointment letter. Also, the study discovers that appropriate candidates can be found through advertising.

Syed Iradat Abbas, Muzafar Hussain Shah, Yusuf Haji Othman (2021). The study highlights about the recruitment and selection techniques used in enhancing the organisation performance. And also, organisations are effectively employing a diverse approach which not only serves to encourage the method of recruitment and compelling business but also keep the working costs to the minimum.

V. Ezhil Kumar A, and Dr Shanthi Vijaya Keerthy B (2021) The research was done to get the recent trends and issues and this is reviewed to persuade the candidates to progress abilities, selecting correct space and facing interview fearlessly. Cuckoo search optimizer, which supports to find out the various review analysis of placement process in educational institutions.

Dr. V. Vanaja, Poornima Chandrasekar (2020) The study analyses the employee satisfaction with the recruitment and selection process and also suggested that company can include more fresh blood in order to acquire new idea.

Treyookidame Jat and C.S. Gowtham (2020) The focus of the study is to find out the effects of organisational outcomes due to recruitment and selection practices followed.

Mr. Vibin Geroge, Dr. K. Gunaseelaprabhu (2020) The study concludes that changes are required according to the changing situation of enlistment process that incorporates an extraordinary effect on working of the company as a new blood, modern thought enters within the company.

OBJECTIVES OF THE STUDY

- To understand the methods through which candidates are recruited and selected.
- To find out how satisfied the employees are with the current recruitment and selection process.
- To find out how effective the current recruitment and selection process is in the company.

STATEMENT OF THE PROBLEM

World has ample of opportunities and mankind can find the profession that suits them well. But people are unaware of the vacancies available in many companies for their profession and also, the companies have to make their hiring team to scrutinize the right candidate. Here is a study about the recruitment and selection process at Resolve Itch, Coimbatore.

RESEARCH METHODOLOGY

The study is done through descriptive research, since the recruitment and selection process had to be watched within the company to it whether it is efficient and decides the areas for improvement. The research is done by researchers through direct sources like interviews, observations, experiments, surveys and focus groups. The primary data was collected through questionnaires and observation. The secondary data is collected within an organisation and then repurposed. The data was collected through websites, company pamphlets and journals on the internet. The sample design envelops all angles of how to gather units on the frame and to determine the sample size, allocate the sample and finally, select the sample. The total number of employees in the company is 107 and the number of employees taken as the sample was 107. The Statistical tools used are Mann Whitney U test and Kruskal Wallis test. Mann Whitney U test is used to find the difference in the responses for the use of both internal and external sources of recruitment between male and female employees. And also, for finding difference in effectiveness of the recruitment process between married and single employees. Kruskal Wallis test is used to find difference between the employees' qualifications and their satisfaction with the hiring process.

Data Collection and discussion:

The data has been collected through structured questionnaire and the respondent are asked to choose the appropriate answer of each of them.

Table 1: Demographic characteristics of the respondent

Demographic Factors	No. of Respondent	% of the Respondent
Gender		
Male	43	40.2
Female	64	59.8
Total	107	100
Marital Status		
Married	36	33.6
Single	71	66.4
Total	107	100
Qualification		
Graduate	62	57.9
Postgraduate	44	41.1
PhD	1	0.9
Total	107	100

From the above table 1 it been clear that majority of the respondent of them were female. Because now a days woman also engaged in all sectors equal to man and giving high competition to males. The survey also finds that comparing to married, more bachelors are working in the company. Majority of the employees are graduates since the scope of work is there for each qualification.

Mann Whitney U Test

Hypothesis: 1

H₀: There is no significant difference in the responses for the use of both internal and external sources of recruitment between male and female employees.

H₁: There is a significant difference in the responses for the use of both internal and external sources of recruitment between male and female employees.

Table 2: To find out difference between internal and external sources of recruitment.

Gender	Mean Rank	Z Value	P value
Male	55.22	0.461	0.645
Female	53.18		

The p-value is greater at 5% significance level. To find out difference between internal and external sources of recruitment shown in above table 2. Therefore, the null hypothesis is accepted. Hence, there is a no significant difference in the responses for the use of both internal and external sources of recruitment between male and female employees. The mean rank for male and female employees in this case is 55.22 and 53.18 respectively, which does not have a large difference. So, the opinions of both male and female employees are the same, and that both internal and external sources of recruitment are used in the company.

Hypothesis: 2

H₀: There is no significant difference in the responses for the change in recruitment and selection procedure over the years between male and female employees.

H₁: There is a significant difference in the responses for the use of both internal and external sources of recruitment between male and female employees.

Table 3: Change in recruitment and selection procedure over the years.

Gender	Mean Rank	Z Value	P value
Male	54.12	0.039	0.969
Female	53.92		

The p-value is greater at 5% significance level. Change in recruitment and selection procedure over the years shown in above table 3. Therefore, the null hypothesis is accepted. Hence, there is no significant difference in the responses for the change in recruitment and selection procedure over the years between male and female employees. The mean rank for male and female employees in this case is 54.12 and 53.92 respectively, which does not have a large difference. So, the opinions of both male and female employees are the same, and that the recruitment and selection procedure has changed over a long time.

Hypothesis: 3

H₀: There is no significant difference in the responses for the effectiveness of the recruitment process between married and single employees.

H₁: There is a significant difference in the responses for the effectiveness of the recruitment process between married and single employees.

Table 4: Effectiveness of the recruitment process

Gender	Mean Rank	Z Value	P value
Male	55.09	0.705	0.481
Female	51.76		

The p-value is greater at 5% significance level. So, the null hypothesis is accepted. Hence, there is no significant difference in the responses for the effectiveness of the selection process between married and single employees. Effectiveness of the recruitment process shown in above table 4. The mean rank for married and single employees in this case is 55.09 and 51.76 respectively, which does not have a large difference. So, the opinions of both married and single employees are the same, and that the recruitment process is effective.

Kruskal Wallis test**Hypothesis: 4**

H₀: There is no significant difference between the employees' qualifications and their responses about the information given to the candidates during the hiring process.

H₁: There is a significant difference between the employees' qualifications and their responses about the information given to the candidates during the hiring process.

Table 5: Information given to candidate during the hiring process

Qualification	Mean Rank	Chi Square	P value
Graduate	53.02	0.222	0.895
Postgraduate	55.26		
PhD	59.50		

The p-value is greater at 5% significance level. So, the null hypothesis is accepted. Hence, there is no significant difference between the employees' qualifications and their responses about the information given to the candidates during the hiring process shown in above table 5. The mean rank for employees who are graduate, postgraduates, and have a PhD in this case is 53.02, 55.26 and 59.50 respectively, which does not have a large difference. So, the opinions of graduates, postgraduates and PhD are the same, and that all the information is given to the candidate during the hiring process.

Hypothesis: 5

H₀: There is no significant difference between the employees' qualifications and their responses about troubles faced during the recruitment and selection process.

H₁: There is a significant difference between the employees' qualifications and their responses about troubles faced during the recruitment and selection process.

Table 6: Troubles during the recruitment and selection process

Qualification	Mean Rank	Chi Square	P value
Graduate	53.97	1.104	0.576
Postgraduate	51.22		
PhD	54.50		

The p-value is greater at 5% significance level. So, the null hypothesis is accepted. Hence, there is no significant difference between the employees' qualifications and their responses about troubles faced during the recruitment and selection process shown in above table 6. The mean rank for employees who are graduate, postgraduates, and have a PhD in this case is 55.97, 51.22 and 54.50 respectively, which does not have a large difference. So, the opinions of graduates, postgraduates and PhD are the same, and they didn't experience any trouble during the hiring process.

Hypothesis: 6

H₀: There is no significant difference between the employees' qualifications and their satisfaction with the hiring process.

H₁: There is a significant difference between the employees' qualifications and their satisfaction with the hiring process.

Table 7: Satisfaction with the hiring process

Qualification	Mean Rank	Chi Square	P value
Graduate	55.77	1.106	0.575
Postgraduate	51.41		
PhD	58.50		

The p-value is greater at 5% significance level. So, the null hypothesis is accepted. Hence, there is no significant difference between the employees' qualifications and their satisfaction with the hiring process shown in above table 7. The mean rank for employees who are graduate, postgraduates, and have a PhD in this case is 55.77, 51.41 and 58.50 respectively, which does not have a large difference. So, the opinions of graduates, postgraduates and PhD are the same, and that they are satisfied with the hiring process.

FINDINGS

The Study has found that the recruitment policies and selection process provided by the company is very effective for most of the candidates and many feel that further improvement can be done to attract a greater number of candidates. Also, there is no significant difference employee's qualification and their responses about employee's qualification and hiring process. Because the belief of graduates, postgraduates and PhD are the same.

SUGGESTIONS

RESOLVE ITECH is currently doing advertisements with Naukri only, if it is done with more portals, they can find more potential candidates. Also, while recruiting the candidates if more members are kept in the panel, the selection process can be more effective. Salary package could be better in order to attract more candidates for the vacancies. The company could attend job fairs and recruitments which will make them easier to recruit candidates.

CONCLUSION

The Study was done to analyse the recruitment and selection process in **RESOLVE ITECH**. Both internal and external sources used are changed over the years and most of the employees are satisfied with the recruitment and selection process in the company and they believe recruitment procedures are effective. The company would be benefited from increasing the number of methods which they use to publicize their jobs and make it more attractive.

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