

A STUDY ON EMPLOYEE RECRUITMENT & SELECTION WITH SPECIAL REFERENCE TO KWALITY GARMENTS

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Abstract— Recruitment is a process of finding and attracting the potential resources for filling up the vacant positions in an organization. It sources the candidates with the abilities and attitude, which are required for achieving the objectives of an organization. Recruitment process is a process of identifying the jobs vacancy, analyzing the job requirements, reviewing applications, screening, short listing and selecting the right candidate. The objective of this research is to study a variety of components related to finding, hiring and retaining qualified employees. In this study 100 employees of Kwaliti garments was selected as size of sample by convenient sampling method. Percentage analysis were used to analyze the data. An effective recruitment and selection process reduces turnover, we also get much better results in our recruitment process if we advertise specific criteria that are relevant to the job. Include all necessary skills, and include a list of desired skills that are not necessary but that would enhance the candidate's chances.

Keywords— *Recruitment, Employees, Organisation.*

Introduction

An analysis of these definitions reveals the following features of recruitment: Recruitment is a process or a series of activities rather than a single act or event. The activities in this process are described under the next heading. Recruitment is a linking activity as it brings together those with jobs (employer) and those seeking jobs (prospective employees). The induction of new employees into an organisation is an important part of the management of people at work and it needs certain consideration. One of the main reasons why many people leave the organisation shortly after joining them are connected with the lack of induction and the treatment they get in the new organisation during the starting period of their employment. The starting period in a new job is well known to be very stressful, from personal experience and from research. If an employer wants well-motivated staff, it is of importance that this is demonstrated from the start of the employment.

REVIEW OF LITERATURE

1. **Rathi and Rastogi (2008)** studied the effect of emotional intelligence on occupational self-efficacy of 112 scientists in a number of research organizations. The study revealed that emotional intelligence had a positive relationship with occupational self-efficacy and was found to be one of its significant predictors.

This study also implied that people with higher emotional intelligence were more effective employees as compared to those with lower emotional intelligence.

2. **Nilgun (2009)** examined the self-efficacy levels of science teachers relating to science teaching for some variables. This study was verified with the aim of determining how the teacher efficacy and the level of self-efficacy belief of science teachers changed. According to the findings of the study, teacher efficacy of science teachers was not changing according to gender, age, seniority, weekly lesson load, receiving in-service training and job satisfaction. While self-efficacy beliefs of teachers were not being different, it showed sufficient change according to seniority and weekly lesson load.
3. **Williams (2009)** examined the effect of gaining a degree on teacher self- efficacy and emotions. This research project examined the impact on the self-efficacy of 202 practicing primary teachers of completing a degree qualification some years after gaining their initial teaching qualification. Rather than the teachers' emotions and sense of self efficacy being shaped by their practice, mastery of a degree was an emotional experience that shaped the teachers' personal self- efficacy and ultimately their sense of professional self- efficacy.

OBJECTIVE OF THE STUDY:

- To study and analyse the various multi criteria decision making relating to recruitment & selection in Kquality garments.
- To study a variety of components related to finding, hiring and retaining qualified employees.

SAMPLING

In this study 100 employees of Kquality garments was selected as size of sample. The sampling technique used in this study is convenient sampling method.

METHODOLOGY

The study is based on primary data collected from the employees of Kquality garments through a direct structured questionnaire.

FINDINGS

METHODS OF RECRUITMENT USED FOR RECRUITMENT

<i>S.NO</i>	<i>PARTICULARS</i>	<i>NO.OF RESPONDENTS</i>	<i>PERCENTAGE</i>
1	<i>Employee referrals</i>	52	52%
2	<i>Govt employment</i>	24	24%
3	<i>Professional bodies</i>	14	14%
4	<i>Consultancy</i>	10	10%
	<i>TOTAL</i>	100	100%

METHODS FACED FOR YOUR SELECTION

<i>S.NO</i>	<i>PARTICULARS</i>	<i>NO.OF RESPONDENTS</i>	<i>PERCENTAGE</i>
1	<i>Aptitude test</i>	11	11%
2	<i>Personal interview</i>	46	46%
3	<i>Written test</i>	24	24%
4	<i>GD round</i>	19	19%
	<i>TOTAL</i>	100	100%

IMPORTANT QUALITY THE ORGANIZATION LOOKS FOR IN A CANDIDATE

<i>S.NO</i>	<i>PARTICULARS</i>	<i>PERCENTAGE</i>
1	<i>Knowledge</i>	38%
2	<i>Discipline</i>	27%
3	<i>Term work</i>	23%
4	<i>Time management</i>	12%
	<i>TOTAL</i>	100%

- ❖ Majority of respondents are following employee referrals method for recruitment i.e.,52%.
- ❖ Majority of respondents are belongs to face personal interview for selection i.e.,46%
- ❖ Majority of respondents are belongs to looks for knowledge of an candidate i.e.,38%

SUGGESTIONS:

- The HR department of the company should carry out of these researches frequently with their company to understand the exact factors that are causing recruitment & selection.
- Career growth, skill development activities, job security and remuneration are the factors that need to be considered well in the study.

CONCLUSION:

Human Resource Management focuses on matching the needs of the business with the needs and development of employees. The aim of the research is to explore the relationship between recruitment & selection and job satisfaction .In order to achieve this aim different method were used to gather the information and later on to analyse them and get results. It allows a business time to train existing staff to take on new responsibilities and to recruit new staff to fill vacancies or to meet skill shortages. The results of the study shows that all main study variables were positively related to each others .As the result shows the recruitment & selection has many benefits for an organization such as fact that when employees are been more satisfied with their job they will have more commitment and higher productivity.

Reference:

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