

A Study on Effectiveness of Recruitment and Selection Process at Miven Mayfran Conveyors

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Abstract: Study is made regarding how the recruitment process is and how the candidates are selected. The paper was oriented towards finding out the effectiveness of recruitment and selection process. This exercise has helped in the better understanding with the recruitment policy of Company, and also to the employees' participation in recruitment process that effects the organization and its day to day work. Enrolment and Choice is a significant interaction in Human Resource Management. The study is made regarding how the recruitment process is and how the candidates are selected. Enrolment shapes the primary stage during the time spent which go on with the determination interaction and stops with the position. Recruitment and Selection both terms are meant to hiring process. Recruitment is a process which involves in searching, finding, screening and hiring qualified job candidates.

Keywords: Candidates and employees, Recruitment, Selection.

I. INTRODUCTION

A. Need of the Study

- To ensure fair and transparency in going process.
- It helps in choosing the right possibility for the right work.
- The learning is essential towards understand whether existing process of recruitment is effective in understanding the requirements of employees and providing the right set of candidates.
- To know the sources used for recruiting at various levels and various jobs.

B. Objective of the Review

- Study effectiveness of employment at Miven Mayfran Conveyors.
- To study various methods and sources of Recruitment and selection process.
- To find employees opinion, about present recruitment and selection process.
- To suggest modification in Recruitment and Selection process if required.

C. Selection Process at Miven Mayfran Conveyors

- Job Analysis
- Sourcing
- Screening
- Profile Screening
- Basic Interview
- Telephonic Interview
- Background Check
- Reference Check
- Salary negotiation and offer letter

D. Sources of Recruitment and Selction at Mivenmayfran Conveyors

- Company's own website.
- Consultants.
- Employee reference.
- Job Portals – Naukri.com, Monster.com, LinkedIn and HR Whatsapp groups.

E. Methods of Recruitment and Selection at Mivenmayfran Conveyors

- Interviews – Basic Interview and telephonic Interview.

II. LITERATURE REVIEW

- *Robert C. Liden Journal of Applied Psychology 96 (1), 221, (2011): A Recruitment and Selection Perspective:* In this study researcher examined internship as a recruitment and selection process. On the basis of impression management theory, we hypothesized that both organizations and interns make efforts to impress the other party during the internship if they intend to hire or be hired.
- *Asif Kamran (2015):* This research is based on the pure and practical facts which the HR personnel's deal with in their daily work routine. The finding of the research was merely or purely based on the opinions and results from the Human Resource Department. A design of questionnaire was produced and was given to different executives in this field to provide us with the results based on that questions and a questionnaire was used in it. The feedback from the questionnaire has findings which are based on the primary, secondary researches and reports.
- *Issac Christopher (2018):* The motivation behind this paper is to evaluate the enlistment and determination practices of public area advanced education establishments in Ghana. The examination utilized quantitative examination approach with a clear overview plan. Poll was utilized to gather information from 128 respondents. Data processing was done using SPSS. It is recommended that employee referrals.
- *Anthony C. Klotz Journal of Organizational Behavior, J. Organiz. Behav. 34, S104-S119 (2013):* The job of reliability in enlistment and determination. This article is about hierarchical pre-passage period is essentially comprised of cycles including enlistment (i.e., practices and exercises that associations embrace to draw in quality candidates to an association) and choice (i.e., strategies that associations use to choose the best candidates). In spite of the fact that researchers perceive the significance of reliability for both work candidates and recruiting associations, earlier exploration investigating dependability during the hierarchical pre-passage time frame is dispersed across various different writings. This paper specifically surveys earlier work that explores the job of reliability in the enrollment and determination processes.
- *Celine D'Silva International (2020):* This paper focuses on how there is an extreme expansion in the web-based enrollment process with the development of technology. Here endeavors are made to comprehend on the off chance that clients favor online enlistment or eye to eye choice.

The fundamental motivation behind this examination paper is to comprehend the expansion in enlistment and choice methodology on the web. Researcher found that the majority of them select e-enrollment more than ordinary enlistment process and end up finding success in tracking down the right possibility for the right position.

- *Rosalind H Searle Human Resource Management, 215-237, (2018): Recruitment and Selection:* This article centres around enlistment and choice cycles. These frameworks might be the principal formal cooperation candidates have with the association, and their effect can be huge not just as far as who is drawn in and chosen to work in an association.

III. RESEARCH METHODOLOGY

Type of Research: Descriptive research.

Sample Unit: The study was conducted for employees of Miven Mayfran Conveyors Pvt. Ltd., Hubli.

Sample Size: 50 Respondents.

Sampling Method: Non-Probability Convenience Sampling Method.

Type of Data Collection: The accompanying wellspring of information was utilized.

- *Essential Data:* Questionnaire Review.
- *Secondary Data:*
 - Previous Records.
 - Articles and papers.
 - Websites.

Research Design: Descriptive.

Data Analysis: SPSS Software.

Duration of the Study: 60 days.

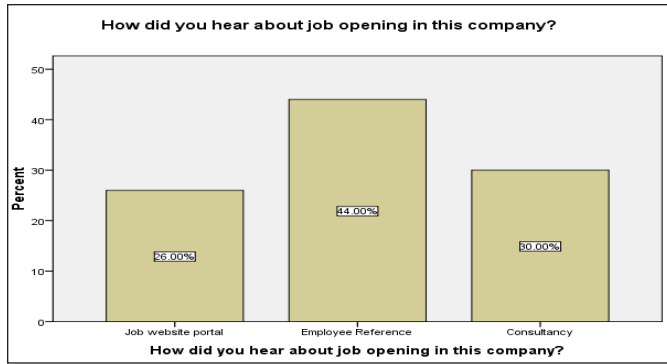
Extent of the Review

This study assists with realizing the organization profile and to comprehend the concentrate on Enlistment and Choice cycle occurs in the association. It helped me to acquire good knowledge of Miven Mayfran Conveyors Pvt. Ltd. networks. This project survey is undertaken to submit a project report to the institute as a part of the academics.

IV. RESULTS

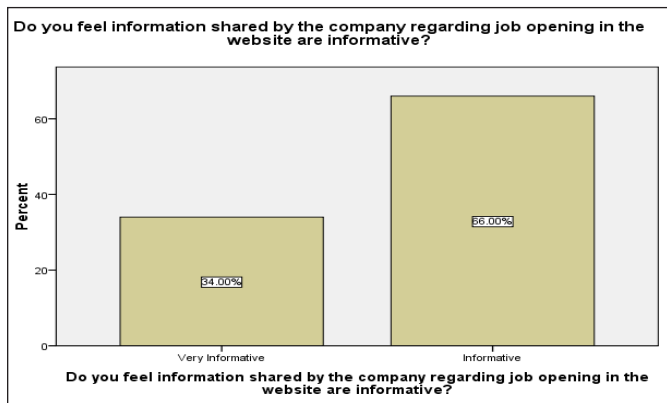
How could you find out about employment opportunity in this company?

	Frequency
Job website portal	13
Employee Reference	22
Consultancy	15
	50



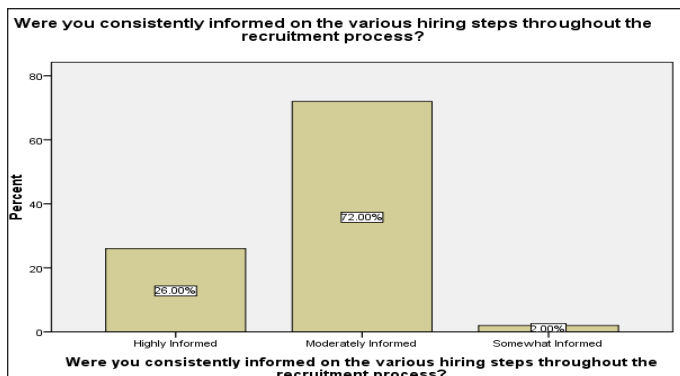
Do you feel information shared by the company regarding job opening in the website are informative?

		Frequency
Valid	Very Informative	17
	Informative	33
		50



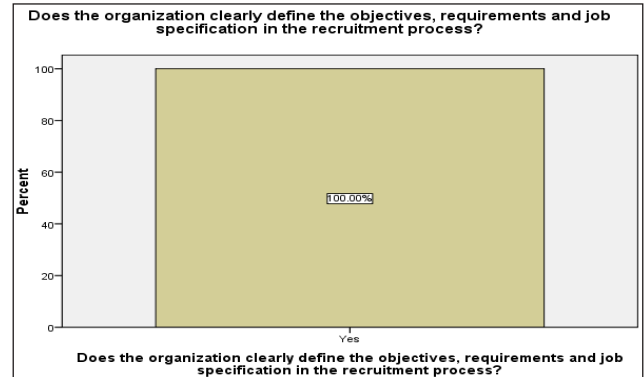
Were you consistently informed on the various hiring steps throughout the recruitment process?

		Frequency
Valid	Highly Informed	13
	Moderately Informed	36
	Somewhat Informed	1
		50



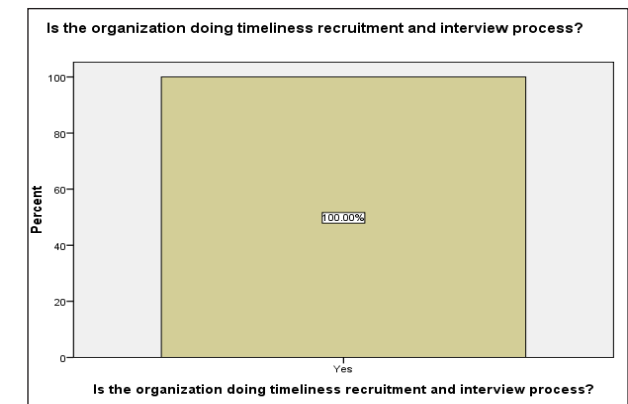
Does the association obviously characterize the goals, prerequisites and occupation particular in the enrolment cycle?

		Frequency
	Yes	50



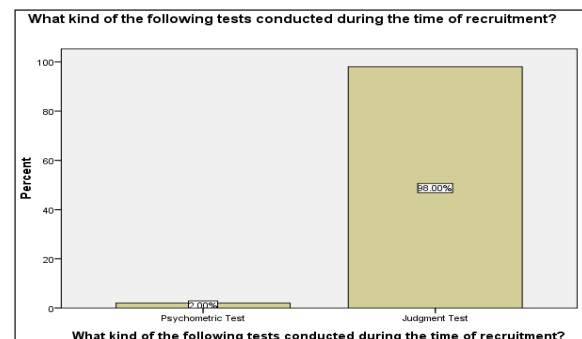
Is the organization doing timeliness recruitment and interview process?

		Frequency
	Yes	50



What sort of the accompanying tests led during the hour of enrollment?

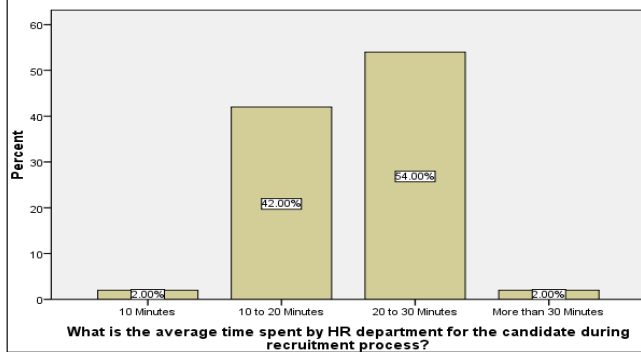
		Frequency
	Psychometric Test	1
	Judgment Test	49
		50



What is the typical time spent by HR division for the up-and-comer during enrolment process?

	Frequency
10 Minutes	1
10 to 20 Minutes	21
20 to 30 Minutes	27
More than 30 Minutes	1
	50

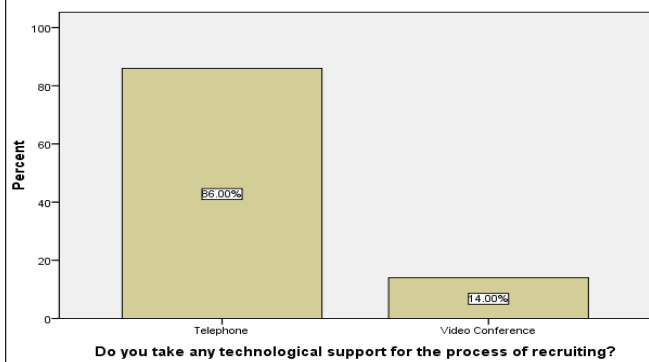
What is the average time spent by HR department for the candidate during recruitment process?



Do you take any mechanical help for the most common way of selecting?

	Frequency
Telephone	43
Video Conference	7
	50

Do you take any technological support for the process of recruiting?



What sort of check you do during the hour of enlistment process?

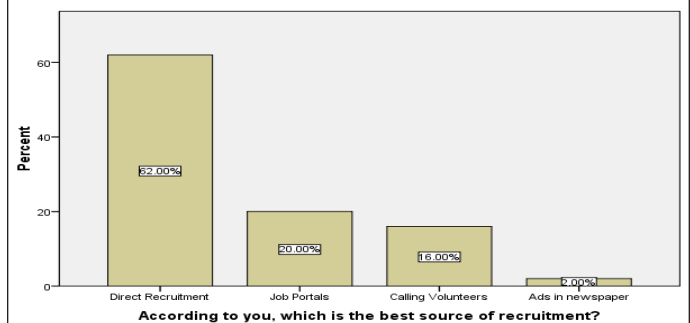
	Frequency
Educational Qualifications	1
Legal Background Check	10
Family Background Check	25
Reference check	14
	50



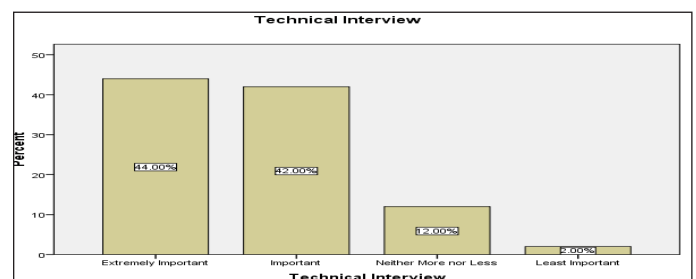
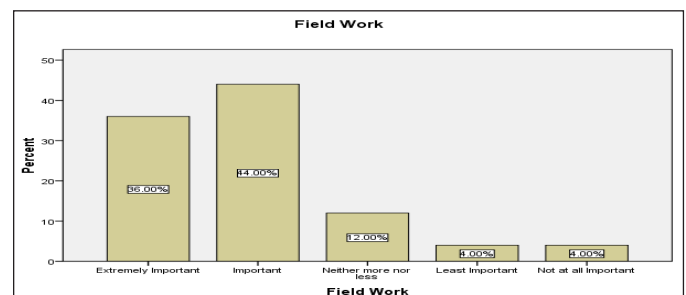
According to you, which is the best source of recruitment?

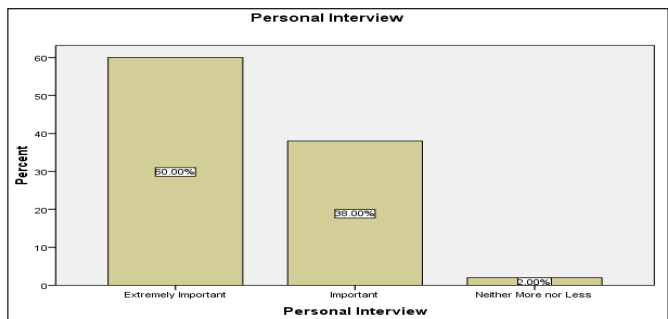
	Frequency
Direct Recruitment	31
Job Portals	10
Calling Volunteers	8
Ads in newspaper	1
	50

According to you, which is the best source of recruitment?



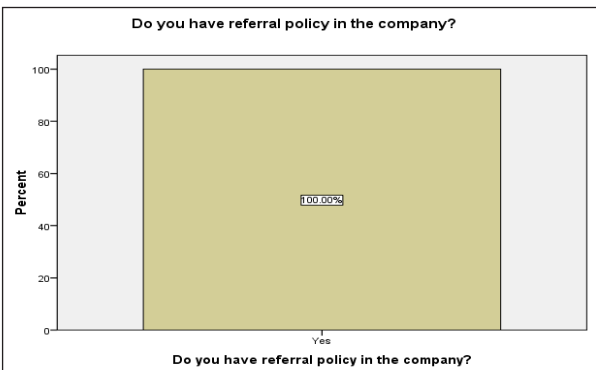
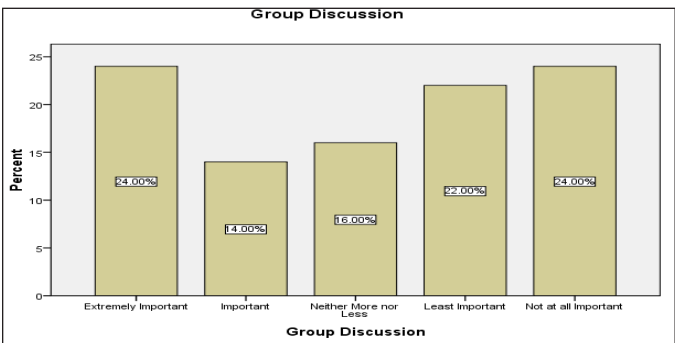
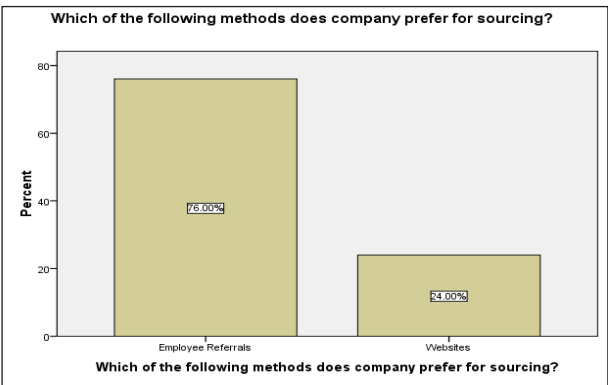
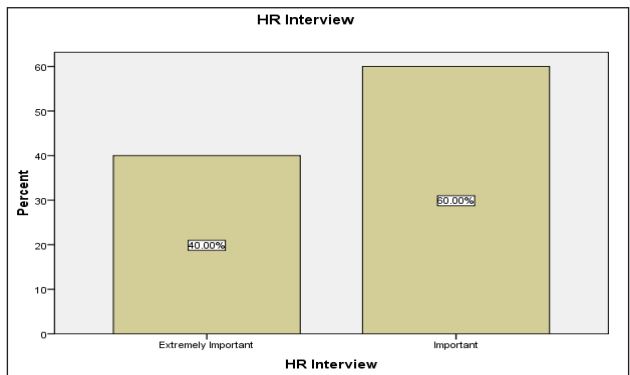
What are the factors that are to be given more importance in recruiting?





Which of the accompanying techniques truly does organization like for obtaining?

	Frequency
Employee Referrals	38
Websites	12
	50

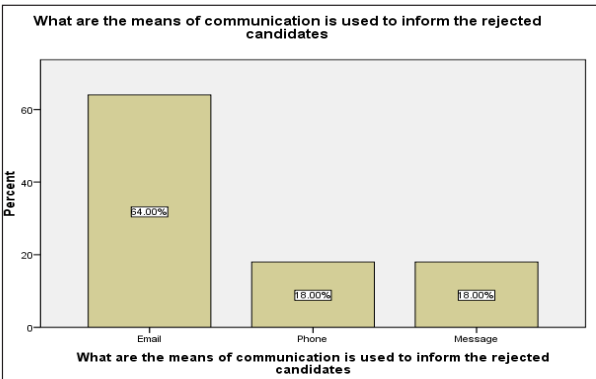
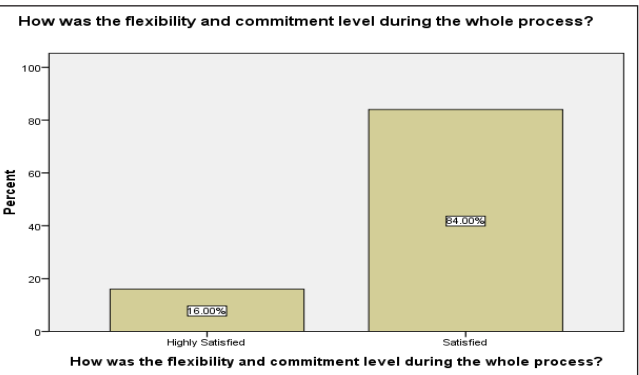


How was the adaptability and responsibility level during the entire cycle?

	Frequency
Highly Satisfied	8
Satisfied	42
	50

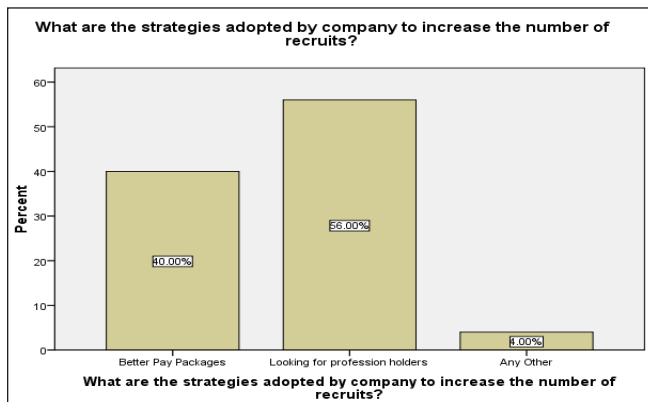
What are the means of communication is used to inform the rejected candidates?

	Frequency
Email	32
Phone	9
Message	9
	50



Are you satisfied with the recruitment and selection procedures adopted by the company?

	Frequency
Highly Satisfied	15
Satisfied	33
Neither Satisfied nor Dissatisfied	2
	50



Rate the effectiveness of recruitment and selection at this company?

	Frequency
Adequate	45
Excellent	5
	50



V. DISCUSSION

- According to this research it was found that personal interview is considered as more effective technique for Recruitment and Selection whereas emphasis should also be given on other techniques like aptitude skill, skill test and psychometric techniques which helps to know the actual efficiency of the candidates. And it helps to “select right candidate with the right skill”.
- As it found that the majority of the test conducted during the time of recruitment is judgement test, that should be avoided instead try to keep more focus on the other kind of test like projective test and aptitude test etc.
- According to this research it was found that the company prefer for sourcing methods are employee referrals, job websites and consultancy, apart from these methods of sourcing the organization can prefer sourcing from the campus, job fair and advertisement where the recruiters may find the more number of skilled labours.

VI. CONCLUSION

Enrollment and Determination is a significant cycle in Human Asset. The executives which assumes an unmistakable part being developed of the association on the grounds that except if the perfect individuals are recruited to the right work. Enrolment is a cycle which includes in looking, finding, screening and employing qualified work competitors. Whereas, Determination is the method involved with picking or picking the competitors from the shortlisted ones. Essential rule of Enrolment and Choice cycle is “Ideal individual for the right work”. The scouts ought to recognize the best competitors from various sources and places of work. “A Concentrate on viability of Enrolment and Determination at Miven Mayfran Transports” was useful to be familiar with the enlistment and choice interaction at Miven Mayfran Transports Pvt. Ltd., Hubli. This was useful to concentrate on different techniques and wellsprings of enlistment and choice cycle and to find workers assessment, about present enrollment and determination process.

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