

A STUDY ON RECRUITMENT OF THE EMPLOYEE IN EVERGREEN PRODUCTS PRIVATE LIMITED

G. PURUSHOTHAMAN¹ & K. KRISHNAMURTHY²

¹Research Scholar, Thiruvalluvar University, Serkkadu, Vellore, India

²Research Supervisor & Guide Department of Commerce Rajeswari Vedachalam Govt. Arts College Chengalpattu, India

ABSTRACT

Recruitment refers to the process of attracting, screening, and selecting qualified people for a job. For some components of the recruitment process, mid- and large-size organizations often retain professional recruiters or outsource some of the process to recruitment agencies.

Many companies because of the growing competition want to focus their core business. That's the reason why most of the companies in telecom sector in particular wants to increase their market share by increasing sales without increasing the headcount. To do so they are going for RPO's which employs people on the rolls of not the client but on its own company rolls. Temporary staffing firms recruit people for their clients by using various sources of recruiting available. These firms source the candidates and conduct initial screening by using different methods so that they select and place the right kind of people for the right kind of job.

KEYWORDS: Employee in Evergreen Products

INTRODUCTION

The recruitment industry has four main types of agencies: employment agencies, recruitment websites and job search engines, "headhunters" for executive and professional recruitment, and niche agencies which specialize in a particular area of staffing. Some organizations use employer branding strategy and in-house recruitment instead of agencies. Recruitment-related functions are generally carried out by an organization's human resources staff. The stages in recruitment include sourcing candidates by advertising or other methods, screening potential candidates using tests and/or interviews, selecting candidates based the results of the tests and/or interviews, and on-boarding to ensure the candidate is able to fulfill their new role effectively.

Objectives of the Study

- To understand the process of recruitment and selection in various telecom companies.
- To know the effective method of recruitment and selection in selected telecom companies
- To know the process of recruitment in Evergreen HR Services.
- To know the yield ratio
- To know the sources used for recruiting at various levels and various jobs

Scope of the Study

- The study aims at understanding various issues involved in managerial recruitment process.
- The study does not look into financial aspects of recruitment cost analysis
- The study was done only to know the various sources of recruitment

Need And Important of Study

The need for recruitment may be due to the following reasons / situation:

- Vacancies due to promotions, transfer, retirement, termination, permanent disability, death and labour turnover.
- Creation of new vacancies due to the growth, expansion and diversification of business activities of an enterprise. In addition, new vacancies are possible due to job specification. Purpose and importance of Recruitment
- Determine the present and future requirements of the organization on conjunction with its personnel-planning and job analysis activities.
- Increase the pool of job candidates at minimum cost.
- Help increase the success rate of the selection process by reducing the number of visibly under qualified or overqualified job applicants

Limitation of Study

- The study analyze only the recruitment process of the company
- The sample size is also restricted
- The data was collected from the respondent through questionnaire 50 employees.
- The result obtained in this project cannot be generalized an all the employee in the management
- This study was conducted only in particularly company employee. Hence the result may not definitely over the whole company employee's
- Due to the limitation o the time, the research could not be made more detailed
- Respondents had marked the answer in questionnaires which may be socially incorrect, irrespective of their actual feeling.

Statement of the Problem

Training and development is essential to increase productivity in recruitment process. So the recruiting process is the one of the strength of an organization. To the employee contribution in the overall productivity of the organization is development of the organization and helps in planning future strategies for the growth of organization.

This report helps to identify the needs of the organization and it also assist in taking corrective action when necessary and in setting future goals. This study also lays emphasis in providing ideas in order to improve the quality of the system.

Methodology of Study

This study is conducted by collecting and analyzing the data from primary and secondary sources.

Primary Data

Primary data was collected by administering the questionnaire to the recruiters working at EVERGREEN HR SERVICES

Secondary Data

Secondary data was collected from the books, journals, and websites and through the interaction with the individuals in the organization.

Data Analysis

The data, which is collected, is analyzed and is represented through pie graphs and bar diagrams using percentages for analyzing and interpreting.

Sample Size

The sample size of the recruiters were 50 candidates recruitment consultants, and 1 Group Accounting managers (GAM')

Data Analysis and Interpretation

Table 1: Classification According to Gender of an Employee

S. No	Gender	No. of Respondents	Percentage
1.	MALE	32	64%
2.	FEMALE	18	36%
	Total	50	100%

Interpretation

The table 1 showing the, gender of employee, 64%of employees comes under the male and reaming 36%of employees comes under female.

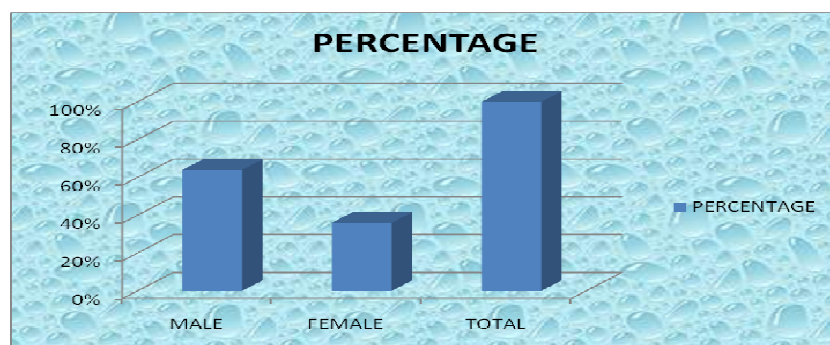


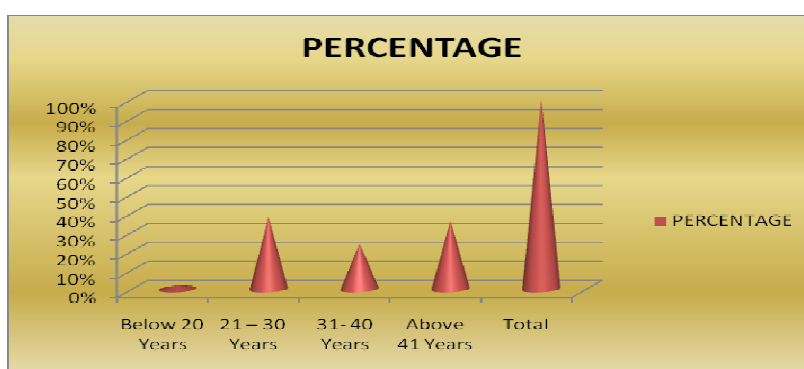
Figure 1

Table 2: Classification According to Age of an Employee

S. No	Age	No. of Respondents	Percentage
1.	Below 20 Years	1	2%
2.	21 – 30 Years	19	38%
3.	31- 40 Years	12	24%
4.	Above 41 Years	18	36%
	Total	50	100%

Interpretation

The table 2 showing the age of employees, 2% of employees comes under the below 20 years, 38% of employees comes under the 21-30 years, 24% of employees comes under the 31-40 years, 36% of employees comes under the above 41 years.

**Figure 2****Table 3: Classification According to Marital Status of an Employee**

S.No	Marital Status	No. of Responents	Percentage
1.	MARRIED	38	76%
2.	UNMARRIED	12	24%
	Total	50	100%

Interpretation

The table 3 showing the marital status of the employees, 76% of the employees comes under married and remaining 24% of the employees comes under unmarried.

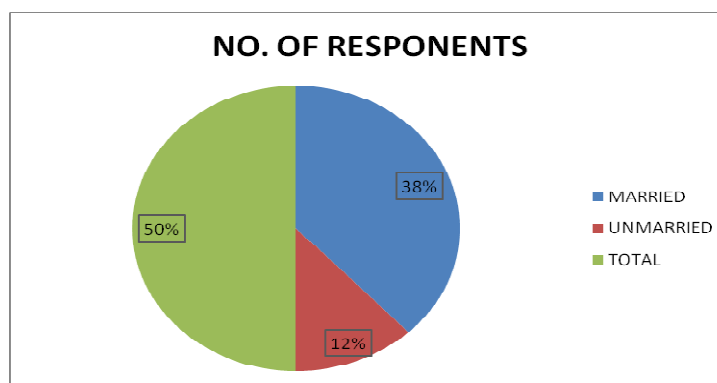
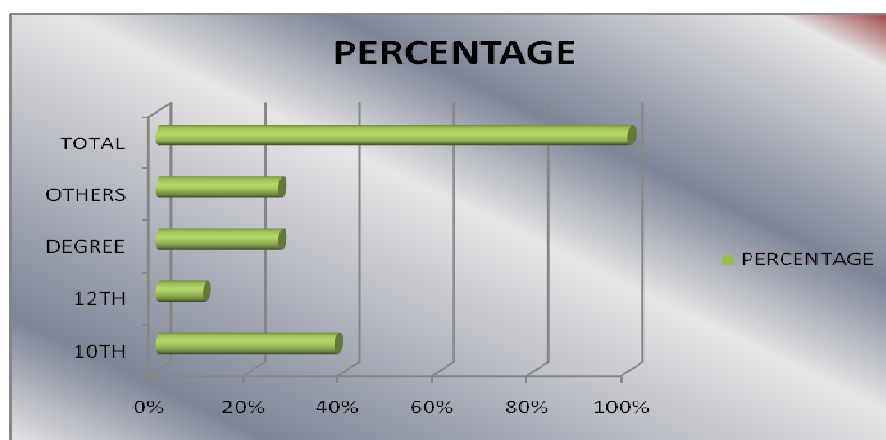
**Figure 3**

Table 4: Classification According to Qualification of an Employee

S. No	Qualification	No. Of Respondents	Percentage
1.	10 TH	19	38%
2.	12 TH	5	10%
3.	DEGREE	13	26%
4.	OTHERS	13	26%
Total		50	100%

Interpretation

The table 4 showing the qualification of the employees, 38% of the employees comes under the 10th, 10% of the employees comes under the 12th, 26% of the employees comes under the degree, and reaming 26% of the employees comes under the others.

**Figure 4****Table 5: Classification According to Long Life of An Employees in an Organization**

S. No	Employee Working Years	No. of Respondents	Percentage
1.	LESS THAN A YEAR	6	12%
2.	1-2 YEARS	5	10%
3.	2-4 YEARS	9	18%
4.	ABOVE	30	60%
Total		50	100%

Interpretation

The table 5 showing the employees working years in the organization, 12% of the employees comes under the less than a year, 10% of the employees comes under the 1-2 year, 18% of the employees comes under the 2-4 years, and reaming 60% of the employees comes under the above 5 years.

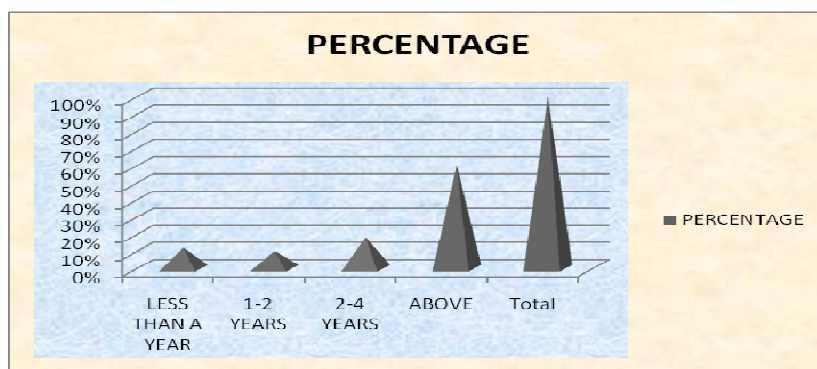


Figure 5

Table 6: Classification According to Recruitment Process

S.No	Recruitment Process	No. of Responents	Percentage
1.	YES	43	86%
2.	NO	7	14%
	Total	50	100%

Interpretation

The table 6 showing the Recruitment process 86% of employees come under the YES and remaining 14% of the employees come under NO.

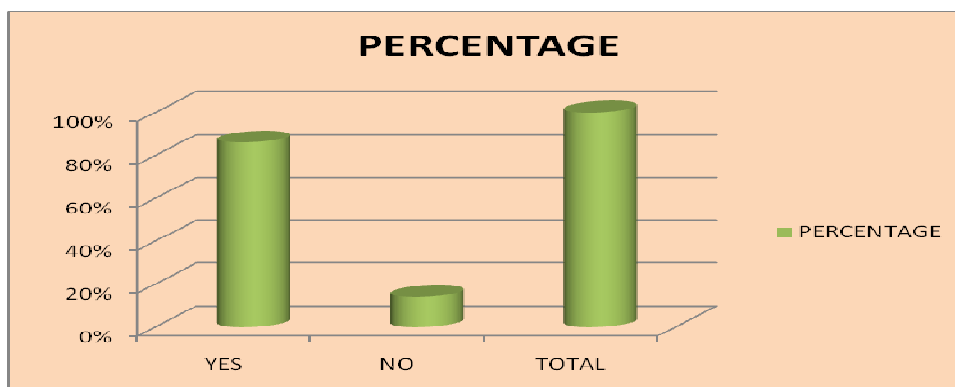


Figure 6

Table 7: Classification According to Company Meet Their Expectations

S. No	Company Meet Your Expectations	No. of Responents	Percentage
1.	YES	40	80%
2.	NO	10	20%
	Total	50	100%

Interpretation

The table 7 showing the Company meets your expectations, 80% of the employees come under the YES, and reaming 20% of the employees come under the NO.

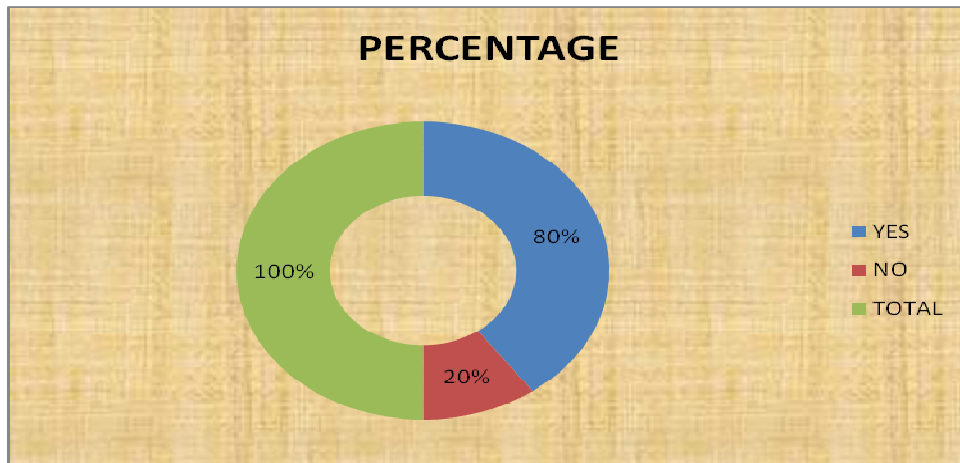


Figure 7

Table 8: Classification According to Salary Offered from the Company

S. No	Salary Offered from the Company	No. of Respondent	Percentage
1.	YES	38	76%
2.	NO	12	24%
	Total	50	100%

Interpretation

The table 8 showing the salary what you offered from the company, 76% of the employees comes under the YES, and remaining 24% of the employees comes under the NO.

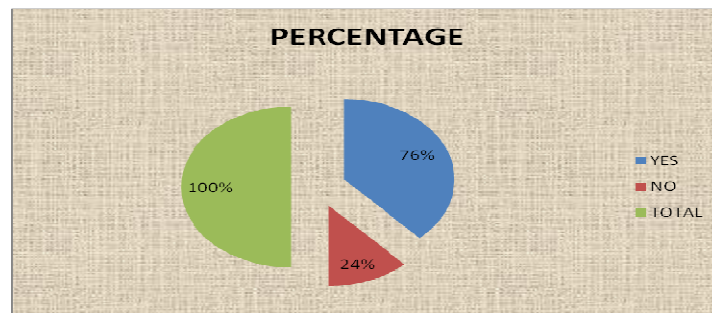


Figure 8

Table 9: Classifications According to Refer More Friends to Company

S. No	More Friends Reference	No. of Respondents	Percentage
1.	YES	43	86%
2.	NO	7	14%
	Total	50	100%

Interpretation

The table 9 showing refers more friends to Company, 86% of the employees come under YES, and 14% of the employees come under NO.

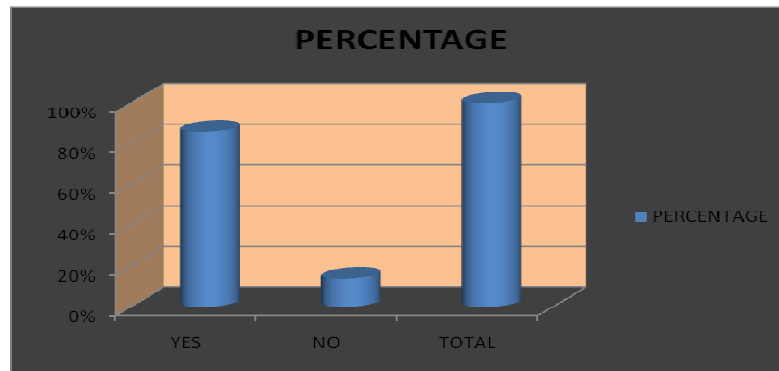


Figure 9

Statistical Tools

- **Chi-Square Method**
 - Guidelines of the company
 - How the HR feedback in company

Table 10

Satisfactory	Unsatisfactory	Total
18	32	50
19	31	50
37	63	100

$$E1 = \frac{37 \times 50}{100} = 18.5 \quad E2 = \frac{63 \times 50}{100} = 31.5$$

$$E3 = \frac{37 \times 50}{100} = 18.5 \quad E4 = \frac{63 \times 50}{100} = 31.5$$

Table 11

O	E	(O-E)	(O-E) ²	$\frac{(O-E)^2}{E}$
18	18.5	-0.5	0.25	0.014
32	31.5	0.5	0.25	0.008
19	18.5	0.5	0.25	0.014
31	31.5	-0.5	0.25	0.008
				0.044

$$\text{Degree of freedom} = (r-1)(c-1) = (2-1)(2-1)$$

$$= (1)(1) = 1$$

The table value of 2df at the 5% level is = 5.99

CONCLUSIONS

The calculated value for χ^2 is less than (0.044) the table value at 5% level of 5% signifies the null set hypothesis is accepted.

- **Rank Correlation**

Table 12

Satisfactory	Unsatisfactory	Total
18	32	50
19	31	50
37	63	100

Table 13

X	Y	R1	R2	R1-R2	D ² =R1-R2
18	19	2	2	0	0
32	31	1	1	0	0
					0

$$R = 1 - \frac{6 \sum d^2}{n(n^2 - 1)}$$

$$R = 1 - \frac{6(0)}{2(2^2 - 1)} = 1 - 0 = 1$$

FINDINGS

- 64% of employees comes under the male.
- 36% of employees comes under the above 41 years.
- 76% of the employees comes under married.
- 38% of the employees comes under the 10th.
- 60% of the employees comes under the above 5 years.
- The Recruitment process 86% of employees come under the YES.
- The Company meets your expectations 80% of the employees come under the YES
- The salary what you offered from the company 76% of the employees comes under the YES
- It refers more friends to Company 86% of the employees come under YES

SUGGESTION

Based on the findings of this study, the following suggestions and recommendations are made:

- Proper data must be maintained by each recruiter about the candidates who are not short listed at any of the stage of recruitment, as this will increase the database, which could be referred to when ever future requirement occurs for the similar or different job profiles.
- Recruiters should call those candidates who could be seen as good fit between the job and their personality. This will lead to wastage of recruiter's time, candidate's time and also the client's precious time, which may yields to client dissatisfaction.

- Rather than going for telephonic interview, preliminary screening must be used so that it would give the clearer picture of what the candidate is looking out for and whether he/she is capable of doing the job or not.
- Before selecting the employee more emphasis must be laid on whether he/she is capable of doing that particular job or not and whether or not he/she fulfills the minimum criteria to do that job.

CONCLUSIONS

Recruitment is one part of the overall effort to maintain an environment where all public servants are excited about their work and look forward each day to serving Canadians. The ideas and proposals in this report are complemented by the initiatives being developed by the COSO Sub-Committees on Workplace Well-Being and Learning and on Development and by actions right across the Public Service. The immediate priority is action. Recruitment needs are obvious, even when not yet defined in precise numerical terms. There is an obvious need to rejuvenate and renew the workforce at all levels to achieve representation levels that not only meet and exceed benchmarks but that link to serious efforts to build a truly inclusive and diverse workplace, and to respond to the opportunities of E-government. These needs are obvious at all levels of the Public Service.

The Speech from the Throne indicated the priority that the government attaches to recruitment. There is an increasing body of best practices on which to draw. Central agencies are taking action to achieve results. All leaders at all levels in departments are increasing their efforts. We need to continue to innovate and develop new approaches.

REFERENCES

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