

A Study on factors affecting Recruitment and selection process on the Bhavani Industries

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Abstract: the variance factors are affect on recruitment and selection process now a days direct, indirect, positive, and negative, from the view point of employee as well as the employer. This paper is about the factors affect on recruitment and selection process followed at the Bhavani industries India LLP at Rajkot. For any company their workforce is competitive advantage. Literature review is also one of the important factor to search any things the research data was taken in both manner primary as well as secondary data. The source of primary data was 75 employees working in the Bhavani Industries India LLP. The tool for the data collection was Questionnaire method, convince sampling is used in the research paper. SPSS Statistical tool use co relation test.

Key Words: recruitment, selection, factors, organization policy

Introduction

factors are effect on the recruitment and selection process that is directly affect or the indirectly that factor is an internal or external, the factor is depended or in depended and to find out the employee view point as well as the employer view point to find the factors are under the control or not under control.

In this paper to analyse the internal as well as the external factor that is how much effect on the recruitment and selection process in the internal factor come the organization recruitment policy, all rules and regulation of the company, management of the unit, current employee , candidate resume ,language, interview pattern , knowledge and skill of candidate, location of company as well as the employee , education and field of the education , experience of the employee and cover the external factor like the environmental factors , technology, social factors , and legal factors that effect on the company recruitment and selection process.

Literature Review

- 1) **According to Hagen ,JR, Wellar , (2020)**In this research include the variance factors are effect of the recruitment of employee in this study include the both view point of the factors employee as well as the employer they make a study on the factors affecting recruitment and retention in the UK Veterinary profession they proof that in this Morden time experience people to find as a candidate is a very difficult task a result of 2019 survey of new graduate people to find the position is reduce they include in this

research is a location is effect on recruitment according to this research good relationship is reduce the stress at the time of recruitment and selection.

- 2) **According to Davison ,I, Macmanus C and Brownc (2020)** according to this study the factor affecting recruitment into general practice : a double binary choice approach find out that the factors are affect in recruitment at the variance stage firstly candidate apply secondly accept the offer if given then main factor affect is a location and reputation of the firm so candidate make the select accordingly base on the candidate choice they apply then factor affect is a past positive experience in this research some ethical factors also consider that is affect directly and indirectly they prove that the factors , external ,and technological factor is effect on the recruitment the like hood and dislike hood is one of the factor which affect the selection process on the organization.
- 3) **According to Solomon, p, salvatori P (2001)** to this research study on the recruitment and retention the central factor is a location rural and remote origin is affect to the recruitment which is strong factor in this report they make the study on the northern Ontario for the professional networking the factor of positive life style is effect of candidate recruitment in this study they consider the rural education also.in this study indirectly education is a affect to candidate as well as the recruitment and experience of the particular people is recqvaired all the organization.
- 4) **According to Randolph ,D S , Jhnson s.p. (2005)** in this study prove that not only one but many factors are affecting on the recruitment and selection which is may internal as well as the external in this research internal factors affect like the size of the firm, organizational recruitment policy's, cost of recruitment and external factors like supply and demand goodwill of firm, labour market competitors and environment factors., in this study they include the internal factors like the top management , control , of the firm HR practise which affect the process of the recruitment and selection.
- 5) **According to Niranga W.A.M. (2019)** VWV e reporting Wellasa University prove that recruitment and selection some factors are affect positively and some factors are affect are negatively the study is find that the policy of recruitment social political & legal factors are also consider one of the factor is company image is effect on the selection process of positively in the recruitment process the positively affect to the candidate a few study have tested the effectiveness of the recruitment and selection process in qualitative of a nature.
- 6) **According to TAYEM (2015)** to this research paper skill is consider and experience factor is include like a positively positive value is cover aspect of the recruitment which is influse the selection process in the research to select candidate is internal or external that is also one of the factor is effect on the recruitment and selection process. In this study they have include the qualitative factors like the education, skill, knowledge, physical ability or strength also personally affect in this study include that

the relationship between factors and recruitment in ,effective management is depend on the performance of the requited employee.

- 7) **According to Anwar, G & Shukur, I.(2015)** in this research according to international journal of social sciences & education studies the performance of employee and job satisfaction is a one of the internal factor to affect the employee recruitment in this study they try to find the personal factors and readability of work satisfaction of the employee training programme provide by the company then candidate approach is a different then without training provide they include now a days discipline also required to full fill they responsibility's in this study they include sensitive factor is a professional appearance in the selection of candidate .
- 8) **According to Sunday, A Ioniya, D.E.& Marry (2015)** In this study make the research on the organizational internal factors the quality of new refuter is depend on the organization in this research also include the factor is a challenges of the selection process selection technique is apply base on the factorial study skill, experience, application affect to the select the candidate also include the analysis selection process new candidate is join the organization through the selection process then success of the organization is depend on the performance of the employee.
- 9) **According to Hmound, B & Laszlo,(2019)** in this report the study on the technical factors which affect now a Morden time recruitment and selection process hear on the technical factors make a study on the AI technical knowledge is requirement now a days to make work very smoothly on the recruitment and selection wall process consider AI system integrate in this report to make the study on highly developed IT organization to recruit and select the employee affect the technological factors as well as the performance of the organization very effectively.
- 10) **According to Chimote N.K. & Huria, K., (2021)** the main focused factor is attitude of employee toward the recruitment understand se variance tool and proof that research make a study on the employer view point with the help of employee opinion.

Research Objective:

- 1) To know the which factor is effect on recruitment and selection process
- 2) To know the relationship between internal/external factors and selection process
- 3) To identify the positive as well as negative factors which effect on selection process

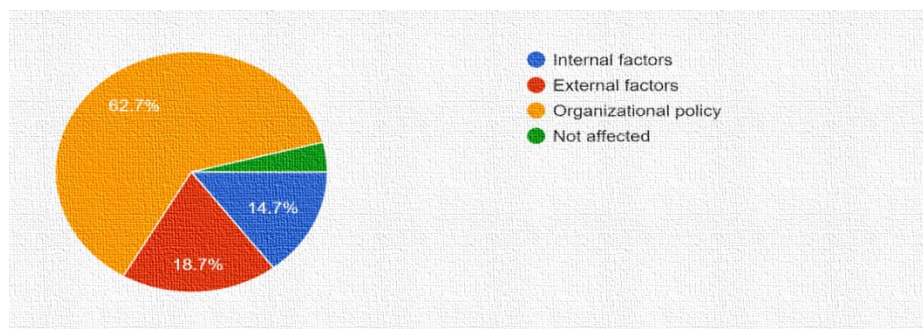
Formulation of Hypothesis:

H o: organization policy does not impact significantly on the recruitment & selection process of employee

H1: organization policy is significantly impact on the recruitment & selection process of employees

Data Analysis

1. Analysis of the factor affecting of on the recruitment and selection at Bhavani industry India LLP.



From the above chart it is observed that 62.7% employee say that organization policy is affect, per the mentioned while recruiting them. 18.7% employee admit that external factor is affect , mentioned 14.7% employee internal factor effect on the recruitment and selection.

2. Analysis of method and procedure follow for individual recruitment and selection at Bhavani industry India LLP.

From the above chart 30.7% employee recruit the source of contractor (Riya enterprise, veecee enterprise, Bhavyog, etc.), 12% recruitment done by consultants, 25.3% employee recruit with the help of the advertisement and 29.3% people are recruit by the employee reference so the chart show that contractor and employee referable is a main source of the employee recruitment is suitable space in company.

3. Analysis of rate for important factor given by employee for recruitment and selection at Bhavani industry India LLP..

The chart show that 54.7% people give the important on the personal skill 14.7% employee give the important on written test 20% employee rate the important on interview and remain 10.7% people give the important on the other skill on the Bhavani industry for all post interview is mandatory for the all the post.

4. Analysis of best recruitment practise according to employee for recruitment and selection at Bhavani industry India LLP.

From the above chart show that 40% people say that flexible organization policy is best ,13.3 % employee say that strike organization policy is suitable, 14.7 % employee believe that other one and 32% employee believe on the strategic organization policy for the competitive words.

5. Analysis on the internal hiring is help to improve work efficiency at. Bhavani industry India LLP.

From the above chart show that 81.3%, is believe that yes internal hiring is help to improve the work efficiency with the help of the enjoy the work as well as the employee familiarity and 18.7% say that it's not effect on the improve of the work efficiency.

6. Analysis on the important of the experience at the recruitment and selection Bhavani industry India LLP.

The chart show that experience is one of the important factor on selection process it's important for the technological pupation and 29.3% employee says that it's important for the work experience 16% people believe on the help to improve the work efficiency , 29.3% employee says that its help to improve the work practice.

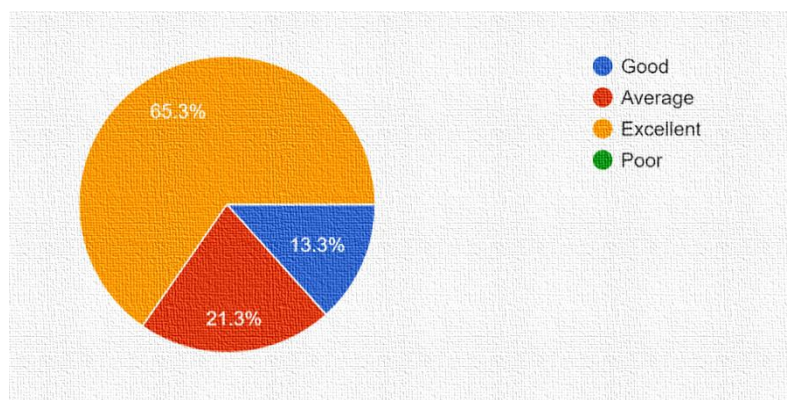
7. Analysis on the direct recruitment and selection is a quit long process in Bhavani industry India LLP.

The chart show that 33.3% employee believe on neutral and 28% people are strongly believe that yes direct recruitment and selection is long quit process 38.7% people

8. Analysis on the location is a how effect on the employee recruitment and selectionin Bhavani industry India LLP.

The chart show that the 21.3 % people are agree that location is positively affect ,12% employee are agree that the location is negatively affect , 56% majority is agree that the location is direct or indirect effect on the recruitment and selection, only 10% people are believe that the location is not effect on recruitment and selection on the company.

9. Analysis on the rate given by employee of the organization policy for recruitment and selection process in Bhavani industry India LLP.



The chart show that 65.3% people give the top or excellent rate 21.3% employee give the average rate of the organization policy 13.3% employee rate the good organization policy and no one says that organization policy is a poor.

10. Analysis on most important quality organization look for candidate for recruitment and selection process in Bhavani industry India LLP.

The chart show that 37.3% employee agree with the past experience is an important quality 28% employee say that knowledge is almost important factors, 12% people are believe that the optimistic nature is quality look on organization only 9.3% people are agree with the discipline and 12% employee are agree that

team work is a central quality of candidate and 28% people agree that other quality is important which is organization look for the candidate in Bhavani industry.

11. Analysis on organization look for experience employee for recruitment and selection process in Bhavani industry India LLP.

The chart show that 46.7% employee say strongly yes and 14.7% people strongly say no, 46.7% people are believe on the sometime organization is look for the experience

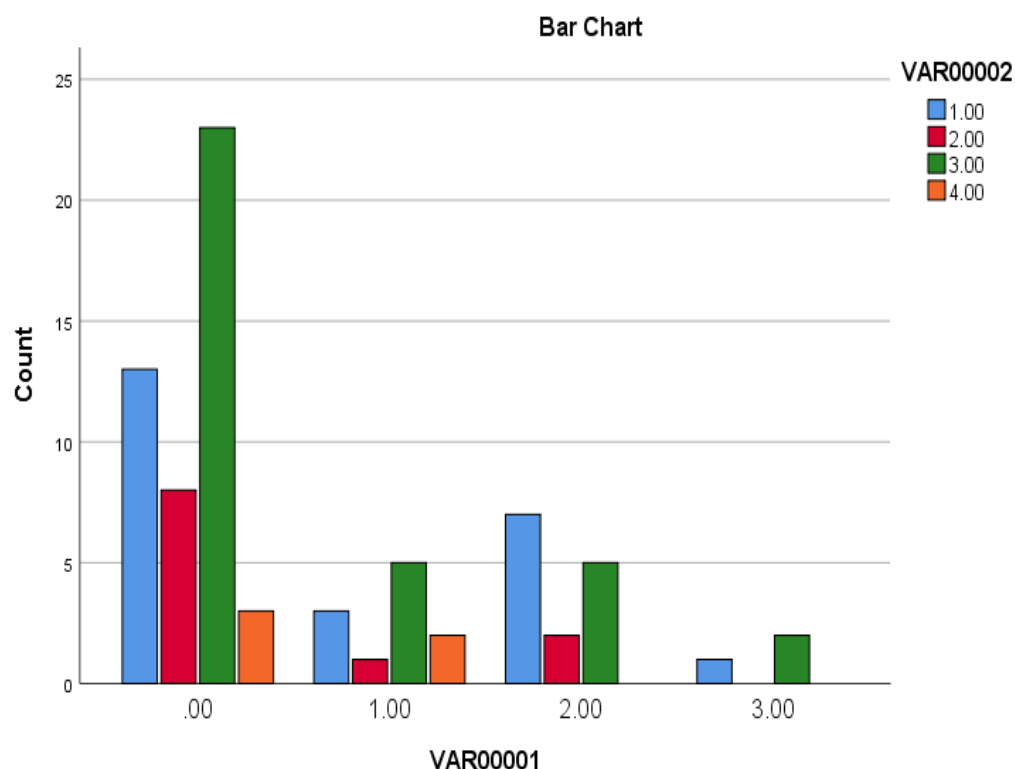
Hypothesis testing: Symmetric Measures

		Value	Asymptotic Standard Error ^a	Approximate T ^b	Approximate Significance
Interval by Interval	Pearson's R	-.124	.112	-1.068	.289 ^c
Ordinal by Ordinal	Spearman Correlation	-.106	.114	-.909	.366 ^c
N of Valid Cases		75			

a. Not assuming the null hypothesis.

b. Using the asymptotic standard error assuming the null hypothesis.

c. Based on normal approximation.



Interpretation:

The chart show that null hypothesis is accepted statistical SPSS tool prove that the calculated value is Approximate Significance 0.124 more than 0.05 so null hypothesis is accepted. The correlation of the above chart is $R = 0.124$ (weak correlation) is there .and there is no significant to take decision on the recruitment and selection process for affecting the organization policy. The factors are not effect on the recruitment and selection process. The organization policy is the not significantly affect on the recruitment and selection process on the Bhavani industry India LLP. that prove by the correlation test use by the spss statistical tool.

Finding

As a researcher I have finding the all department are work mutually with the help of the management system on the HR department the recruitment of the ant candidate then variance factors are affecting. Whole recruitment and selection procedure is a follow the organization policy and it's all factor are directly and indirectly affect the employee and all department as well as employee work with the their job roll and their responsibility's.

In the organization for smooth and efficient work environment required the organization policy which is directly or indirectly connect with the employee work.

Conclusion

Use the organization policy which is affect the each and every employee who work in the organization and the firm follow on particular producer for the selection of any candidate and in the company define the specific job roll for to accomplish the task use the code no. for the employee data management and follow the hire key of the authority in the frim.

The co-operation is a must recovered for the success organization. For the expansion of the firm contractor provide the suitable candidate.

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