

## A study on recruitment and selection process in the Bhavani Industries

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**Abstract:** From the few years originations are believe that their employee are their assets not a liabilities. Now a days the word recruitment and selection is take in the very positive manners, by both recruiter as well as candidate. This paper think about the recruitment and selection process followed at the Bhavani industries India LLP at Rajkot. For any company their workforce is competitive advantage. In this research paper the review of literature is also paly very vital role. 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. Data analyses was done in SPSS Statistical tool through chi square method.

**Key Words:** Candidate, LLP, Employee, Recruitment, Selections.

### Introduction

Recruitment and selection is an important activity for any originations. Through recruitment and selection activity origination can get the manpower for the production. For any originations their employees are their real assets. If the company has good human resource then they can make qualitative product for the society, and this only be possible through the effective and right candidate selection. For the right selection every originations should follow the effective recruitment.

In this report to analysis the analysis of relationship between the age and Satisfaction about the recruitment and selection process is there .For which various questions are asked to the company's various employee from different departments. And analysis is done.

## Literature review

1. **According to Neeraj Kumari (2012)**, the company considered portals as the most effective source of recruitment. The most reliable source of the recruitment is employee referral. The performance of employee is depend upon the behaviour of their candidate. They said that cost is important aspect of the recruitment process as the process of hiring the employee is very high. Legal obligation is also important because equal employment law require non-discriminatory selection procedure. And secondly court will find the employer responsibility for the employee criminal record. They used explanatory research design and judgmental sampling method for the recruitment. Before the recruitment and selection policy determination company should considered the ratio between the turn up and line up candidate. Out of all source of recruitment the best one is getting employee via reference. Company should focus on long term hiring not short term hiring.
2. **According to syamala Devi & Dr.Dasaraju Rao, (2014)** human capital is most valuable treasure and assets of the origination. They said that while selecting the candidate origination must be careful because they can give competitive advantage to the company and it became real life blood of the company. They believe that recruitment is function through which employee take entry into the origination. They said that recruitment means the process of searching prospective employee who apply for the join and selection menace choosing the appropriate candidate from the applicant. According to them recruitment is positive aspect and selection is negative aspect of HR Practices. They said that many factors are there which affect the selection and recruitment process like; culture, working hours, salary, brand image, location .Selection is the next stage in the process of manpower planning. Selection is the process through which skilled candidate can be identified. They make study on the sai global yarntex private limited, and through survey it is find that origination should modified their policy and procedure with the time and scenario.
3. **According to Sudhamsetti Navven and Dr.D.N.M Raju (2014)**, Recruitment and selection practices are key components of the human resource in origination. Their objective is to identify general practices which is used by origination for recruit and select the employee. Their study is focus on to determine how recruitment and selection practises affect the origination's outcome. They analyse the recruitment and selection process in three industry viz cement industry, electronic industries and sugar industry. They find that selection of the candidate is depend upon the skill and knowledge of candidate.
4. **According to Sujeet Kumar and Ashish Gupta (2014)**, to be successful in the human resource origination should identify the need of the human resource. They consider performance of employee and cost of hiring the employee as an essential component. They believe that employee with the right skill will do the better performance for the company. cost should be taken into the consideration while

recruiting and hiring the employee because the cost of it is very high. They use primary data & secondary data collection method for the study. They observed that personality test is being popular in the recruitment and selection process. According to them both internal and external source is essential and important for the origination. Some factors like relation with the employer, Contribution towards the goals is affect the employee for the job. They find that role of HR is important in the process. Talent acquisition is main strategies of the origination or the recruitment and selection.

5. **According to bernard oladosu omisote and Bernadette Ivhaorheme Okufu (2014)**, the objective of the study to examine the process of staff recruitment and selection into Nigerian public services. The total outlay in recruiting one employee include expenditure of 6/4 percentage of the annual basic salary. They said that job pre description is essential for the recruitment and selection process. They believe that interview for the selection should maintain privacy. According to them various element like appearance, motivation, adjustment and experience also matter. They found that recruitment and selection exercise in public service are not conduct annully.in public company political interference is also there in the selection and recruitment process.
6. **According to Dr. Gopinath (2021)** the recruitment and selection is that function of human resource management which is mainly concord with the people at work and their relationship with the origination. They study on BSNL Recruitment process. According to them recruitment and selection has positive impact on the job satisfaction .In their study they find that positive impact in the job satisfaction regard to supervision .Recruitment and selection process has impact on the pay with regard to job satisfaction. It is also observed that the recruitment and selection has got positive impact on job satisfaction with regard to promotion.
7. **According to Pagdar Abdalla Hmza,Bayae Garsi &etc all (2021)**Recruitment is main function of HR Department and its process is first step toward Competitive word. A quantitative method is used by them to analyse the study. The research is maid in the telecommunication company. Their objective was to analyse the recruitment process and methodology used in the companies. According to them young people who get selected for the job is more able and enthusiast to do their job. And other hang old employee has years of experience in their field. They find in their study that it is easy for employer to find the male employee than female employee. Culture of origination is also responsible for the less female employee. In their study they found that most of employee are having a bachelor degree. They also found that hiring position is being changed in the current scenario. There is no gender differential in the recruitment and selection.

## Research objective

1. To see whether the recruitment policy of the origination affect the recruitment process.
2. To study and analyse the recruitment and selection process followed at Bhavani industries India LLP.
3. To study and analyse the relationship between recruitment and selection.

## Formulation of hypothesis

H0: There is no significance relationship between age & satisfaction about the recruitment and selection.

H1: There is significance relationship between age & satisfaction about recruitment and selection

## Hypothesis testing

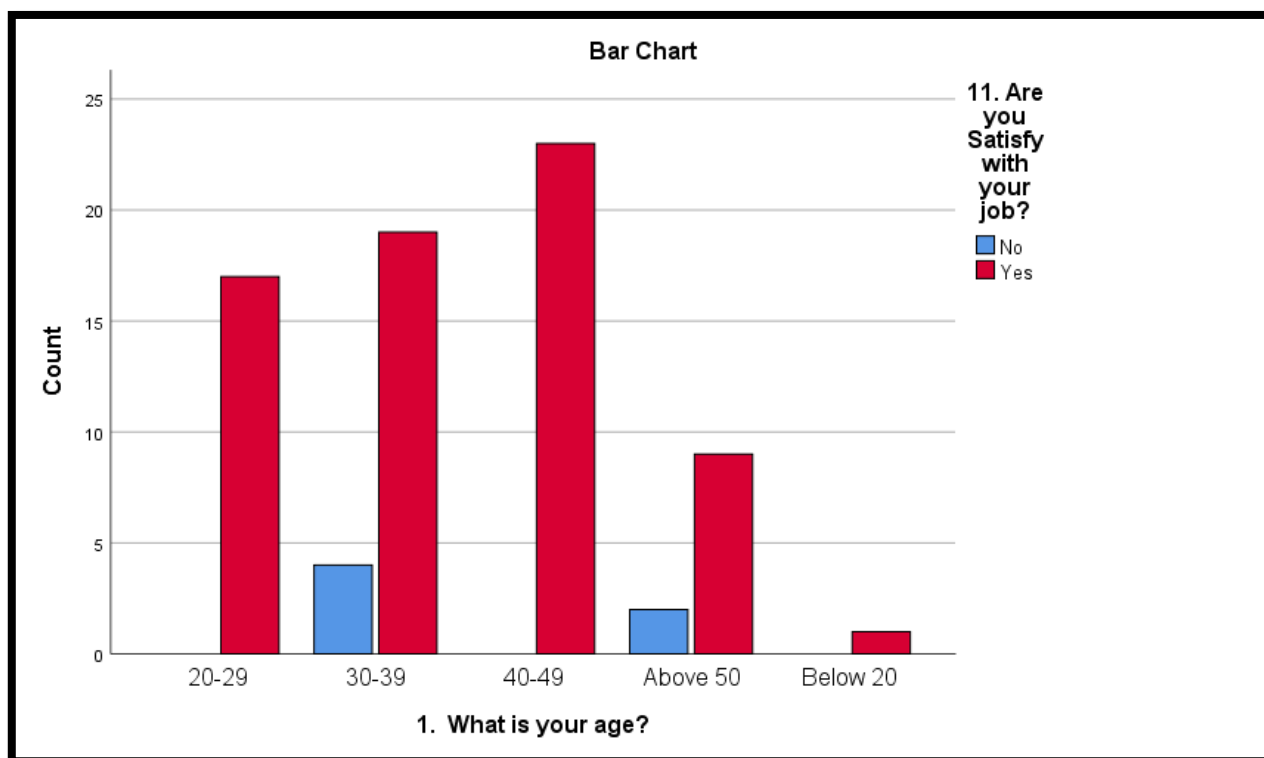
| 1. What is your age? * 11. Are you Satisfy with your job? Cross tabulation |             |                |                                |      |       |
|----------------------------------------------------------------------------|-------------|----------------|--------------------------------|------|-------|
|                                                                            |             |                | Are you Satisfy with your job? |      | Total |
|                                                                            |             |                | No                             | Yes  |       |
| 1. What is your age?                                                       | 20-29       | Count          | 0                              | 17   | 17    |
|                                                                            |             | Expected Count | 1.4                            | 15.6 | 17.0  |
|                                                                            | 30-39       | Count          | 4                              | 19   | 23    |
|                                                                            |             | Expected Count | 1.8                            | 21.2 | 23.0  |
|                                                                            | 40-49       | Count          | 0                              | 23   | 23    |
|                                                                            |             | Expected Count | 1.8                            | 21.2 | 23.0  |
|                                                                            | Above 50    | Count          | 2                              | 9    | 11    |
|                                                                            |             | Expected Count | 0.9                            | 10.1 | 11.0  |
|                                                                            | Below 20-30 | Count          | 0                              | 1    | 1     |
|                                                                            |             | Expected Count | 0.1                            | 0.9  | 1.0   |

|       |          |     |      |      |
|-------|----------|-----|------|------|
| Total | Count    | 6   | 69   | 75   |
|       | Expected | 6.0 | 69.0 | 75.0 |
|       | Count    |     |      |      |

## Chai square test

| Chi-Square Tests   |                    |    |                                      |
|--------------------|--------------------|----|--------------------------------------|
|                    | Value              | df | Asymptotic<br>Significance (2-sided) |
| Pearson Chi-Square | 7.871 <sup>a</sup> | 4  | .096                                 |
| Likelihood Ratio   | 10.131             | 4  | .038                                 |
| N of Valid Cases   | 75                 |    |                                      |

## Bar chart representation



## **Finding**

Above Result is tested in SPSS statistical tool. From the above Chi Square test the 0.096 (Asymptotic Significance (2-sided)) is more than significance level 0.05(5%), so null Hypothesis will be accepted that there is no significance relationship between age & satisfaction about the recruitment and selection. It shows that in Bhavani industry India LLP there is no effect of age on job satisfaction from recruitment and selection process followed at Bhavani industry India LLP.

## **Conclusion**

This Research paper include the Four Department which is in Bhavani Industries India LLP. During the summer internship project I conclude that The HR Department is very active and supporting toward the employee of the company. The finance department of the company is very sound and on time for their payments and other things. Bhavani industries is the best supplier of the automobile components.

During the Internship I made a research on Recruitment and selection process followed in the Bhavani Industries. After testing the hypothesis through the response of the employee and data analysis it can be say that the process of recruitment and selection in company is very short and they make changes during the period of time. And all the employee are very satisfied with their jobs.

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