

A Study On Recruitment And Selection Process On Megamind Systech Pvt.Limited Pune

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Abstract

Recruitment and Selection in the process of recruitment, selection, and adaptation of persons in accordance with the selection rules associated with the public sector. Recruitment is the process of identification, selection, screening and helps to create temporary jobs in organizations. This is the primary human resources management function. Recruitment is the process of selecting the right person then trying to resist. The election is also linked to the hiring process, a Spanish and identification skills. Graduates to meet the organization's resources needs.

The candidates they hire can do it internally, that is within the organization, or external sources. And this process must take place over time and should be profitable. selection It is a process of searching a potential candidate. Selection process consists of a series of steps, at each stage, facts many come light which may lead to the rejection of the applicant. It is a series of successive hurdle or barriers which an applicant must cross. These hurdle or screen are designed to eliminate an unqualified candidate at point in the selection process.

Key words: Recruitment, Selection, Potential Candidate, Screening, Process.

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I. Introduction

Human assets is the administration work that enables director's enlistment to choose prepare and create association. It is to draw out the most skilled representative that is to choose the best individual for the investigate. Hilarity, prepare him and discover methods for persuading him.

Human asset control in the regard generic culture assessment in control. Since each organization is produced from individual accomplishing their adminapacityistration build up abilities rousing them to unusual state of implementation and making certain that they retain on putting foreword their message of duty regarding the cooperative targets.

Human asset can likewise be expressed as an of enhancing forming charging and building up the abilities, information, invasiveness and capacity inclination esteems responsibility, and so forth in light of present and future occupation and hierarchical prerequisite.

Recruitment their competitive strength. Competent human resources at the right positions in the organization are a virtual of employees that can be selected in the order to help the organization to achieve its goals and objectives. With the same objective recruitment helps to create a pool of prospective employees for the organization so that management can select right candidate for the right job.

- Employee selection is a process of putting a right applicant on a right job.
- Selection of an employee is a process of choosing the application, who have the qualifications to fill the vacant job in an organization.
- Selection is a process of identifying and hiring the applicants for filling the vacancies in an organization.
- Employee selection is a process of matching organizations requirement with the skills and the qualifications of individuals.

II. THEORETICAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND OF THE STUDY:

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2.2 LITERATURE REVIEW:

Opatha (2010), "Human source management is an authoritative trademark fixated on strong and green utilization of HR through enlistment, the executives and bestowing course for employees to get hierarchical objectives,"

Korsten (2003), "Human resource administration theory accentuates on enrollment and decision methodologies and makes sense of the upsides of meeting, assessments and psychometric tests as an expert dedication process. He furthermore contends that the enlistment method can be inward or outer or might be done on the internet. Normally, this system is essentially founded on the degree of enlistment strategy, job posting and date, promoting, movement software and interview way, assessment, direction, dedication and official planning.

Jones eting. (2006) "Fruitful enlistment methodologies comprise of an exhaustive evaluation of the conversation, efforts market situations/circumstances and meetings, and psychometric tests to perceive the restrict of occupation searchers." Besides, little and medium -assessed organizations led conferences and tests with most substantial concerns related with job examination, the capability to appreciate anyone on a serious level in unpracticed undertaking searchers, and corporate social obligation. An additional strategy to options is printed.

Alan price (2007), "in his canvases human being resource management in a business framework, officially characterizes enrollment and choice in light to the fact that the strateg for getting and drawing in feasible bundles for work purpose. the individual contends that the enlistment cycle is unquestionably not a basic determination method, but requires decision making. goliath the table and intending to choose the most appropriate personnel. there is rivalry among business endeavor companies to select the most possible labor pressure in the town to advancement, with the executive navigation and managers trying to enlist just the quality applicants who are able to the amazing suit for organization subculture and morals well defined for.

Mullins (1999), demonstrates that to be an unnecessary "carrying out association, human guide the executives should have the choice to help the organization to situate the genuine individual inside the legitimate positions. Human being valuable asset the executives rehearses include of enlistment, decision, arrangement, assessment, planning and improvement, pay back and stipends, and laborer maintenance in a business effort.

Organizations have advanced human helping resource records framework that help.

1. Enrollment, choice, and enlistment,
 2. Work set up,
 3. Generally performance examination,
 4. Laborer advantage assessment,
- Tutoring and development, and Wellbeing, assurance, and security.

Jackson et al. (2009), the human asset control strategy in any business enterprise is advanced to complete corporate goals and appear well thought out plans through training and staff development to pick the primary reason for upgrading authoritative performance notwithstanding profit. HUMAN RESOURCES (HRM) is animated through work commercial center circumstances and their power. Apart from, organizations need to uncover how difficult work commercial center circumstances associate with impending volunteers through picture projectional with an finish goal to affect and build up applicant expectations.

Silzer et al (2010), "the enlistment method does now not necessarily prevent with typically the product of designations and the perseverance of suitable competition, however incorporates leaving you and safeguarding picked workers, that is usually a highly rated job for planning talent framework, experiencing companies.

Furthermore, among mature control. One selection to the trouble of achieving efficient ability control is always to apply totally possible enrollment strategies. Irrespective of a pleasantly instructions attracted down to be able to earth anticipate acceptance and determination alternative to the share of a qualified administration team, companies adopting the enlistment approach may furthermore face huge snags. Inside its implementation. Thus, HRM thought could offer discernment to the best strategy to be able to enrollment despite guideline within a certain hierarchical setting.

Taher et al. (2000). "directing exmination to be able to scrutinize cost- brought in addition to non-cost – conveyed sports inside of the enlistment in addition to decision way. Company key selection of employees making arrangements, training and improvement plans, execution examination, prize framewoakrs and task relations, additionally usually are fittingly depicted inside. This specific gander at is basically founded on actuality that effective individual guide making perparations will be the center regarding authoritative achievement, which often streams plainly directly into representaive enlistment in addition to selection. Therefore , demand in inclination to be able to convey medicine essential consciousness in the registration and decision construction and more accentuering ought to and up being situated on generating arrangements, oversight in addition to oversee as opposed to canal. Past this common, a practical solution to deal with typically the enlistment and selection technique is illustrated, in addition to the investigate unearths that organizations usually are best effective if the worth surpasses typically the charge expected to be able to decide the selecton –making method or item."

Anjukhandelwal et al., (2019), "the object is usually to perceive typically the enlistment and selection framework inside typically the venture and moreover its pursuing together with hierarchical development in addition to viability. Range of typically the legitimate applicant together with the leaned in the direction of capacities, ability in addition to gifts influences expense proficiency. Research likewise find a approach a way to be able evaluate the capacity enrollment strategy, hierarchical environment.

NunoRebeloDosSants (2017), "exploration concentrates on the straightforwardness in the enrollment and perseverance way, the rules used to get ranking competitors and typically the association of men women anxious. This look from transformed into powered by using exceptional feelings, analysts presumed of which the amount of registration and decision in addition to perspectives and techniues of behaving tackled through the personal in rate.

III. RESEARCH DESIGN

Research Design:

The study layout refers to the framework of marketplace research techniques and strategies selected by using the researcher. The design chosen through the researcher can use a way that is convenient for the look at and might prepare the study successfully within the future.

The research design may be qualitative, quantitative, or mixed in the research layout, researchers can pick out among distinctive styles of research methods; experimental research, surveys, correlational studies, or quasi-experimental evaluation research.

3.1 STATEMENT OF THE PROBLEM:

"RECRUITMENT AND SELECTION OF VEAVE TECHNOLOGIES PVT LTD, BENGALORE."

PROBLEMS IN RECRUITMENT AND SELECTION:

The quality of wages depends on efficient recovery and the choice of strategy. However, this process is not always liquid. Employers face specific problems, such as the cost of advertising work and non-physical barriers, such as better communication between HR managers and recruiters.

Recruitment strategy:

Before writing the first case record, companies need to identify themselves better to go to work. Cost of operation, training of new employees, approaching at the right time can be expensive to them. Small business, as well as workers on full-time, temporary workers, outsourcing or existing employees, to look for another job may additional responsibilities.

3.2 NEED FOR THE STUDY:

- The study was conducted in bengaluru city only.
- Cost was limiting factor in the suvery.
- The study was limited to a particular dealer.

3.3 OBJECTIVE OF THE STUDY:

- To explore the practical applications of recruitment and selection techniques in realworld scenarios.
- To analyze the impact of effective recruitment and selection on organizational performance and success.

- To gain insights into the role of human resource management in managing recruitment and selection activities.
- To know the employees satisfaction level in their job role.
- To know how to consider the ways to develop new policy for a hybrid working models.

3.4 SCOPE OF THE STUDY:

Scope of recruitment includes assisting long manpower planning. Human resources

Developing exercise, auditing of existing man power and to critically look at the skill and qualification of employees. Bring inducted and ensuring proper usage of the human asset of the association. The important of recruitment and selection.

- By following this produce the organisation will get possibility for the correct activity at the ideal time.
- To meet the association legitimate and social commitment with respect to the synthesis of it work drive.
- It helps in id and getting redy potential employment candidate will be fitting competitors.
- It is helpful to the manager for operating is responsibilities this is especially helpful during hiring period.

3.5 RESEARCH METHODOLOGY:

The survey was undertaken into considaration through thr objective of the study. Data was collected through both primary and secondary sources of information, qualitative and quantitative data was used for interpreting the results of the suvey.

Secondary data was collected through internal reports of the company and through books, magazines and web-sites.

After having decided objective the data was collected. The process was carried on by developing questionnaires. The sample size of 100 respondents was chooses for the suevey.

➤ **Primary Data:**

In order to collect first hand information we interacted with various department and gathered the required information. In this way the primary data was collected through the questionnaires.

➤ **Secondary Data:**

The sources of secondary data were collected through.

1. The company manual.
2. Internet.
3. Concerned textbook.
4. Magazine.

3.6 HYPOTHESES:

Training program has gather effect on centre level direction in the data innovation industry then in the assembling business.

Hypothesis 1

H1: There is no proper process of recruitment and selection in VEAVE TECHNOLOGIES Pvt Ltd Bengaluru.

Ha: There is a proper process of recruitment and selection in VEAVE TECHONOLOGIES Pvt Ltd Bengaluru.

Hypothesis 2

H1: Employees in VEAVE TEACHNOLOGIES Pvt Ltd are dissatisfied with the recruitment policy.

Ha: Employees in VEAVE TEACHNOLOGIES Pvt Ltd are satisfied with the recruitment policy.

Hypothesis 3

H1: There is no extensive use of internal and external sources of recruitment and selection in VEAVE TEACHNOLOGIES Pvt Ltd

Ha: There is extensive use of internal and external sources of recruitment and selection in VEAVE TEACHNOLOGIES Pvt Ltd

3.7 LIMITATION OF THE STUDY:

1. Due to changes in shift all employees were not available so, more data was not collected.
2. Many respondents were newly appointed so they did not know much about the company.
3. As it was an off reason most of the lower level employees were not available and could not focus on lower level employees.
4. Lack of education of employees enables to grab information

IV. DATA ANALYSIS AND INTERPRETATION

ANALYSIS AND INTERPRETATION INTRODUCTION

Data interpretation is the process of going over data and drawing pertinent conclusions with the use of different analytical research techniques. Researchers use data analysis to categorise, manipulate, and summarise data to find answers to important issues. Based on this analysis, we can make better selections since it offers you the respondents' perspectives.

TABLE:1 Showing the your employment type

Employment type	Responds	Percentage
Full time	65.7	65.7%
Part time	34.3	34.3%
Total	100	100%

INTERPRETATION:

The from above table showing that your employment type responds is full time 65.7% the part time employment type 34.3%.

TABLE:2:showing the source of information regarding this company and its available job position

Job position	Responced	Percentage
Company website	39	39%
Job portal	27	27%
Referral	20	20%
Social media	12	12%
Other	0	0%
Total	100	100%

INTERPRETATION :

The above table showing is total 100% responced is company website 39% , job portal 27 % responced people job position , referral 20% and social media responced people working 12%

TABLE:3 showing the motivation for employee to pursue jobs

Employee pursue jobs	Respond	Percentage
Specific role and its reponblities	46	46%
Career advancement whithin the company	32	32%
Challenges	13	13%
Work life balance	8	8%
Other	0	0%
Total	100	100%

INTERPRETATION:

From the above table it shows 8% of people adopt to recruit the candiect employee referral and challenges 13%of the reponsblities the total is the 100%.

TABLE:4.showing company culture positive and inclusive environment

Inclusive environment	Responds	Percentage
Yes	69	69%
NO	19	19%
Not sure	12	12%
Total	100	100%

INTERPRETATION:

From the table the data out of 100% the responds is 69%is no says 19% and And many people of not sure says 12%.

TABLE:5 Showing receive sufficient support and resource to performs your job

Performs job	Responds	Percentatge
Strongly disagree	25	25%
Disagree	22	22%
Netural	33	33%
Agree	18	18%

Strongly agree	0	0%
Total	100	100%

INTERPRETATION:

The above table out of 100% the preforms job is strogly disagree 25%,and agree is 18%,netural is 33%of the data strongly agree is 0%.

TABLE:6 Showing opportunities for professional development and growth

Professionl development and growth	Responds	Percenatge
Yes	63	63%
NO	32	32%
Not sure	5	5%
Total	100	100%

INTERPRETATION:

The from the table is out of 100 the professional development growth is 63% of responds no says 32%,and 5% of not sure.

V. FINDINGS SUGGESTION AND CONCLUSION

5.1 FINDINGS

1. A majority of respondents are in Full-time employment (65.7%), while 34.3% are in Part-time employment.
2. Company websites and Job portals are the top sources of information (39% and 27% respectively).
3. Specific roles and responsibilities (46%) and Career advancement** (32%) are the primary job motivations.
4. Most respondents (69%) feel the company provides a positive and inclusive environment.
5. A quarter of respondents (25%) strongly disagree with receiving sufficient support and resources for their job.
6. A majority (63%) see opportunities for professional development, but 32% do not, and 5% are unsure.

5.2 SUGGESTIONS

- Education Qualification: Diversify candidate pool (e.g., target High School Diploma and Post-Graduation qualifications).
- Employment Type: Continue offering and promoting full-time positions.
- Source of Information: Maintain an informative company website.
- Stay active on job portals and social media platforms.
- Motivation for Jobs: Highlight specific roles and career advancement in job listings.
- Work-Life Balance: Ensure company policies support work-life balance.
- Recruitment Process Clarity: Provide clear guidelines and communication to candidates.
- Application Submission: Prioritize online methods (company websites, email) for ease.
- Candidate Recommendations: Gather candidate feedback and make improvements.
- Job Descriptions: Ensure job descriptions accurately reflect required skills.
- Professional Development: Keep offering opportunities for growth and development.
- Candidate Engagement: Actively engage with candidates for a positive experience.
- Timely Interviews: Maintain efficiency in scheduling interviews.
- Continuous Improvement: Regularly assess and improve recruitment processes.

5.3 CONCLUSION:

It was mentioned that the results of the hiring procedure were used to determine who the best employee was. Several personnel from different levels of the organization conducted interviews to choose the best employee. The cooperation between the employers and the employees was excellent, and the jobs were accurately assigned and completed by the workers.

I want to conclude that although the recruitment and selection process was difficult, it was successful in identifying the best applicant. People play a significant role in the organization.

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