

A Case Study On Recruitment and Selection System At Cement Sugars & Industries Ltd, Peruvancha Village, Kalluru

D.Mahitha¹, Dr. K. Anil Kumar²

¹(MBA Department, MREC (autonomous), Maisammaguda, Dhulapally, Secundrabad)

²(MBA Department, MREC (autonomous), Maisammaguda, Dhulapally, Secundrabad)

Abstract : In this work the analysis has been done on recruitment and selection of KAKATIYA cement sugars & industries limited (KCSIL). The employees in the organization are directly interviewed and related data were collected through the questionnaire. The data is analyzed through the percentage analysis and chi-square method. From these inference were drawn, based on the inference it is found that most of the respondents felt that the recruitment and selection done by the organization is comfortable and satisfactory. From the study it is found that they are enriching their knowledge with recruitment system. The opinion about the recruitment program conducted by the organization is almost better, according to majority of the respondents. The primary objective of the study is to measure the levels of satisfaction of employees with regards to recruitment. Also suggest some measures for improving recruitment process in organization.

Keywords - Recruitment, Selection, Human Resource Management.

I. INTRODUCTION

Successful human resource should identify human resource needs in the organization. Recruitment is the discovering of potential candidates for actual or anticipated organizational vacancies. Or, from another perspective, it is a linking activity bringing together those with jobs to fill and those seeking job. The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also provide information so that unqualified applicants can self select themselves out of job candidacy; this is, a good recruiting program should attract the qualified and not attract the unqualified. This dual objective will minimize the cost of processing unqualified candidates.

According to Edwin B Flippo: Recruitment as “the process of searching for prospective employees and stimulating them to apply for the jobs in the organization.”

According to Yoder:

Recruitment is a process to discover the sources of manpower to meet the requirement of the staffing schedule and to employee effective measures to attracting that manpower in adequate number to facilitate effective selection of an effective workforce.

II. OBJECTIVES OF THE STUDY

1. To review the process of recruitment and selection for the selected period.
2. To examine the employee opinion regarding recruitment and selection policy.
3. To study the employee satisfactory level with the existing recruitment policy in the KCSIL.

III. REVIEW OF LITERATURE

Armstrong (2008) and **Dessler** (2006) pinpoint the fact that employees need to have a fit-in culture in order to survive in a new job environment puts pressure on the recruitment team to cultivate the organization culture that enhances good performance.

Recruitment strategies by organizations should be tailored towards specific positions to be filled. These strategies in the modern global environment include advertisements in electronic and print media, agencies and services, schools and colleges/universities forum, professional associations and internal resources. All the strategies will produce particular employees with varying performances.

Nwabuzor and Anyamele (2002) observes that the theory of recruitment is a scholarly body of work about how people can most effectively be persuaded to apply for a job. Under normal circumstances, an increase in the pool of applicants will improve an employer's opportunities in selecting exactly the right people for job vacancies. Both sides of the application process should and do concern themselves with "fit".

According to **Kamoche and Kamoche** (2004) shows that applicants will be attracted to the organization to the extent they see it as a good match for them, or what in the literature is known as "Person-Organization (P-O) "fit". Potential applicants make an initial assessment of the likely P-O fit through what they understand of the employer's culture.

IV. RESEARCH METHODOLOGY

Research methodology is a way to systematically solve the research problem. The research methodology in present study deals with the sample size of 100 employees out of 500 employees. The period of study is for 45 days. The data collected through primary and secondary sources. Primary source includes questionnaire and personal interview. Secondary source includes websites, books, articles etc.

- A well structured questionnaire is framed.
- Data is collected from the employees in **KAKATIYA cement sugars& industries limited (KCSIL)**.
- Findings are made and necessary suggestions and recommendations are given on the basis of primary data and secondary data collected and analyzed.

V. A DATA COLLECTION METHOD

The data collection method used in this research is survey method. Here the data are systematically recorded from the respondent. A structured questionnaire has been prepared to get the relevant information from the respondents. The questionnaire consists of a variety of questions given to the respondents for their response. The various types of questions are used in this survey are:

- Open ended questions.
- Closed ended questions.
- Multiple choice questions.

The sample size chosen for this study is 100

HR	20
PRODUCTION	25
ACCOUNTS	20
MECHANICAL	30
MAKETING	5
TOTAL	100

STATISTICAL METHODS:

The statistical methods that are used in this survey method are

1. Percentage analysis.
2. Bar diagrams & charts.

STATISTICAL TOOLS:

The statistical tools that are used for this study are

1. Chi-square.

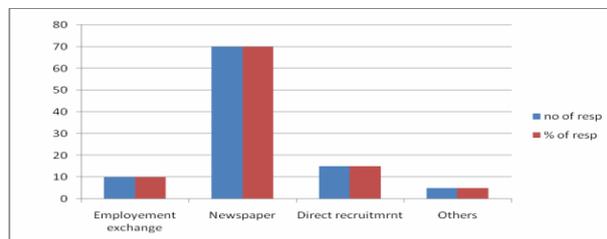
VI. DATA ANALYSIS AND INTERPRETATION

The data collected during the survey in KCSIL is tabled below

Table 1: Company’s main source of recruitment.

Options	no of respondents	% of respondents
Employment exchange	10	10
Newspaper	70	70
Direct recruitment	15	15
Others	5	5

Chart 1: Company’s main source of recruitment



Interpretation:

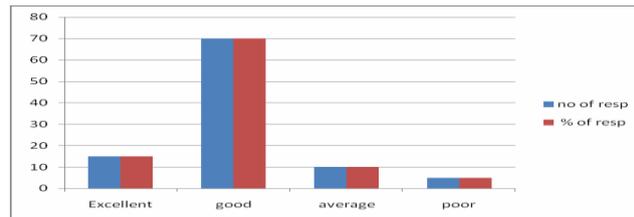
From the above analysis it is observed that 70% of employees are recruited in the organization through the News papers only and 15% of employees are direct recruited and 10% employment exchange and other sources of recruitment 05%. So finally only in some cases the organization goes to the other sources of recruitment.

Table 2: Internal recruitment system of your organization.

Opinion	no of respondents	% of respondents
Excellent	15	15

Good	70	70
Average	10	10
Poor	5	5

Chart 2: Internal recruitment system of your organization.



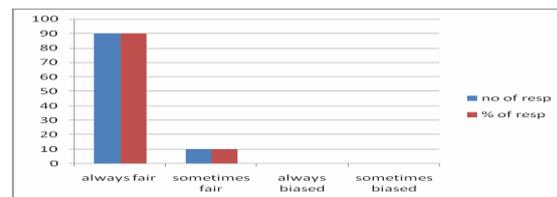
Interpretation:

From the above analysis it is observed that 15% of employees are feeling excellent and 70% of the employees are feeling good and 10% of employees feel average 05% of employees feel poor about the internal recruitment system in the organization. So, finally most of the employees are feeling good with the internal recruitment system in the organization.

Table 3: Recruitment policy and practices followed by the organization.

Opinion	No of respondents	% of respondents
Always fair	90	90
Sometimes fair	10	10
Always biased	0	0
Sometimes biased	0	0

Chart 3: Recruitment policy and practices followed by the organization.



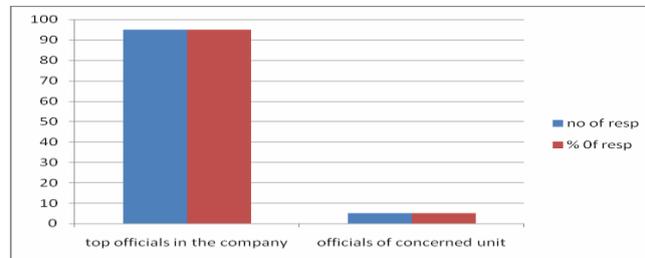
Interpretation: The recruitment policy & practices are always fair, as it is agreed by 90% of the employees.

Table 4: Conduction of recruitment and selection programmes.

Opinion	No of respondents	% of respondents
Top officials in the company	95	95

officials of concerned unit	5	5
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Chart4: Conduction of recruitment and selection programmes.



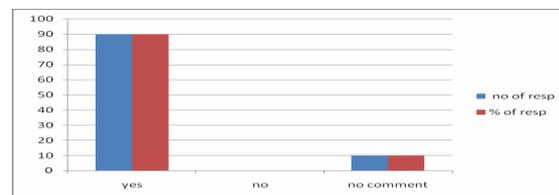
Interpretation:

From the above analysis it is observed that the most of (95%) recruitment and selection programmed by the top officials in the company for all the posts and only few (5%) recruitment and selection is programmed by the officials of concerned unit.

Table 5: Organization provide “job description” to you at the time of recruitment.

Opinion	no of respondents	% of respondents
Yes	90	90
No	0	0
no comment	10	10

Chart 5: Organization provide “job description” to you at the time of recruitment.



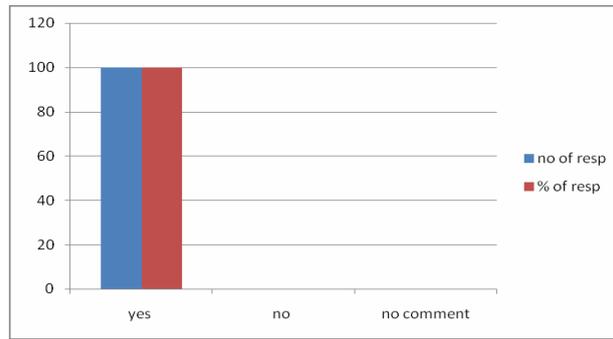
Interpretation:

The job descriptions are clearly provided at the time of recruitment as the response is 90%.

Table 6: Job agreements is executed at the time of joining

Opinion	no of respondents	% of respondents
yes	100	100
no	0	0
no comment	0	0

Chart 6: Job agreements is executed at the time of joining



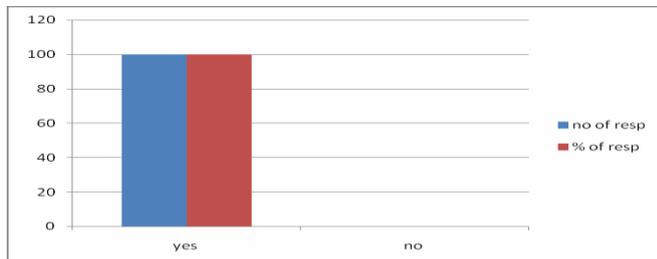
Interpretation:

From the above analysis it is observed that all the employees ate executed job agreement at the time of joining. It creates an opportunity to the employers to terminate their services of the employees who can't perform their duties effectively and timely.

Table 7: Pay fixed by the organization is as per your expectations

Opinion	no of respondents	% of respondents
yes	100	100
no	0	0

Chart 7: Pay fixed by the organization is as per your expectations



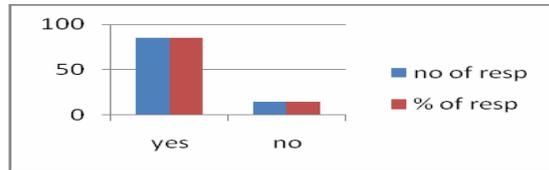
Interpretation:

From the above analysis it is observed that the pay is fixed by the organization is as per the employees expectation. It will create feeling of responsibility and sense of belongingness towards the organization.

Table 8: Tools and Techniques or procedures used in the process of recruitment benefited by KCSIL in terms of cost and time.

Opinion	no of respondents	% of respondents
Yes	85	85
No	15	15

Chart 8: Tools and Techniques or procedures used in the process of recruitment benefited by KCSIL in terms of cost and time.



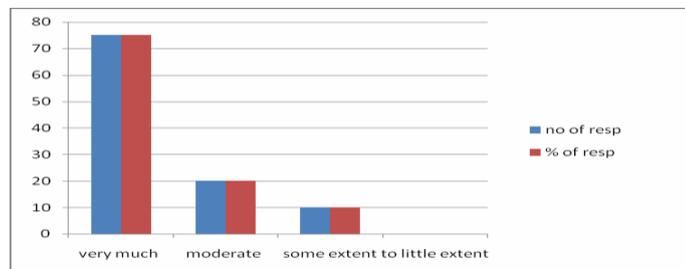
Interpretation:

From the above analysis it is observed that 85% of employees are agree and 15% of the employees are disagree with the statement that the tools and techniques or the procedures used in the process of recruitment benefited KCSIL in terms of cost and time.

Table 9: Selection process followed by the organization is suitable to select right person for the job.

Opinion	no of respondents	% of respondents
very much	75	75
moderate	20	20
some extent	10	10
to little extent	0	0

Chart 9: Selection process followed by the organization is suitable to select right person for the job.



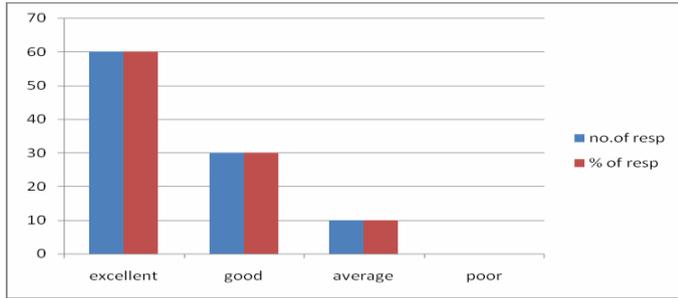
Interpretation:

From the above analysis it is observed that 75% of employees are feeling very much and 20% of the employees are feel moderate and 10% of the employees are feel some extent about the suitability of the person selected through the selection process with the job.

Table 10: Regarding the selection process in your organization.

Opinion	no. of respondents	% of respondents
Excellent	60	60
Good	30	30
Average	10	10
Poor	0	0

Chart 10: Regarding the selection process in your organization



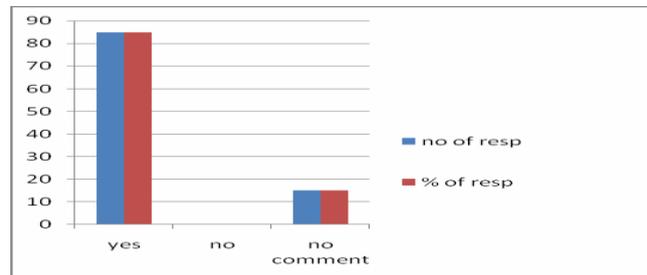
Interpretation:

From the above analysis it is observed that 60% of employees are feeling that the excellent and 30% of the employees are feeling good and 10% of employees are feeling average and below average about the selection process in the organization. So, finally most of the employees are feeling good with the selection process in the organization.

Table 11: Selection programme at your joining was consistent with your job.

Opinion	no of respondents	% of respondents
Yes	85	85
No	0	0
no comment	15	15

Chart 11: Selection programme at your joining was consistent with your job.



Interpretation:

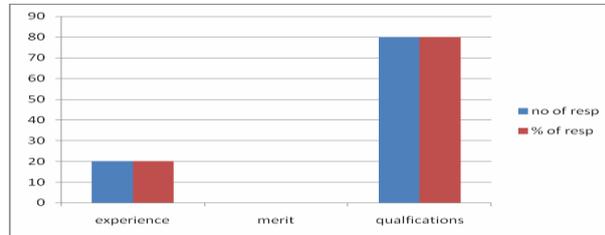
From the above analysis it is observed that 85% of employees are feeling consistent and 15% of the employees are no comment about the consistency of the selection programmes with the job at time their joining.

Table 12: Top priorities during the course of selection.

	no of respondents	% of respondents
Experience	20	20
Merit	0	0

qualification	80	80
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Chart 12: Top priorities during the course of selection.



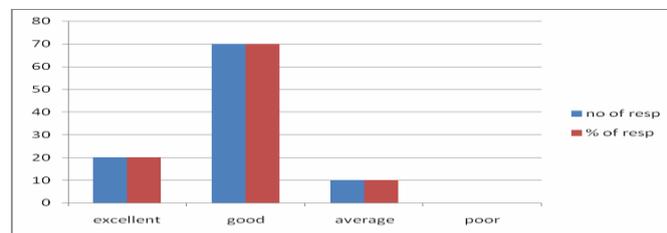
Interpretation:

From the above analysis it is observed that for 20% of the employees give importance to their experience and for 80% of the employees give priority to their qualifications during the course of selection.

Table 13: Feeling about interview panel

Opinion	no of respondents	% of respondents
Excellent	20	20
Good	70	70
Average	10	10
Poor	0	0

Chart 13: Feeling about interview panel



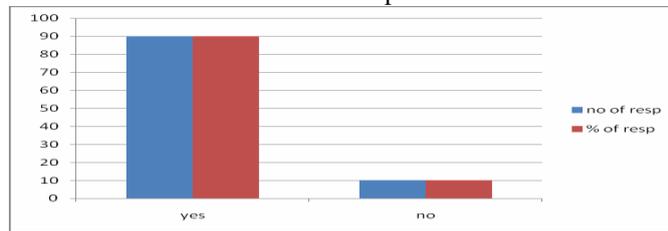
Interpretation:

From the above analysis it is observed that 20% of employees are feeling excellent and 70% of the employees are feeling good and 10% of the employees are feeling average about the Interview panel. So, finally most of the employees are feeling good with the interview panel in the organization.

Table 14: Attended any written test at the time of selection process

Opinion	no of respondents	% of respondents
Yes	90	90
No	10	10

Chart 14: Attended any written test at the time of selection process



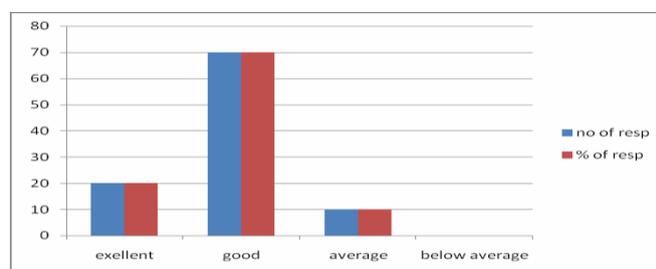
Interpretation:

From the above analysis it is observed that 90% of employees are attend written test at the time of selection process and 10% of the employees are Not attend written test at the time of selection process. So, most of the employees are attend written test at the time of selection process.

Table 15: Overall feeling on recruitment and selection policies and practices of KCSIL

Opinion	no of respondents	% of respondents
Excellent	20	20
Good	70	70
Average	10	10
below average	0	0

Chart 15: Overall feeling on recruitment and selection policies and practices of KCSIL.



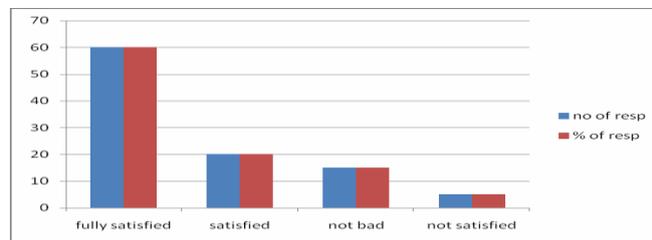
Interpretation:

From the above analysis it is observed that 20% of employees are feeling that the excellent and 70% of the employees are feeling good and 10% of employees are feeling average about the recruitment and selection policies and practices of KCSIL. So, finally most of the employees are feeling good with the recruitment and selection policies and practices of KCSIL.

Table 16: Satisfied with the recruitment process in the organization

Opinion	no of respondents	% of respondents
fully satisfied	60	60
Satisfied	20	20
not bad	15	15
not satisfied	5	5

Chart 16: Satisfied with the recruitment process in the organization



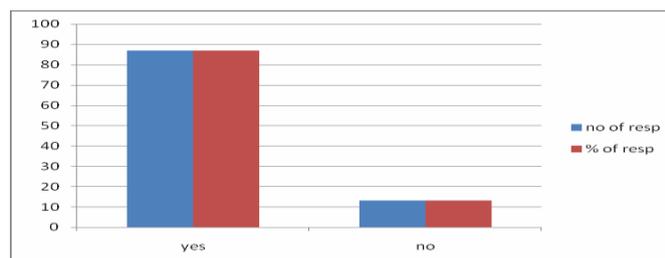
Interpretation:

60% of candidates strongly satisfied with recruitment process. 20% of candidates satisfied with recruitment process. 5% of candidates feel it as not bad. 15% of candidates are not satisfied with the process.

Table 17: Contact or easy accessibility with the top management

Opinion	no of respondents	% of respondents
Yes	87	87
No	13	13

Chart 17: Contact or easy accessibility with the top management.



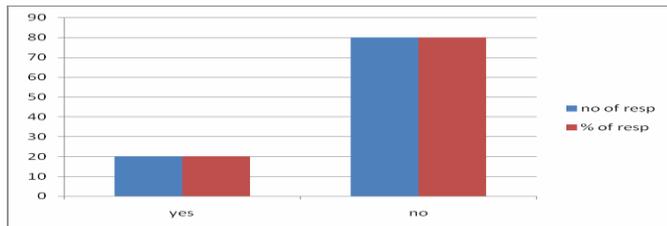
Interpretation:

To a maximum extent the employees have contact with the top management.

Table 18: Recruitment and selection policy need changes in your organization.

Opinion	no of respondents	% of respondents
Yes	20	20
No	80	80

Chart 18: Recruitment and selection policy need changes in your organization



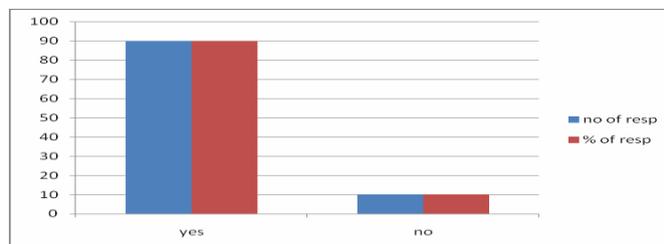
Interpretation:

From the above analysis it is observed that 20% of employees are feel the recruitment and selection policy need changes and 80% of the employees feel the recruitment and selection policy doesn't need any changes.

Table 19: Organization given training for selected employees

Opinion	no of respondents	% of respondents
yes	80	80
No	20	20

Chart 19: Organization given training for selected employees



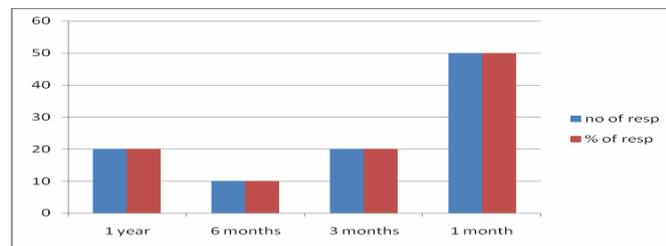
Interpretation:

80% of employees agree with the training for selected employees and 20% of employees say no to the training for selected employees in the organization.

Table 20: Period of probation for newly selected employees

Opinion	no of respondents	% of respondents
1 year	20	20
6 months	10	10
3 months	20	20
1 month	50	50

Chart 20: Period of probation for newly selected employees



Interpretation:

50% of employees says probation period will be provide for three months

20% of employees says probation period will be provide for one months

10% of employees says probation period will be provide for six months

20% of employees says probation period will be provide for one year .

VII. HYPOTHESIS

H₀ – There is a relationship between recruitment process and employee satisfaction.

H₁ – There is no relationship between recruitment process and employee satisfaction.

VIII. CHI SQUARE TEST

Pearson chi square	Value	Degrees of freedom	Asymp.sig.(2-sided)
Are you satisfied with the recruitment process in the	4.26834	4-1=3	7.815

organization?			
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NOTE:

According to chi square value 4.26834 is less than the table value is 7.815.

Hence we accept the hypothesis and reject the null hypothesis. Hence there is a relationship between recruitment process and employee satisfaction.

IX. FINDINGS

Main source of external recruitment is newspaper. Majority of the employees feel that the internal recruitment system is good. The recruitment policy & practices are always fair, as it is agreed by 90% of the employees. Mainly the recruitment & selection programmes are conducted by top officials in the company. The job descriptions are clearly provided at the time of recruitment as the response is 90%. At the time of joining, job agreement is compulsory executed. The employees are paid as per their expectations. There is 100% response as to the pay expectations. Most of the tools & techniques, procedures used in this process of recruitment benefited by KCSIL in terms of cost & time. The selection process followed by the organization is aptly suitable to select right person for right job. The response regarding the selection process in the organization is moderate. Not all the employees are satisfied with the selection process. The selection programme at the joining is consistent with the job up to 85%. During the course of the selection qualifications is given first priority followed by experience. Merit is not considered. Maximum response regarding the interview panel is good. Written test is mandatory at the time of selection process. In few selection processes it is not compulsory. To a maximum extent the employees have contact with top management. The recruitment and selection policy does not need any change. As per my opinion the recruitment & selection policies & practices of KCSIL is good. Majority of the employees are satisfied with the recruitment process in the organization. Maximum response regarding the training for selected employees in the organization is good. The period of probation for newly selected employees in the organization is three months.

Opinion	observed frequency	expected frequency
fully satisfied	60	25
Satisfied	20	25
not bad	5	25
not satisfied	15	25

X.SUGGESTIONS

- Most of the respondents were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company.
- The selection process in the organization is satisfied by some employees as not all employees are not satisfied it need some changes, and in the selection process we should not consider only qualification. For 100% satisfaction of employees we should also consider experience also.

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