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# A Study on Recruitment & Selection Process of Candidate with the Special Reference of Boom HR Solution in Erode

K.Arulini, B. Akila

Assistant Professor, Department of Management Studies, Nandha Engineering College (Autonomous), Erode, India

MBA II- Year, Department of Management Studies, Nandha Engineering College (Autonomous), Erode, India

**ABSTRACT:** Better hiring and selection practises lead to improved organisational results. Finding suitable employees and encouraging them to apply for jobs inside the firm is the process of recruitment. The procedure by which an organisation chooses from among the applicants those people they feel would most closely match the job criteria in light of the current environmental circumstances is known as selection. Organisations nowadays must adapt to the requirements of their workforce in the highly competitive business environment. An organisation should have an effective recruitment policy that is well-structured and can be used to get the best results. This research helps businesses identify problem areas and makes recommendations for improving the recruitment and selection process. Understanding the recruiting and selection process is the main goal of this study.

## I.INTRODUCTION OF THE STUDY

The utilization of human resources, a crucial corporate asset, affects the success of the business as a whole. The hiring of individuals with the necessary abilities, education, and experience is crucial for the achievement of corporate goals. While doing so, we must bear in mind both the current and future needs of the business. Effective hiring practices require in-depth examinations of the position and the labour market. Any management process nearly always begins with recruiting, and failure in this area may cause problems for any business, including a negative impact on profitability and insufficient workforce or skill levels. Recruitment issues may result in a workforce shortage or impair management's ability to make decisions. But hiring doesn't merely include a straightforward selection procedure; also needs careful preparation and managerial decision-making to choose the most qualified personnel.

## II.STATEMENT OF THE PROBLEM

A crucial component of human resource management is the recruiting and selection process, which entails finding, luring, and employing qualified applicants for open positions within a company. The primary objective of the recruitment and selection process is to make sure that the organisation only recruits the most qualified and competent people who have the appropriate training, expertise, and experience to successfully carry out their job duties. But attracting a diverse pool of candidates, avoiding biases in the selection process, maintaining legal compliance, and assessing candidates' aptitude for the job can all be difficult tasks in the recruitment and selection process.

## III.OBJECTIVE OF THE STUDY

- To identify the recruitment and selection of candidate in Boom HR solution in Erode.
- To analyse the recruitment and selection of process of candidate related qualification, communication, Experience, background and skills.

## IV.SCOPE OF THE STUDY

The study can examine the various recruitment sources used by organizations, such as job portals, social media, employee referrals, and campus recruitment. The study can explore the effectiveness of these sources and the factors that influence their effectiveness. The study can examine the various selection methods used by organizations, such as interviews, tests, and assessments. The study can explore the effectiveness of these methods and the factors that influence their effectiveness.



## V.LIMITATIONS OF THE STUDY

Many respondents neglected to respond to the survey in their busy schedule. Many respondents found it difficult to rank the problems faced by them because they are equally facing all the problems. The study may rely on self-reported data from candidates or organisations, which might be biased. Participants may submit erroneous or incomplete information, which might jeopardise the findings' validity. The study may fail to take into account external factors that might influence the recruiting and selection process, such as changes in the labour market.

## VI.REVIEW OF LITERATURE

1. **Sania Usmani 2020** The most important results and recommendations mentioned in this review came from a search of three studies related to the subject of recruitment and selection in the workplace: a qualitative, quantitative, and experimental perspective of physical attractiveness and social desire. It was concluded from all three studies and data analysis that physical attractiveness does not play a role in the selection and employment processes. Individually, this review will help shed light on theories about the factors that affect the recruitment process.
2. **Bushra Bintey Mahbub Internship (2020)** The report included a number of recommendations, the most significant of which was that certain processes may be digitised online, thereby reducing some effort and the possibility of manual errors. Also, it was advised that greater staffing was required. According to the amount of work, more labour is required. Additionally, there was a need to provide the trainees with more resources, and the most crucial objective was that when choosing or hiring employees, they should prioritise quality over quantity. However, sometimes in order to meet these objectives and receive incentives, employers will select some unqualified candidates who cannot handle the workload and develop depression.
3. **Neeraj Kumar 2013** He found that the company is following an effective Recruitment and Selection process to maximum extent out of the various methods of sourcing candidates, the best one is getting references via references and networking. In the process, I came across various experiences where the role of an HR and the relevant traits he finds in the candidates were displayed. The structure of the financial sector (as well as that of SMC Ltd) was known along with the analysis that recruitment is an ongoing process in this industry and therefore new innovative methods have to be thought of and applied to meet the demand. Company should focus on long term consistent performance rather than short term. The emphasis towards training and enhancing skills of recruiters needs to be more and also consistent.

## VII.RESEARCH METHODOLOGY

The procedure is used to gather data and information to make business choices. The methodology might contain both historical and current data and could involve publication research, interviews, surveys, and other research techniques.

### TYPES OF RESEARCH

Descriptive research, which is employed in this study to characterize population or phenomenon characteristics, is the research type used.

### SAMPLE DESIGN:

The act of picking a sufficient number of components from a population is known as sampling. An established strategy for acquiring a sample from the sampling frame is known as a sample design. It refers to the method the researcher would use to choose certain sampling units from which to extrapolate information about the population.

### DATA COLLECTION:

It is possible to answer specified research questions, test hypotheses, and assess results through the process of collecting and analyzing data on relevant variables in a systematic and established manner.

### Primary Data Source:

A primary data source offers first-hand information or direct proof on a thing, a person, or a piece of art. It comprises records from experiments, eyewitness accounts, historical and legal documents, statistical information, audio and video recordings, and more.



We gathered the data using a questionnaire, which is a series of printed or written questions with multiple-choice responses designed for a survey or statistical research.

**Secondary Data Source:**

Secondary Data Sources are the data that were initially gathered for another research project. As noted in the references, we used articles, journals, and magazines.

**SIZE OF THE SAMPLE:**

- Sample Dimension The act of deciding how many observations or repetitions to include in a statistical sample is known as determination. Any empirical study to conclude a population from a sample must take into account the sample size as a crucial component.
- The sample size is one hundred.

**TOOLS USED:**

The Tools used in the Study include

**SIMPLE PERCENTAGE ANALYSIS:**

Simple Percentage Analysis is the method to represent raw streams of data as a percentage (a part in 100 percent) for a better understanding of collected data.

**FORMULA:**

Percentage analysis = Number of Respondents/Total number of respondents\*100

**CHI-SQUARE TEST:**

When the Null Hypothesis is true, a Chi-Squared Test is a statistical hypothesis test in which the test statistic's sample distribution has a chi-squared shape. In one or more categories, it is used to assess whether there is a substantial discrepancy between the predicted frequencies and the observed frequencies. The test's objective is to determine how likely it is, in light of the findings, that the null hypothesis is correct.

**FORMULA:**

$$X^2 = \sum (O_i - E_i)^2 / E_i$$

**RANKING METHOD:** The Garrett ranking approach is employed to determine the most important factor affecting the responders. According to this methodology, respondents were asked to rate each element, and the results of this ranking were then transformed into a score value using the formula below.

**FORMULA:**

$$\text{Percent position} = 100 (R_{ij} - 0.5) N_j$$

**ANALYSIS OF INTERPRETATION:**

**Table 1: DEMOGRAPHIC PROFILE OF THE RESPONDENTS**

S.NO	Details of the respondents	Factors	No. Of. Respondents	Percentage
1	Age	18-22	4	4%
		23-27	53	53%
		28-32	19	19%
		33-38	8	8%



		39-50	12	12%
		Above	4	4%
		<b>Total</b>	<b>100</b>	<b>100%</b>
2	<b>Gender</b>	Male	50	50%
		Female	50	50%
		<b>Total</b>	<b>100</b>	<b>100%</b>
3	<b>Income Level</b>	10k-15k	12	12%
		10k-20k	2	2%
		15k-20k	18	18%
		20k-25k	37	37%
		8k-10k	16	16%
		Above	15	15%
		<b>Total</b>	<b>100</b>	<b>100%</b>
4	<b>Educational qualification</b>	B.Ed	1	1%
		Diploma	5	5%
		HSC	2	2%
		PG	27	27%
		SSLC	12	12%
		UG	53	53%



		<b>Total</b>	<b>100</b>	<b>100%</b>
<b>5</b>	<b>Source Candidates</b>	Advertising	14	14%
		Campus Recruitment	21	21%
		Employee Referral	35	35%
		Government	1	1%
		Job portals	26	26%
		Recruitment Agencies	3	3%
		<b>Total</b>	<b>100</b>	<b>100%</b>

**INTERPRETATION:**

From this study, it is evident that 53% of respondents are 23-27 age and fall under UG, the source candidates is 35% employee referral and the income is 20k-25k.

**COMPARING THE TWO VARIABLES BY USING CHI-SQUARE TEST**

Comparing the Education qualification of a person and Adopt to source candidates.

1. Independent variable: Education qualification
2. Dependent variable: source of candidates

**Null Hypothesis (H0):**

- There is no significant relationship between Education qualification of a person and Adopt to source candidates.

**Alternate Hypothesis (H1):**

- There is significant relationship between Education qualification of a person and Adopt to source candidates.



Table:

	Value	Df	Asymptotic significance (2-sided)
<b>Pearson chi-square</b>	25.062	25	.459
<b>Likelihood Ratio</b>	24.485	25	.492
<b>N of Valid Cases</b>	100		

29cells (80.6%) have expected count less than 5.The minimum expected count is 01.

Table value is less than the calculated value.

$$34.382 < 25.062$$

**INTERPRETATION:**

- Therefore, there is significant relationship between Education qualification of a person and Adopt to source candidates.
- Alternative hypothesis is accepted.

**TABLE 2: RANK THE PROBLEM FACED BY THE RESPONDENTS**

S.NO	PROBLEMS	MEANS CORE	TOTAL SCORE	RANK
1	Candidate Experience	200	600	3
2	Hiring without bias	250	1000	2
3	Making hiring decision based on data	445	2225	1
4	Engaging passive applicants	175	350	4
5	Hiring fast	85	85	5

**INTERPRETATION:**

- Making hiring decision based on data is ranked as no.1 and the total score is 2225.
- Hiring without bias is ranked as no.2 and the total score is 1000.
- Candidate Experience is ranked as no.3 and the total score is 600.
- Engaging passive applicants is ranked as no.4 and the total score is 350.
- Hiring fast is ranked as no.5 and the total score is 85.



### **VIII.FINDINGS**

- 53% of responders fell within the 23–27 age range.
- Respondents are evenly split between the sexes.
- 53% of those surveyed have completed their UG degree.
- 37% of respondents said their monthly income ranged from \$20,000 to \$25,000.
- 35% of respondents said they found their prospects through employee referrals.
- With a total score of 2225, making hiring decisions based on data is ranked first.
- The second-ranked practise is hiring without prejudice, with a total score of 1000.
- Candidate Experience is placed third, with a 600-point total.
- Engaging passive applicants is placed fourth, with a 350 overall score.
- Hiring quickly is placed fifth, with an overall score of 85.

### **IX.SUGGESTION**

- Clearly explain the job function and its responsibilities, necessary skills, and prerequisites.
- Write a position description: Create a job description that explains the position and its duties to prospective employees.
- Create a recruitment plan: Decide how to discover and contact potential applicants, including through job ads, social media, networking, and other channels.
- Screen and shortlist applicants: To screen and shortlist potential candidates, go over resumes and applications and do phone or online interviews.

### **X.CONCLUSION**

According to the study, when the recruitment and selection process is effectively set up and implemented, the organisation will inevitably expand since every employee will be in line with the demands. To locate, assess, and hire the best employees, any business must use the recruitment and selection process. It comprises establishing the job requirements, locating potential candidates, vetting them, conducting interviews with them, and ultimately deciding who to hire. An efficient hiring and selection procedure may help businesses make the greatest hires, boost employee retention rates, and enhance overall business success.

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| Mobile No: +91-9940572462 | Whatsapp: +91-9940572462 | [ijarasem@gmail.com](mailto:ijarasem@gmail.com) |

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