Original Research Paper

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BEST HUMAN RESOURCE IS A BACKBONE OF AN ORGANIZATION

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ABSTRACT This paper showing the study about best Human Resource recruitment and selection strategies result in improved organizational outcomes. In Human Resource the Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. It is important for an organization adopt well-structured recruitment policy, which can be implemented effectively to get the best results. This study helps the organization to identify the area of problem and suggest way to improve the recruitment and selection process, this study focus on understanding recruitment and selection process. Convenient sampling is used in this study. The tools that are used in this study are Percentage analysis and Chi square test is used

KEYWORDS :

INTRODUCTION:-

The traditional method to announce a job opening was to post notice of the job on the HR bulletin board whereas organizations now mostly post jobs electronically through organization-wide intranets or send e-mails to all employees about the job vacancy. Publish employment newsletters and distribute the announcement flyers are also a way of doing job posting. Employee Referrals are also a process to obtain candidate for internal recruitment. In external recruitment, the applicant pools can be generated in number of ways which depends on the organization's policies, size and hiring budget. The organization also can go for private employment agencies who take all the responsibilities of generating a Pool of candidates for recruitment according to the organization's needs. The agencies generate the applicant pool and do the preliminary interviews, thereby screening out unqualified Candidates and then send actually qualified candidates to the organization and that is also by using job criteria provided by the organization itself. However, the private employment agencies Can be costly thus not every organization can bear the cost.

IMPORTANCE OF HUMAN RESOURCE SYSTEM:-

1. It can be expensive in terms of money and manpower requirements at implementation stage and also its effective application needs large-scale computer literacy among the employees responsible for maintaining HRIS.
2. If the personnel designing HRIS are not competent enough in their works, there is, then, mismatch between data provided by the HRIS and data required by the managers.
3. Computers cannot replace human being because human interventions will always be there to improve the existing situation.
4. Absence of continuous up-dating of HRIS makes the information stale which is considered as good as no information.

SELECTION PROCESS:-

After recruitment process is carried, the next important process is the selection Process. Selection is the process of putting right men on right job. It is a procedure of matching Organizational requirements with the skills and qualifications of people Recruitment is considered to be a positive process as it motivates more of candidates to apply for the job. It creates a pool of applicants.

Steps involved in selection process

1. Commit to hiring the best talent possible - every time.
2. Do not rush the employee selection process.
3. Partner With Stakeholders.
4. Use a Job Benchmark with a valid pre-employment

personality assessment.
5. Use Structured Interviews.

RESEARCH METHODOLOGY:-

The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This research study is taken as a part of educational curriculum. Research is a systematized effort to gain knowledge and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

• Research Design

The type of research is descriptive in nature; since an attempt was made to find out inter relationship between variables.

• Source of Data

Date is collected from both primary and secondary sources.

• Primary Data

Primary data are collected through a structured questionnaire. A well-structured questionnaire has been prepared given to the respondents by the researcher.

• Secondary Data

Secondary data are collected from the published data available within the company and also from the Internet and Intranet.

• Sample Size

Sample size means the number of sampling units selected from the organization for investigation. The total sample size that is taken for this study is 200.

• Sampling Unit

The design adopted for this study is descriptive research design. This design was chosen as it hence choose accurately the characteristics of a particular system helped to study the availability of the system as well as the constant that might restrict as effectiveness.

• Sampling Method

A sampling technique in which a simple is selected on the basis of convenience and case.

• Research Instrument

Structured questionnaire is used here as the instrument to collect the data, both open ended and closed ended questions were used to possible.
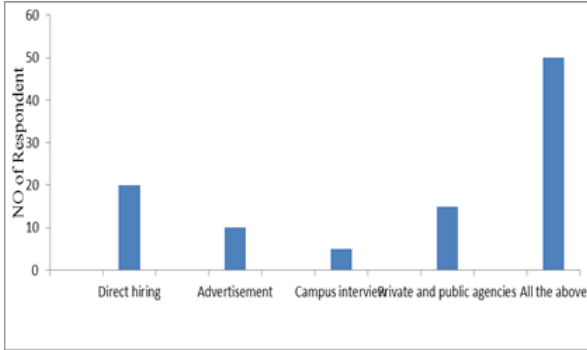
TOOLS USED:-

• Percentage Analysis
• Chi - Square test

ANALYSIS AND INTERPRETATION:-
Table-1: Recruitment Source

Sources of recruitment	No of respondents	% of respondents
Direct hiring	40	20
Advertisement	20	10
Campus interview	10	5
Private and public agencies	30	15
All the above	100	50
Total	200	100

SOURCES OF RECRUITMENT:-

Fig-1: Source of Recruitment

CHI SQUARE TEST
Relationship between Age & Satisfaction About the selection process.
Ho=Null hypothesis
There is no significance relationship between age & satisfaction about the selection process.
H1=Alternative hypothesis

There is a significance relationship between age & satisfaction about the selection process.

Observed Frequency	Expected Frequency	(O-E)	(O-E) 2	(O-E)-- 2/E
34	36.4	2.4	5.76	0.1582
36	33.6	2.4	5.76	0.1714
5	7.8	2.8	7.87	1.0051
10	7.2	2.8	7.87	1.0889
3	2.6	0.4	0.16	0.0615
2	2.4	0.4	0.16	0.0667
8	5.2	2.8	7.84	1.5077
2	4.8	2.8	7.84	1.633
Total				5.6928

$X^2 = \sum (O-E)^2/E$
Calculated Value   = 5.6928.
Table Value   = 16.92
Degrees of freedom   = 9
Calculated Value is less than Table Value. Accept the null hypothesis.
There is no significance difference between the Age & Satisfaction about the selection process.

RESULTS AND FINDINGS:-
• 5% of employees are recruited through campus interview is more effective, 50% of the employees are recruited through direct hiring is, advertisement.
• 60% of employees are highly satisfied about the selection process, 40% of employees are satisfied about the selection process.
• 50% of the employees felt preliminary interview is important, 5% of employees felt other sources are important.
There is a Relationship between Age & Satisfaction About the selection process.
• Much of the service based organizations now-a-days are using HRIS for managing their different functions of HRM.
• Many of the organizations face many problems during the implementation of the system, but it eases their work after the same.
• Not much of the organizations have efficient staff to manage such a system and so it requires a lot of training to be given to the users.
• Much of the organizations using the system are satisfied with the interface provided by Human Resource Information System software.
• Much of the HR managers using Human Resource Information System prefer using it because of its easy application and handling of information.
• Computerized Human Resource Information System helps the HR managers to lessen their work by handling as much information as they need in a very portable format.

SUGGESTIONS:-
• From the study, it is found that newspaper is the effective medium to advertise for mass recruitment.
• The organization shall concentrate and conduct workshops, training programs to the employees in order to mold their career growth.

• The organization shall increase the response level to the job seekers via e-mail or call.
• The organization shall focus on internal recruitment too in order to promote and motivate the employees

LIMITATIONS OF THE STUDY:-
Computerized Human Resource System is not an unmixed blessing. While it offers various benefits, it also suffers from problems which need to be addressed to make HRIS more effective. The major problems of Human Resource Information System are as follows:

CONCLUSION AND FUTURE OF THE STUDY:-
The study on recruitment and selection is HR professional is having big responsibility to hire a best person from the available talent pool. At the same time, one needs to be conscious. The employer should judge on individual merits and set the same standards for all. In the present scenario, ''It is the biggest challenge for a HR manager to hunt for talent''.

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