INTRODUCTION

The significance of the recruitment process remains as one of the most imperative, yet under researched in human resources management. Identifying the right selection of human resources for an organization through recruitment practices is one of the most important practice fields in organizations which have received considerable attention by work and organizational psychologists. Many companies endeavor to do additional work with fewer employees and because of this human resources selection becomes more authentic. Thus, selection is a process when the best candidate is selected among the available candidates for employment and stimulating them to apply for job vacancies in the organization. Recruitment is the process of searching for the potential candidates for career inside the organization or outside for job appointments or recruit personalities as an immediate want of the organizational needs. Recruitment practice starts from employee demand process for present or for predictable vacancies. Thus the recruitment practices for an organization attracts and encourage a good number of candidates to apply for the organizational vacancies, to create a talent pool of prospective candidates that enables the selection of best candidates to suit for the organizational needs. Hospital in Steadman's Medical Dictionary for the United States, Canada, and the British Commonwealth defined as a hospital is a cost-effective institution with a medical staff who are trained to serve the society with health care for the needy patients, who might expect the services when they are ill and wounded. Hospital is a cost-effective institution with a noteworthy task to oblige in the society, as it is an establishment for momentary work for the ill and wounded. Hence this study has been carried out to analyze the attitude of the employees about the employer’s recruitment practices in the multi-specialty hospital (Y) in Tiruchirappalli city. So there is a significant need for the health care employers to appoint or recruit personalities as an immediate want of employees to serve in the hospital for the emergencies of the society. Hence, this study has been undertaken to focus on the attitude of the employees about the recruitment practices in Multi-specialty Hospital (Y) in Tiruchirappalli City.

SIGNIFICANCE OF THE STUDY

Recruitment is a constant modus operandi by which the organizations endeavor to increase a team of competent applicants for the accessible vacancies as well as for prospect of the human resources needs. Recruitment practice starts from employee demand process for present or for predictable vacancies. Thus the recruitment practices for an organization attracts and encourage a good number of candidates to apply for the organizational vacancies, to create a talent pool of prospective candidates that enables the selection of best candidates to suit for the organizational needs. Hospital in Steadman's Medical Dictionary for the United States, Canada, and the British Commonwealth defined as a hospital is a cost-effective institution with a medical staff who are trained to serve the society with health care for the needy patients, who might expect the services when they are ill and wounded. Hospital is a cost-effective institution with a noteworthy task to oblige in the society, as it is an establishment for momentary work for the ill and wounded. Hence this study has been carried out to analyze the attitude of the employees about the employer’s recruitment practices in the multi-specialty hospital (Y) in Tiruchirappalli city. So there is a significant need for the health care employers to appoint or recruit personalities as an immediate want of employees to serve in the hospital for the emergencies of the society. Hence, this study has been undertaken to focus on the attitude of the employees about the recruitment practices in Multi-specialty Hospital (Y) in Tiruchirappalli City.

SCOPE OF THE STUDY

Recruitment is the progression that hires the superior eligible candidates for career inside the organization or outside for job vacancies in cost and time effective method. According to Edwin B. Flippo, “Recruitment is the process of searching for the potential candidates for employment and stimulating them to apply for job vacancies in the organization”. Recruitment brings together the association that bridges the job seekers with employers. The present study has been undertaken to analyze the effectiveness of the recruitment practices followed in multi-specialty (Y) hospital in Tiruchirappalli City, with 300 and more bed capacity have been chosen for the study to categorize the assorted variables which focus on the attitude of the employees towards recruitment practices followed in the hospital. The behavior at work often
depends on how the employees feel about the work environment. Therefore, making sense of how people behave depends on understanding their work attitudes. An attitude refers to the opinions, beliefs, and feelings about aspects of the work place or environment. This study enriches and adds more value to the existing literature and provides useful information on the services/business offered to the patients visiting the hospital for treatment. Tiruchirappalli city has immense potential for development, medical treatment based activities to the needy people residing in nearby places and around or away from the city. Hence, this research paper focus more on the attitude of the employees towards the recruitment practices followed by the management of the multi-speciality hospital (Y) in the city for a better understanding to the society or the public who visits the hospital. Hence this research will help the academicians, research scholars, stakeholders, Government, society/the public, medical experts to understand the procedure of recruitment policies or strategies, through HRM practices, in the course of the growth or development of the hospital services offered to the patients in the present scenario.

REVIEW OF LITERATURE
Dessler, (2000) found in his study that the Recruitment and selection forms a core part of the central activities underlying human resource management: namely, the acquisition, development and reward of the workers. It frequently forms an important part of the work of human resource managers – or designated specialists within work organizations. Dessler listing the essence of these in the following; build a pool of candidates for the job, have the applicants fill out application forms, utilize various selection techniques to identify viable job candidates, send one or more viable job candidates to their supervisor, have 47 the candidate(s) go through selection interviews, and determine to which candidate(s) an offer should be made.

K. Eresi (June 2001) in his research paper “ Personnel Practices in Small Scale Industries of Bangalore City – A Survey”, found that major part of the HRD practices were not effective and they were not aware about manpower planning besides they were recruited on temporary basis though personal contacts and walk-in type. Majority of the units did not have any policy on training and development. He suggested that they might hire a consultant on a “permanent part time basis” which will bring about increasing awareness to implement current knowledge in HRM. The author was of the opinion that Indian entrepreneurs should give an up-to-date method of management and thoughts. In order to sustain in cut-throat competition, they have to manage their business on scientific basis by analyzing their business problems. They must change their attitude towards employees, as they are their real assets. Also they should implement HRD techniques to utilize their potential.

Dess and Jason, (2001) suggest that in business strategy implementation the involvement of line managers in the entire staffing process (i.e., drafting of job 53 descriptions, setting selection criteria and being on the panel of recruitment) is vital for ensuring recruitment and selection to meet business needs. In other words, the line managers are the owner of the recruitment and selection process along with HR playing a facilitator role. Scholars have argued that other key issues and controversies run through analyses of human resource management and recruitment and selection: efficiency, control, and the difficulty of orienting practice towards social justice are often cited. The first two problematic, as Burton, (2001) notes, have been central to the management of people for as long as managers have been present in organizations. The latter is also common across all organizations, but is a particular academic and policy concern for smaller or growing organizations.

Miyake, (2002) indicated that while advertising is usual for job vacancies, applicants were sometimes recruited by word of mouth, through existing employees. Besides being cheaper, the “grapevine” finds employees who stay longer (low voluntary turnover) and who are less likely to be dismissed (low involuntary turnover). People recruited by word of mouth stay longer because they have a clearer idea of what the job really involves. The study reviewed five studies in which average labor turnover of those recruited by advertising was 51 percent. The labor turnover for spontaneous applicants was 37 per cent and turnover for applicants recommended by existing employees was 30 percent. One hypothesis proposed to account for this was the “best information” hypothesis. It was argued that people who were suggested by other employees were better and more realistically informed about the job than those who applied through newspapers and agencies. Thus, they were in a better position to assess their own suitability. Better informed candidates are likely to have a more realistic view of the job, culture of the organization and job prospects.

According to Kaplan and Norton, (2004) a common problem in recruitment and selection is poor HR planning. Past research shows that the competency level of HR managers has a major influence on recruitment and selection and experienced HR experts within the HR department will not only shorten vacancy duration, but also improve the quality of the applicants. Moreover, effective recruitment and selection is possible only if there is a dedicated and competent HR team. Whitmell Associates, (2004) observed that the extent of recruitment and selection strategy integration can be gauged through four distinctive indicators. These indicators are: the timely supply of an adequately qualified workforce, effective job analysis and descriptions, effective selection, and the involvement of line managers in the recruitment and selection practices. A key source of uncertainty in the business strategy implementation is whether there is a timely supply of adequately qualified people, and to a great extent this uncertainty involves the quality of employees. An organization can successfully eliminate this uncertainty if its recruitment and selection policies and practices are strategically integrated with the business.

Gary Dessler (2003), renowned professor of Florida International University, in his book entitled “Human Resource Management” lays specific emphasis on Information Technology in HRD and its use in effectiveness of recruitment, selection, placement of an employee on the job, training, development, performance appraisal, career planning activities for employees, compensation and maintenance of employees in the organization by highlighting “HR’s roles”, “HR Net” along with the “Strategic overview” and “Strategic HR”. The author had explained these activities along with live pictures, online interaction though computers and internet. The book would have been more informative with the touch of organization development and change, team building, quality of work life, quality circles, communication of personal policies, workers participation in management, etc.

Whitmell Associates, (2004) observed that the extent of recruitment and selection strategy integration can be gauged through four distinctive indicators. These indicators are: the timely supply of an adequately qualified workforce, effective job analysis and descriptions, effective selection, and the involvement of line managers in the recruitment and selection practices. A key source of uncertainty in the business strategy implementation is whether there is a timely supply of adequately qualified people, and to a great extent this uncertainty involves the quality of employees. An organization can successfully eliminate this uncertainty if its recruitment and selection policies and practices are strategically integrated with the business.

Swapnil Sawant (2004), director, Work Sphere Architects (India) Pvt. Ltd., in his article “Space Age” emphasized on quality of work life parameter of HRD. He reported that every organization should create an inspiring environment that would motivate people to perform better. In order to boost efficiency and maximize employee comfort, a 6,500 sq. ft. area should accommodate just 50 people with decent common facilities like conference room, meeting room, cafeteria, server room, an electric room and a reception.

Metropolitan State University and Jeanne L. Higbee, University of Minnesota 2010 has studied on An Exploration of Theoretical Foundations for Working Mothers’ Formal Workplace Social Networks. Gilad Chen and Richard J Klimoski (2007) Management and Organization Department, Robert H. Smith School of Business, University of Maryland, College Park, USA has studied on Training and development of human resources at work. Nancy E. Waldec and Zachary M. Leffakis (2005) conducted a study relating to HR Perceptions and the provision of workforce training in an Advanced manufacturing technologies (AMTs) environment: the study indicates that the perceptions of HR managers regarding technology-driven workforce need to explain a large portion of the variance for both individual and process development activities.

OBJECTIVES OF THE STUDY
1. To analyse the demographic profile of the sample respondents
2. To examine the attitude of the employees towards the recruitment practices in multi-speciality hospital (Y) in Tiruchirappalli City.

RESEARCH METHODOLOGY
This research is descriptive in nature which examines the attitude of the employees towards the recruitment practices in multi-speciality hospital in Tiruchirappalli City. The population of the Tiruchirappalli Corporation, as per 2011 census the population is 9,16,857 approximately. Tiruchirappalli Corporation has four zones; the selected zones are Srirangam zone, Aryanarpet zone, Ponnmalai zone and Abishekapuram zone. To analyze this objective in this study a multi - specialty hospital has been selected with 300 more bed capacity. Primary data was administered to collect data through a well structured questionnaire using Rensis Likert’s five point scales from 100 sample respondents using Convenience sampling technique by adopting survey method. The sample respondents comprise of Staff nurse, technicians, housekeeping and administrative staff working in the hospital. Secondary data has been obtained from the hospital sources, journals, articles, newspapers, websites and magazines, unpublished thesis and websites. The collected data has been analyzed with the help of statistical packages namely SPSS 20 by using statistical tools such as KMO/ Bartlett’s Test, Factor analysis has been applied for this study.

LIMITATIONS OF THE STUDY
• The study is limited to only one hospital (Y) in the geographical region of Tiruchirappalli City/Corporation only.
• The sample size is purely based on the opinion provided by the sample size, since their belong to the private hospital more hesitations were there among them to collect the required data.
• For the purpose of this study the name of the institution has not been declared owing to many reasons, thus due care and diligence has been undertaken to protect the reputation of the hospital.

ANALYSIS AND INTERPRETATIONS
Demographic profile of the respondents
The main objective of this paper was to determine the demographic profile of the sample respondents, and the attitude of the employees towards the recruitment practices in multi-speciality hospital in Tiruchirappalli City(Y) in Tiruchirappalli City. The data collected from the sample respondents have been analyzed and interpreted for discussions. Reliability Test has been used together with KMO and Bartlett’s Test and Factor Analysis to measure the above objective, in the study area.

Reliability Analysis
Reliability analysis may be used to construct reliable measurement scales, to improve existing scales, and to evaluate the reliability of scales already in use. Specifically, Reliability and Item Analysis will aid in the design and evaluation of sum scales, that is, scales that are made up of multiple individual measurements (e.g., different items, repeated measurements, different measurement devices, etc.). It can compute numerous statistics that allows the researcher to build and evaluate scales following the so-called classical testing theory model. From the above discussion, one can easily infer a measure or statistics to describe the reliability of an item or scale. Specifically, we may define an index of reliability in terms of the proportion of true score variability that is captured across subjects or respondents, relative to the total observed variability. In equation form, we can say:

Reliability = \sigma^2(true score)/ \sigma^2(total observed)

Cronbach’s Alpha: The proportion of true score variance that is captured by the items by comparing the sum of item variances with the variance of the sum scale. Specifically, can be computed:= (k(k-1)) * (1-ρ(s)/ρ(s) sum)

If the sum scale is perfectly reliable, it would expect that the two halves are perfectly correlated (i.e., r = 1.0). Less than perfect reliability will lead to less than perfect correlations.

TABLE : 1 RELIABILITY TEST

<table>
<thead>
<tr>
<th>No. of Cases</th>
<th>Reliability Cronbach’s Alpha or Coefficient Alpha</th>
</tr>
</thead>
<tbody>
<tr>
<td>100</td>
<td>0.978</td>
</tr>
</tbody>
</table>

It is observed that the reliability of coefficient alpha () for the 100 cases of 70 item is 0.978 (scale range between 0.0 to 1.0) which shows the reliability of the given factors.

TABLE : 2 Demographic profile of the respondents: (Percentage Analysis)

<table>
<thead>
<tr>
<th>No. of Respondents</th>
<th>Socio-Economic Characteristics</th>
<th>Category</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Age</td>
<td>Up to 25 years</td>
<td>43</td>
</tr>
<tr>
<td>2</td>
<td>Gender</td>
<td>Male</td>
<td>43</td>
</tr>
<tr>
<td>3</td>
<td>Occupation</td>
<td>Staff Nurses</td>
<td>20</td>
</tr>
<tr>
<td>4</td>
<td>Marital Status</td>
<td>Married</td>
<td>75</td>
</tr>
<tr>
<td>5</td>
<td>Monthly Income</td>
<td>Less than ₹ 25,000</td>
<td>34</td>
</tr>
<tr>
<td>6</td>
<td>No. of Dependents</td>
<td>Less than 2 members</td>
<td>31</td>
</tr>
<tr>
<td>7</td>
<td>Type of Family</td>
<td>Nuclear</td>
<td>42</td>
</tr>
<tr>
<td>8</td>
<td>Experience</td>
<td>Less than 10 years</td>
<td>25</td>
</tr>
</tbody>
</table>

Source: Primary Data
The above Table 2 shows the demographic profile of the sample respondents.

**AGE**
Majority 43 percent of the respondents are in the age category of up to 25 years, 35 percent of the respondents are in the age group of 26-50 years and 22 percent are in the age group of above 50 years.

A maximum of respondents 43 percent are in the age group of up to 25 years.

**GENDER**
Majority 57 percent of the respondents belong to female members, and the remaining 43 are male members. Thus a majority of 57 per cent of the sample respondents belong to female group.

**OCCUPATION**
Majority of the respondents’ 49 percent are Housekeeping helpers/ANMs, 20 percent are Staff Nurses, 16 percent are Administrative staff and 15 percent are Technicians.

Majority 49 percent of the sample respondents are Housekeeping helpers/ANMs.

**MARITAL STATUS**
Majority of the respondents are married with 75 percent, 24 percent constitute unmarried category, 1 percent constitute divorced category.

Maximum 75 percent of the sample respondents are married.

**MONTHLY INCOME**
Majority of the respondents earn between ₹25,000 - ₹50,000 with 40 percent, 34 percent earn less than 25,000 and 26 percent earn above ₹50,001.

Majority 40 percent of the sample respondents earn between ₹25,000 - ₹50,000.

**NO. OF DEPENDENTS**
Majority of the respondents have 3 to 4 members with 37 percent, 32 percent have more than 5 members and 31 percent has less than 2 members.

Majority 37 percent of the sample respondents have 3 to 4 members of dependents.

**TYPE OF FAMILY**
Majority of the respondents have joint family type with 58 percent and 42 percent have nuclear family type.

Majority 58 percent of the sample respondents are from joint family type.

**WORK EXPERIENCE**
Majority of the respondents with above 20 years of work experience consists of 47 percent, 28 percent of the sample respondents hold 11-20 years of work experience, and 25 percent of the sample respondents hold less than 10 years of work experience.

Majority 47 percent of the sample respondents have above 20 years of work experience.

**FACTOR ANALYSIS**
To measure the attitude of the employees towards the recruitment practices in multi-speciality hospital (Y) in Tiruchirappalli City, Rensis Likert’s summated Scaling Technique was adopted by using 15 statements prepared from search of previous studies/Literature. These statements were framed relating to the general overview about the attitude of the employees towards the recruitment practices in the private multi-specialty hospitals, namely, Recruitment conducted under the hospitals are relevant to their job profile. Recruitment method covers the recent policies and procedure for work, employees, employer and the society. Recruitment practices provides good and effective support for innovation and technology updation. Recruitment practices is satisfactory and employees are well developed in their work practices. Employees are trained by the resourceful practices and trainers to face day to day work, Recruitment practices help employees to have an excellent support within colleagues, employer and the society. Recruitment practices enrich the employees to work with ambition and leads them to provide a satisfactory service to the patients, Recruitment practices helps to get support system for reaching the vision and mission of the hospital. Recruitment practice enriches the employees to acquire new experience and try the experimentation, Recruitment practice facilitates to understand the self, colleagues, superiors, employers, patience and public, Recruitment method helps the employees to follow togetherness, co-ordination and improve the skill to attain pre-determined goals very safely, Recruitment methods makes one feel confident as an employee, a friend, and to guide and co-worker, Recruitment through outsourcing creates value, flexibility and competitive advantage, Poaching/Raidding proves to be the latest mantra for the strength of the hospital, E-Recruitment easily brings prospective employees based on requirements, were considered for the study.

The sample respondents were asked to indicate their response with each statements checking one of the following direction – intensifying descriptions using five-point scale. The various responses are assigned scale values. In this study 5, 4, 3, 2, 1 scale values were used to measure the above statements.

A rating of 5 indicates “Strongly agree” a rating of 4 indicates that the statement is “Agree”, a rating of 3 indicates that the statement is “Neutral “, a rating of 2 indicates “Disagree” and a rating of 1 indicates that the statement is “Strongly disagree” about the sericulture farming. Factor Analysis have been applied to measure the above statements.

In order to provide a more prudent interpretation of the results, 15-item scale was then Factor-analyzed using the Principal Component method with Varimax rotation.

**Factor analysis**
Factor analysis attempts to identify the underlying variables, or factors, that explain the pattern of correlations within a set of observed variables. Factor analysis is often used in data reduction to identify a small number of factors that explain most of the variance observed in a much larger number of manifest variables. In the current study rotation factor, analysis is performed to measure the attitude of the employees towards the recruitment practices in multi-specialty hospital (Y) in Tiruchirappalli City.

**Attitude Of The Employees Towards The Recruitment Practices – (Kmo And Bartlett’s Test)**

Individual statements to measure the attitude of the respondents was examined using factor analysis and the reliability of the samples collected was tested for internal consistency of the grouping of the items.

<table>
<thead>
<tr>
<th>TABLE : 1</th>
<th>KMO and Bartlett’s Test</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kaiser-Meyer-Olkin Measure of Sampling Adequacy.</td>
<td>0.650</td>
</tr>
<tr>
<td>Bartlett’s Test of Sphericity</td>
<td>Approx. Chi-Square</td>
</tr>
<tr>
<td></td>
<td>Sig.</td>
</tr>
</tbody>
</table>

KMO measure of sampling adequacy is an index to examine the appropriateness of factor analysis. High values between 0.5 and 1.0 indicate factor analysis is appropriate. Values below 0.5 imply that factor analysis may not be appropriate. From table, it is seen that Kaiser – Meyer – Olkin measure of sampling adequacy index is 0.650 and hence the factor analysis is appropriate for the given data set. Bartlett’s Test of Sphericity is used to examine the
hypothesis that the variables are uncorrelated. It is based on chi-
Square transformation of the determinant of correlation matrix. A
large value of the test statistic will favor the rejection of the null
hypothesis. In turn this would indicate that factor analysis is
appropriate. Bartlett’s test of Sphericity Chi-square statistics is
157.702, showing the statements are correlated and hence as
inferred in KMO, factor analysis is appropriate for the given data
set.

Requesting principal component analysis and specifying the
interpretation obtained output of factor analysis. There are two
stages in factor analysis. Stage 1 is the factor extraction process,
wherein the objective is to identify how many factors are to be
extracted from data. This popular method is called principal
component analysis. In stage 2, there is also method to fixed
extracted from data. This popular method is called principal
component analysis. In stage 2, there is also method to fixed

TABLE: 2
FACTOR ANALYSIS – ROTATED COMPONENT MATRIX

<table>
<thead>
<tr>
<th>Variable No.</th>
<th>Variable</th>
<th>Factor Loadings</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>1</td>
</tr>
<tr>
<td>1</td>
<td>Recruitment conducted under the hospitals are</td>
<td>0.752</td>
</tr>
<tr>
<td></td>
<td>relevant to their job profile.</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Recruitment method covers the recent policies</td>
<td>0.642</td>
</tr>
<tr>
<td></td>
<td>and procedure for work, employees, employer</td>
<td></td>
</tr>
<tr>
<td></td>
<td>and society.</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Recruitment practices provide good and</td>
<td>0.696</td>
</tr>
<tr>
<td></td>
<td>effective support for innovation and</td>
<td></td>
</tr>
<tr>
<td></td>
<td>technology update.</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Recruitment practices are satisfactory and</td>
<td>0.732</td>
</tr>
<tr>
<td></td>
<td>employees are well developed in their</td>
<td></td>
</tr>
<tr>
<td></td>
<td>work practices.</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Employees are trained by the resourceful</td>
<td>0.664</td>
</tr>
<tr>
<td></td>
<td>practices and trainers to face day to day</td>
<td></td>
</tr>
<tr>
<td></td>
<td>work.</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Recruitment practices help employees to have</td>
<td>0.5</td>
</tr>
<tr>
<td></td>
<td>an excellent support within colleagues,</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td>employer and the society.</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Recruitment practices enrich the employees</td>
<td>0.6</td>
</tr>
<tr>
<td></td>
<td>to work with ambition and lead them to</td>
<td>69</td>
</tr>
<tr>
<td></td>
<td>provide a satisfactory service to the patients.</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Recruitment practices help to get support</td>
<td>0.6</td>
</tr>
<tr>
<td></td>
<td>system for reaching the vision and</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>mission of the hospital.</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Recruitment practice enriches the employees</td>
<td>0.67</td>
</tr>
<tr>
<td></td>
<td>to acquire new experience and try the</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>experimentation.</td>
<td></td>
</tr>
<tr>
<td>10</td>
<td>Recruitment practice facilitates to understand</td>
<td>0.7</td>
</tr>
<tr>
<td></td>
<td>the self, colleagues, superiors, employers,</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td>patience and public.</td>
<td></td>
</tr>
<tr>
<td>11</td>
<td>Recruitment method helps the employees to</td>
<td>0.7</td>
</tr>
<tr>
<td></td>
<td>follow togetherness, coordination and</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td>improve the skill to attain pre</td>
<td></td>
</tr>
<tr>
<td></td>
<td>determined goals very safely.</td>
<td></td>
</tr>
</tbody>
</table>

The next issue of measurement was to examine the fifteen
statements relating to the attitude of the employees towards
multi-specialty hospitals (Y) in Tiruchirappalli city. A principal
component analysis with varimax rotations was undertaken and
five very clear factors emerged. All factor loadings were over 0.5.

Factor one consisted of two items have loading of 0.752 and 0.696
respectively on factor indicating that factor one is a combination of
these two variables which was named as “attitude - I”.

Factor two consisted of four items have loading of 0.642, 0.732,
0.664 and 0.803 respectively on factor indicating that factor two is
a combination of these four variables which was named as
“attitude = II”.

Factor three consisted of two items have loading of 0.687 and
0.711 respectively on factor indicating that factor three is a
combination of these three variables which was named as
“attitude = III”.

Factor four consisted of three items have loading of 0.677, 0.598
and 0.901 respectively on factor indicating that factor four is a
combination of these three variables which was named as
“attitude = IV”.

Factor five consisted of four items have loading of 0.542, 0.669,
0.742 and 0.816 respectively on factor indicating that factor five is
a combination of these four variables which was named as
“attitude – V”.

CONCLUSION
A recruitment strategy creates practical and transparency of
purpose in the procedure of attracting and selecting capability for
the industry and aligns talent acquisition goals to the business
goals. India, being the second majority densely inhabited country
in the world, has numerous restrictions in triumph out to the entire
population especially on healthcare and education. Having
superior excellence employees is the number one aspiration for
any employer. An excellent recruitment progression can diminish
the time implicated in the penetrating, interviewing, hiring and
training. It can streamline these processes and make to search for
feasible candidates much more proficient. It is incredibly
imperative to construct an optimistic image to patients, peers and
competitors. The private hospitals decide the staff pattern and
other facilities for the employees quite different from the
Government hospitals. Compared to Government hospitals, there
is no chance to follow uniform system in place, and policies, rules
in recruitment practices. Though the employees of the multi-
specialty hospital are satisfied with the present recruitment
strategy there is an urgent need from the central & state
government to bestow them with job opportunities by providing
more career actions to the right person for the right job in
government department to serve the needy in the society. Hence
the Government should introduce a wide range of Acts with
respect to the appointment of staff, and all the facilities offered to
them in both private and public sectors.

References
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