

A STUDY ON EFFECTS OF RECRUITMENT AND SELECTION PROCESS AT EDVEON TECHNOLOGIES

Submitted in partial fulfillment of the requirements for the award of

Bachelor of Commerce

by

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**DEPARTMENT OF BUSINESS
ADMINISTRATION
SCHOOL OF MANAGEMENT
STUDIES**

SATHYABAMA

**INSTITUTE OF SCIENCE AND TECHNOLOGY
(DEEMED TO BE UNIVERSITY)**

**Accredited with Grade "A" by NAAC | 12B Status by UGC | Approved by AICTE
JEPPIAAR NAGAR, RAJIV GANDHI SALAI, CHENNAI - 600 119**

APRIL - 2023



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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of PRINCY P (40740262) who carried out the Project Training at "EDVEON TECHNOLOGIES PVT LTD" under our supervision for a period of 3 months from January 2023 to March 2023

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DECLARATION

I PRINCY P (40740262) hereby declare that the Project work done by me under the guidance of Dr./Prof./Mr./Ms. **Dr. YAMUNA** and Dr./Prof./Mr./Ms. **Mr. HARIHARAN** at **Edveon Technologies Private Limited, Navallur, Chennai** is submitted in partial fulfillment of the requirements for the award of Bachelor of Commerce.

DATE: 29.04.2023



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SIGNATURE OF THE CANDIDATE

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ABSTRACT

Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process.

The main objective is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes at Semiconductor Industry, In EDVEON TECHNOLOGIES.

Successful recruitment and selection practices are key components at the entry point of human resources in any organization.

The main objective of this paper is to identify general practices that organizations use to recruit and select employees.

The study also focus its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help.

Data analysis has been done with statistical tools like tables, graphs, pie charts, bar diagrams.

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LIST OF ABBREVIATIONS

S.NO.	PARTICULARS	PAGE NO.
1	Written test (W.T)	23
2	Group discussion (G. D)	23
3	Personnel interview (P.I)	23
4	Technical interview (T.I)	23
5	General interview (G. I)	23

CHAPTER-1

INTRODUCTION

1.1 INTRODUCTION

Evolution for human resource can be traced back to kautila's arthashastra i.e., 4th century b.c. as early as in 1800 b.c. itself 'minimum wage rate' & 'intensive wage plan' were included in Babylonian code of Hammurabi. Human resource is a new term that emerged in 1907's. Many people continue to refer to the discipline of the older & traditional title such as personnel management or personnel or personnel administration.

After the first world war many countries found that they should protect the difficult conditions of the people after the war broke out. Royal commission in 1931 a.d recommended for the appointment of labor officer to deal with the selection of workers & to settle their grievances. Then in the Indian factories act that came in 1948 the appointment of welfare officers was made compulsory for any industrial establishment employing more than 500 or more workers. After the second world war the country's political independence witnessed increased awareness & expectations of the workers.

During the 1960's the personnel function began to expand beyond the welfare aspect, with labor welfare, industrial relations & personnel administration integrating into the emerging profession called personnel management or human resource management.

Recently the trend is changing. The term used is human resource management. The importance has been shifted from welfare to efficiency.

Professionals have begun to talk about modern technologies like human resource management challenges & human resource development.

Emphasis has shifted from human values to productivity through people. Large companies today value employees as their assets & hence managing the people becomes especially important, which is one of the key functions of human resource management.

Simply put, human resource management (HRM) is a management function that managers recruit, select, train & develop members for an organization. Obviously, HRM is concerned with the people's dimension in organizations. It refers to a set of programs, functions & activities designed & carried out in order to maximize both employee as well as organizational effectiveness.

Human resource management is viewed as a process of sequence of operations and activities. HRM process starts with the objectives of an organization. The first operative function or activity in the HRM process is the employment. Employment process consists of various processes like job design, and analysis, human resource planning, recruitment, selection, placement, and induction. Employment process is linked with the next process. This aspect of HRM process is followed by compensation. Thus, these three aspects of HRM process enable the employee to acquire necessary skills and contribute his human resources to achieve organizational objectives for which his/her contribution is compensated. This process further requires creation and maintenance of human relation in order to enlarge and enrich employee contribution towards organizational goals.

1.2 INDUSTRY PROFILE

Overview of India's semiconductor industry

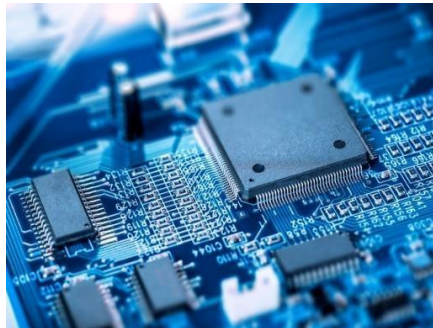


FIG 1.1

The semiconductor industry is the aggregate of companies engaged in the design and fabrication of semiconductors and semiconductor devices, such as transistors and integrated circuits. It formed around 1960, once the fabrication of semiconductor devices became a viable business.

The semiconductor industry has entirely changed the outlook of the world we live in today. The industry is one of the key drivers of growth, not just for a few electronics appliances but of the entire electronics value chain.

The Indian semiconductor industry offers high growth potential areas as the industries which source semiconductors as inputs are themselves witnessing high demand. The end-use industries such as mobile devices, telecommunication equipment, information technology, office automation (IT & OA), industrial machinery, automobiles and several other industries have applications for computing in some form or other and thereby necessarily have growing demand for semiconductors. Now with the concept of Internet of Things (iot) picking up momentum, the next generation of interconnected devices would further increase the demand for intelligent computing, thereby creating sustainable demand for semiconductors.

India has a very fast-growing electronics system design manufacturing (ESDM) industry. India also has a robust design base with more than 120 units. According to the Department of Electronics and Information Technology (deity), nearly 2,000 chips are being designed every year in India and more than 20,000 engineers are working on various aspects of chip design and verification. The government has a strong focus in developing the ESDM ecosystem in India. Several subsidies and other incentives are on offer for setting up electronics manufacturing units in India.

Semiconductor industry, which is now an inseparable part of all sectors, has emerged as one of the most important industries. It forms an essential part of all electronic items. It defines how efficiently and smartly we live.

Semiconductor industry is divided into fables, which deals with designing and fabrication part, also called the semiconductor foundry, where the final microchip is manufactured. Within semiconductor design, there is very large-scale integration (VLSI) design, embedded software and electronic design automation (EDA).

"In India, VLSI holds the biggest chunk in Indian semiconductor design industry," said Mr. Kousik Mukherjee, Head-EDA Division, Intersystem, a US-headquartered company which has its operations in Noida and Bengaluru. While VLSI is big in Bengaluru, Noida holds the biggest chunk of EDA operations happening in India.

THE IMPORTANCE OF PILLARS IN THE SEMICONDUCTOR INDUSTRY



FIG 1.2

1.3 COMPANY PROFILE



FIG 1.3

About Us

Edveon is a fast-growing semiconductor services company with its headquarters in Santa Clara CA, USA, and with a branch office in Chennai India. Our leadership team has decades of experience in the semiconductor industry. **Our team has been part of multiple successful tape outs and is known for technical leadership. Our team has experience in developing and delivering ASIC/SOC Semiconductor Services, namely,**

- 1.3.1 **RTL Design:** Feature extraction, stimulus generation, coverage, checkers, assertions, error scenarios
- 1.3.2 **Functional Verification:** Feature – test cases mapping, test case execution and progress reporting, Coverage closure and

tracking, Gate level simulation.

Synthesis (Gate Level Simulation): IP level, SoC level, sub-system level, chip level

1.3.3 FPGA Emulation: ARM-based SoC, Power-aware systems, C-based systems, Assertionbased systems,

Edveon has completed verification projects across multiple domains. Some of the domains are listed below.

- 1.3.3.1 AI Chip
- 1.3.3.2 Image processing
- 1.3.3.3 Video codecs
- 1.3.3.4 Display controllers
- 1.3.3.5 Graphics processing
- 1.3.3.6 DDR/LPDDR
- 1.3.3.7 Networking protocols
- 1.3.3.8 ARM & AMBA buses
- 1.3.3.9 Display ports
- 1.3.3.10 USB

Our Specialty

Edveon Team expertise in both design and verification enables detailed planning and effective execution which helps in achieve faster time to market through reduced verification cycle time and cost.

Edveon used best in class verification methodologies in its verification process. Edveon builds in reliability and increases coverage in its verification through the use of different verification frameworks and utilities.

Edveon's leadership team has decades of experience in the semiconductor industry. This team expertise to be a part in all the aspects of ASIC/SOC chip development and has been part of multiple takeouts.

The semiconductor industry has seen rapid technological innovation in the past few years. With the advent of IC design flows using Verilog, the need for detailed design

and design verification of systems and chips has increased. Edveon is a design services company with rich experience in chip design and verification. The company has expertise in RTL designing, design verification, gate-level simulation, FPGA emulation, and physical design.

OUR SERVICES

Our services deliver the best technology and business expertise along with cost-effective and cutting-edge solution that spans across ASIC/SoC/FPGA Design, Verification, Synthesis (GateLevel Simulation), Hardware Design, etc.

WE HAVE WORK WITH

Industry giants and AI start ups



VERIFICATION TO VALIDATION

Edveon specializes in end-to-end ASIC design with multiple teams taking part in the design, verification, and validation processes.

Faster time to market through the use of **IMPROVED DFT TECHNIQUES**
The importance of faster and earlier DFT verification is important to the verification process at Edveon.

CLASS VERIFICATION METHODOLOGIES

Edveon's experience in RTL design and building verification engines using SV and UVM has enabled increasing the coverage of the verification process.

1.4 STATEMENT OF THE PROBLEM: -

Recruitment and selection play a vital role in the organization, each organization will have different recruiting and selection policies, these policies will help to know about how the employees are recruited and selected to the organization. If any flaws in both the process would affect the overall performance and directly has an impact on productivity. Hence this particular function of human resources is especially important. Therefore, this study is conducted to study in detail the recruitment and selection process at Edveon.

1.5 NEED FOR THE STUDY

The study would help the organization in having knowledge about the recruitment and selection process and how to work on that effectively.

1.6 SCOPE OF THE STUDY

The study is confined to the recruitment and selection process at Edveon Technologies, Chennai. The study is also helpful in finding out the respondent's Opinion toward the certain attributes and their opinion on recruitment and selection process.

1.7 OBJECTIVES OF THE STUDY: -

- To analyze & interpret the recruitment & selection process in Edveon.
- To analyze the role & importance of personnel department in recruiting an employee.
- To know about the various essential factors that should

be considered before selecting a person.

- To give suggestions if any to improve the recruitment and selection process at Edveon.

1.8 LIMITATIONS OF THE STUDY

- Lack Of Proper Response from The Respondents
- Time Period of The Study Is Less
- Answers Given May Not Be Accurate
- Sample Size Is Less

CHAPTER 2

REVIEW OF LITERATURE

2.1 LITERATURE REVIEW

Recruitment and selection are the two phases of the employment process but there is a difference between them. The first is the process of searching the candidates to fill identifies vacant and stimulating them to apply for jobs in the organization while the later involves the series of steps by which the candidates are screened in order to choose the most suitable persons for vacant positions. The basic aim of recruitments is to create collection of talent candidates to enhance selection of best candidates for the organization, by attracting more and more prospective employees to apply in the organization while the basic purpose of selection process is to choose the right candidate to fill the different positions in the organization.

According to **Edwin B. Flippo**, (1979) "Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization". **DeSanctis** (1986), in his research paper defined HRIS as "a specialized info ration system within traditional functional areas of the organization, designed to support the planning, administration, decision-making, and control activities of human resource management". Years later,

Haines and Petit (1997) specified HRIS as a system applied within an organization to obtain, store, manage, analyze, search and distribute human resource information.

Bharat (1992) said that Indian women continue to bear the burden of household responsibilities regardless of their employment status. Desai found that Indian women tend to impose restrictions on their career aspirations or personal achievements for family reasons.

Delery and Doty (1996) argued that providing students with a greater awareness of employment opportunities, and equipping them with the ability to be proactive in approaching potential employers, will lead to more effective career self-management

and selection processes.

Schmidt 1998). Chris Piotrowski and Terry Armstrong say that in their article that around all the organizations are using traditional recruitment sources and 30% of organizations are screening candidates honestly. According to SHRM (Society for Human Resource Management) says that 15% joined in the organizations are placing false resume Some of the employers select the candidates with discrimination was not supposed to be done in the organizations.

Ayoade (2000), opined that subjecting recruitment, appointment and promotion to the Federal character usually discriminates against merit. This results in the recruitment of incompetent people in the workforce which will eventually lead to poor performance

Dainty (2000) point of view is that people in a country or region who are able to do a job & available for work they always help the organization to be profitable and the staff expected to be trying to achieve their target.

Tansley and Watson (2000) observed that the organizational environments have become increasingly complex. Managers in these organizations face growing difficulties in coping up with workforces as they are spread across a variety of countries, cultures and political systems. Managers can utilize Information Technology as a tool in general as well as in human resourcing functions in particular to increase the potential of the organization.

Burton, (2001) notes, has 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.

Robertston and Smith (2001) they support the recruitment and selection process and also help to guide the test and interviews.HR that improve skill, you get better at it to the level of control and organizing of a business or other organization and also the decide what the business should do and ensure that it is done.

Fletcher (2001) mentions that contextual performance deals with attributes that go beyond task competence and that foster behaviors which enhance the climate and effectiveness of the organization.

M. Smith, (2001) Selection procedure also should be in application to the modern techniques The literature says that employers are doing the traditional method of recruiting rather than the modern technologies.

Ahmad and Schroeder (2002), opined that the first step to ensuring the success of organizations, is to make sure that employees possess the right qualities thus; effective recruitment practice reduces labour turnover and enhances employee morale.

Leopold (2002) defined recruiting as a “positive process of generating a pool of candidates by reaching the „right” audience, suitable to fill the vacancy”, he further stated that once these candidates are identified, the process of selecting appropriate employees for employment can begin through the means of collecting, measuring, and evaluating information about candidates” qualifications for specified vacant positions.

Jovanovic (2004) asserts that recruitment and selection is a process of attracting pool of high-quality applicants with a view to selecting the best among them. For this reason, top performing companies devoted considerable resources and energy to creating high quality selection systems. Thus, recruitment can be concluded as a process of identifying and attracting a group of potential candidates from within and outside the organization to evaluate for employment.

Raymond. Stone (2005) in the fifth edition of his book Human Resource Management defines recruitment as the processor “seeking and attracting a pool of applicants from which qualified candidates for job vacancies within an organization can be selected.”

Grobler (2006), recruitment and selection involve choosing the best applicant to fill the vacant position.

Philip (2006) observed that the effectiveness of recruitment in IT companies is measured by employee turnover analysis (95%), exit interview analysis (90%) and joint

meetings with HR customer departments (85%).

Cloete (2007) stated that recruitment is all about making sure the qualified people are available to meet the job needs of the government. Ineffective recruitment prevents any chance for effective candidate selection because when recruitment falls short, selection must proceed with a pool of poorly qualified candidates. He further opined that the task of recruitment is to generate a sufficient pool of applicants to ensure that there are enough people available with necessary skills and requirements to fill positions.

Purcell and Wright (2007), in their study highlighted five different questions an organization has to answer to have an effective recruitment strategy to ensure survival and success. The questions are “Whom to recruit?”, “Where to recruit?”, “What recruitment sources to use?”, “When to recruit?” and “What message to communicate?” the above question is patient to get appropriate answer before establishing recruitment strategy

Michael D. White and Glipsy Escobar (2008) in the world and this paper shows the importance of seven issues relating to recruitment, selection and training practices in the organizations Ongori,

Henry and Temtime (2009) stated in their paper that the recruitment and selection practices of small and medium enterprises enable them to improve their human resources practices and organizational efficiency.

French ray and Rumbles sally (2010) says that the important role of recruitment and selection within the process of lead-ing, managing and developing people. Recruitment and selection is pivotal in this regard in certain important respects.

Silzer et. al., (2010) However, the process of recruitment does not cease with application of candidature and selection of the appropriate candidates, but involves sustaining and retaining the employees that are selected.

Sangeetha (2010) opined that recruitment process involves the sourcing, advertising and interviewing of future employees, however the selection process entails the staffing

and training of new employees on the roll of their new job. Organization needs careful time and consideration to sustain competitive advantage in developing strategy on recruitment and selection process. Decisions made in the recruitment and selection process or stage will impact on the company in the future. Bad decisions made in the selection process can create serious costs for an organization vice versa.

According to Raphael (2010) planning for future job and employee needs as well as the way the organization performs within its various functions is an essential aspect.

Marcus (2010) studied the effect of selection process to the performance of public institutions in Tanzania and revealed that there is direct correlation between selection process and the performance of public institutions.

Kumari, et. al., (2010), in their paper entitled “Recruitment and Selection Process: A Case Study of Hindustan Coca-Cola Beverage Pvt. Ltd, Gangyal, Jammu, India”, indicated that although the company follows a well-defined recruitment policy in most of the cases the company does compensate the employees for the expenses incurred by them. It is also observed that the company has got all the databases fully computerized.

French ray and Rumbles sally (2010) says that the important role of recruitment and selection within the process of leading, managing and developing people. Recruitment and selection is pivotal in this regard in certain important respects The Oxford English Dictionary (2011 edition) defines performance as: ‘The accomplishment, execution, carrying out, working out of anything ordered or undertaken? This refers to outputs/outcomes (accomplishment) but also states that performance is about doing the work as well as being about the results achieved. Performance could therefore be regarded as behavior - the way in which organizations, teams and individuals get work done.

Melanin’s (2011), work entitled “Diverse Human Resource Management of a Non-profit Organization” noticed the improvements of performance management, especially concerning the un-paid staff. Learning and development opportunities for the key

employees should be offered. In addition, the cultural familiarization should be implemented effectively and also the employee relations require special attention, as the wellbeing and comfort of the employees should be appreciated in order to secure the best possible performance

R. Sujatha (2011) founds that structural barriers and family issues affects the career advancement of women. And efforts from both organization and individual can help in removing these barriers.

Neeraj (2012) defined selection as the process of picking individuals who have relevant qualifications to fill jobs in an organization. It is much more than just choosing the best candidate. "It is an attempt to strike a happy balance between what the applicant can and wants to do and what the organization requires". Selecting the right employees is important for three main reasons: performance, costs and legal obligations.

Sonal sisodia and Nimit Chowdhary (2012) It can be inferred that illustration in recruitment advertisement of service organization creates tangible representation and challenge the application to presume the intended significance of the illustrative appeal. Service employers should use visual communication to initiative relationship with prospective employees.

Mir Mohammed Nurul Absar (2012) states that Recruitment and selection is one the most important functions of human resource management. The present study aims at exploring differences and similarities between the public and private sector manufacturing.

Dhamija's(2012), research paper entitled "E-recruitment: A Roadmap towards E-Human Resource Management" identified the overall concept of e-recruitment and its aims at collecting information regarding methods viz; e-mails, corporate websites and commercial job boards etc. of e-recruitment. Further it includes general advantages and disadvantages of e-recruitment.

Ahmed(2013), in the article entitled "Employee Recruitment and Selection Procedures of NGOs in Bangladesh: A Study unbrace" has an objective to discover the recruitment

and selection procedures of NGOs based on BRAC. Some recommendations are also made to improve the recruitment and selection practices.

Stephen et.al., (2013) study shown that there are some significant behavioral differences between referred and non- referred workers, even though referred and non-referred workers look similar on most observable characteristics.

Ibrahim Amadu (2014) critically and empirically examined the link between recruitment and selection process and organizational performance in manufacturing companies in which the researcher also affirmed a positive relationship between recruitment and selection exercise and performance.

Joy and Ugochukwu (2015) on the impact of recruitment and selection process on employees and organizational performance in Nigeria shows that there is positive relationship between recruitment and selection process and performance of employees in organizations. The researchers concluded that Recruitment and selection in any organization is a serious business the success of any organization or efficiency Inservice delivery depends on the quality of its workforce who was recruited into the organization through recruitment and selection exercises.

Adeyemi et.al., (2015) also opined that employees should all be treated fairly in the recruitment and selection process and be appraised constantly to ensure that they improve upon their performance.

Adeyemi et. al., (2015) examined the effect of recruitment and selection process on job performance in banking sector in Nigeria. The research revealed that the bank policy or practice on recruiting and selection was based on several units; the first is the internal recruitment and invitations from applicants from the general public. The first is analysis of the various departments to find out if there are vacancies to be filled. The various departments search within its staff to find competent members to fill job vacancies. When that fails employee referrals are used where employees are allowed to recommend potential employees for the various departments. Decker and Cornelius say that compared to the traditional recruiting sources the modern sources like

referrals, casual applicants and direct approaches will benefit at large. “Literature Review on Primary Organizational Recruitment Sources”. This work propounds that existence of too much manual intervention in traditional campus recruitment process is a possible error zone for the hiring process. Therefore, a software is devised for ensuring a smooth supply of talents to match hi-tech industry requirements.

Katwa, et.al., (2016) advised that final year placement management system is a total electronic management and informative system, which provides the up-to date information of all job seeking candidates “Literature Review on Primary Organizational Recruitment Sources”. This paper affirms that more and higher educational institutions in India are focusing towards a development of a robust online placement platform to match the industry requirement of E-HRM processes.

Brandão, et.al. (2017) research stated that a growing number of organizations use new technologies in Human Resource processes.

CHAPTER 3

RESEARCH METHODOLOGY

The most important thing about the survey is the component of research methodology without researcher may not be able to obtain facts & figures from the employees. Face to face conversation backed up by the question check list was useful for the study. The primary data was collected by a structured (questionnaire enclosed see annexure). Samples scheme was selected at random from one department to another department

3.1 RESEARCH DESIGN

Random sampling technique was used in selected departments which was important for the study.

3.2 SOURCES OF DATA

Data collection methods

When once a research design is planned & finalized, the next step was to proceed with the task of collecting the data. The research activity required both primary & secondary data.

3.3 SAMPLE SIZE: -

A sample size means a pre-determined of the sample to be studied. The sample size is 50 employees.

3.4 Sampling technique

Random sampling technique was used in selected departments which was important for the study

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

SOURCE OF INFORMATION ON JOB VACANCY

S.No.	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	Newspaper	12	24
2	Poster	19	38
3	Campus Interview	6	12
4	Friends	10	20
5	Reference	3	6
	Total	50	100

Table 4.1

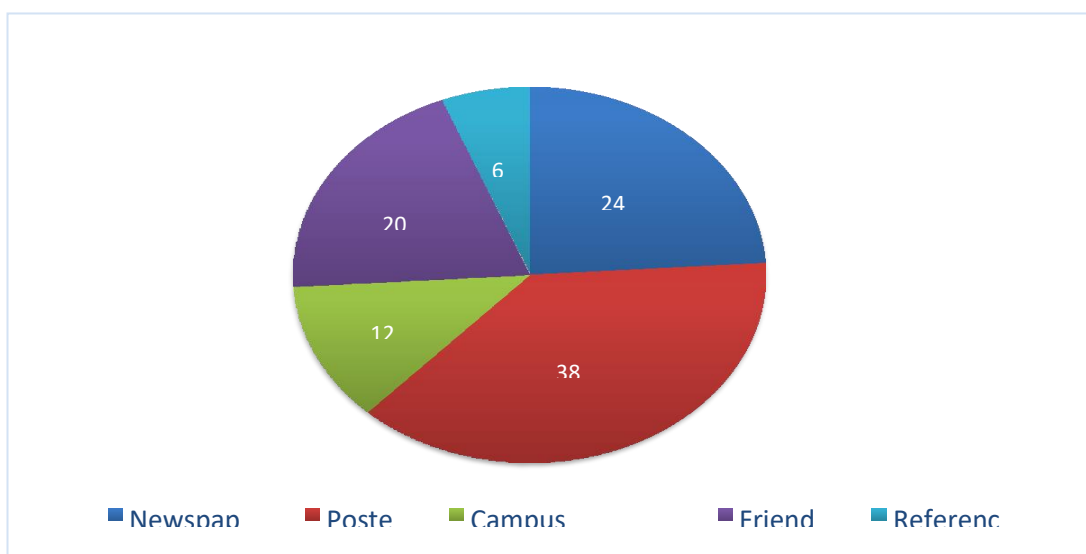


Fig 4.1

INTERPRETATION:

Most of the respondents came to know of the vacancy only through poster. The company advertisement through newspapers and posters are good but it must take care in increasing its campus recruitment and developing other types of media

EMPLOYEE PERCEPTION OVER THE RECRUITMENT POLICY

S.No .	PARTICULAS	NO. OF RESPONDENS	% OF RESPONDENTS
1	Excellent	17	34
2	Good	08	16
3	Above average	12	24
4	Average	08	16
5	Below average	5	10
	Total	50	100

Table 4.2

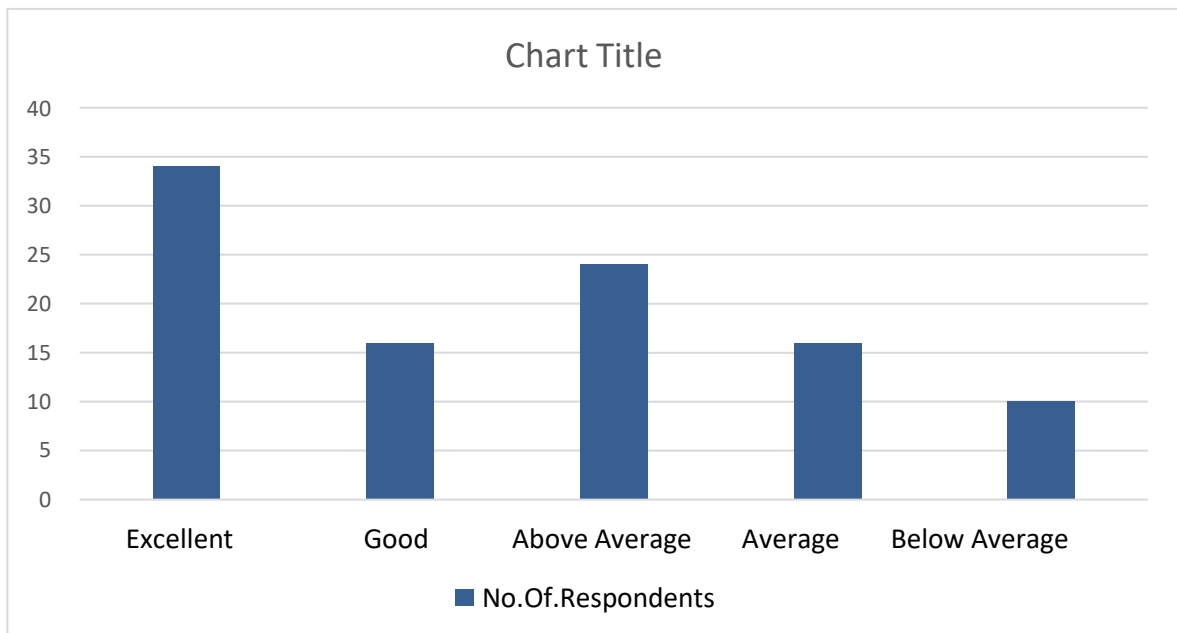


Fig 4.2

INTERPRETATION

Majority of the employees feels that the recruitment policy of the organization is Excellent.

ROUNDS OF INTERVIEW CONDUCTED

S.NO.	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	1-3	28	56
2	3-5	19	38
3	MORE THAN 5	03	6
	TOTAL	50	100

Table 4.3

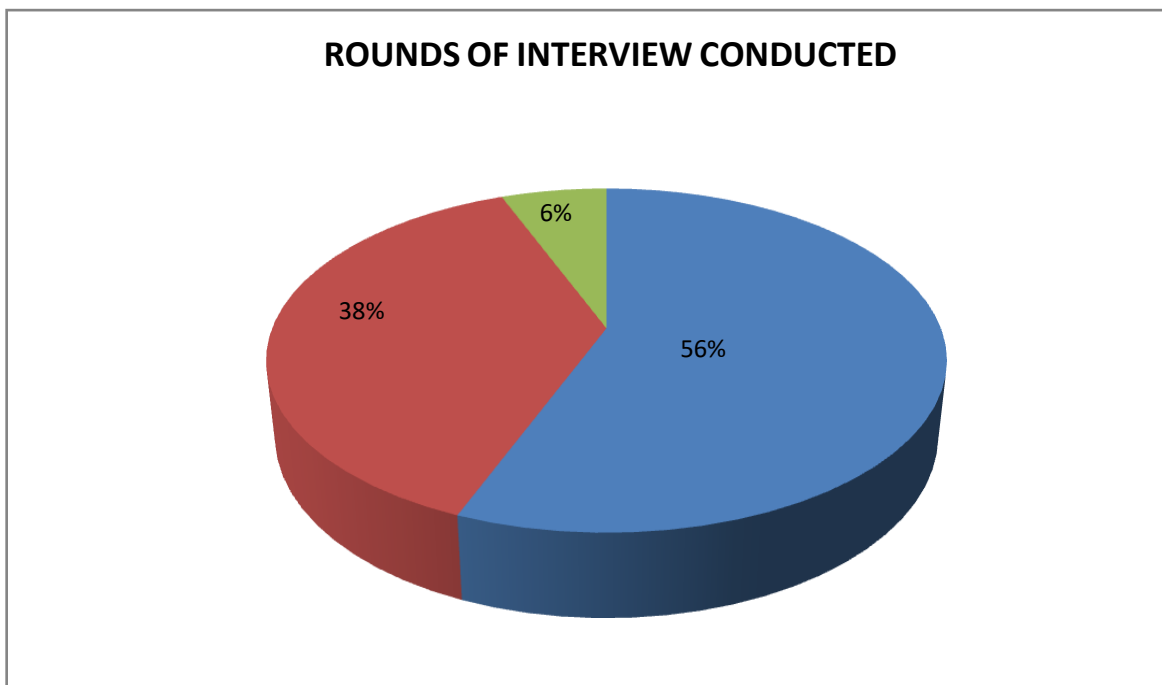


Fig 4.3

INTERPRETATION

As few of the employees are not satisfied with the rounds of interview conducted during the recruitment organization must take a due care in deciding the interview rounds and create the awareness among the candidates its importance in identifying their potentials.

FACTORS CONSIDERED FOR SELECTION OF WORKERS

S.No.	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	Intelligence	14	28
2	Experience	22	44
3	Training program	8	16
4	Job performs	3	6
5	Any other	3	6
	Total	50	100

Table 4.4

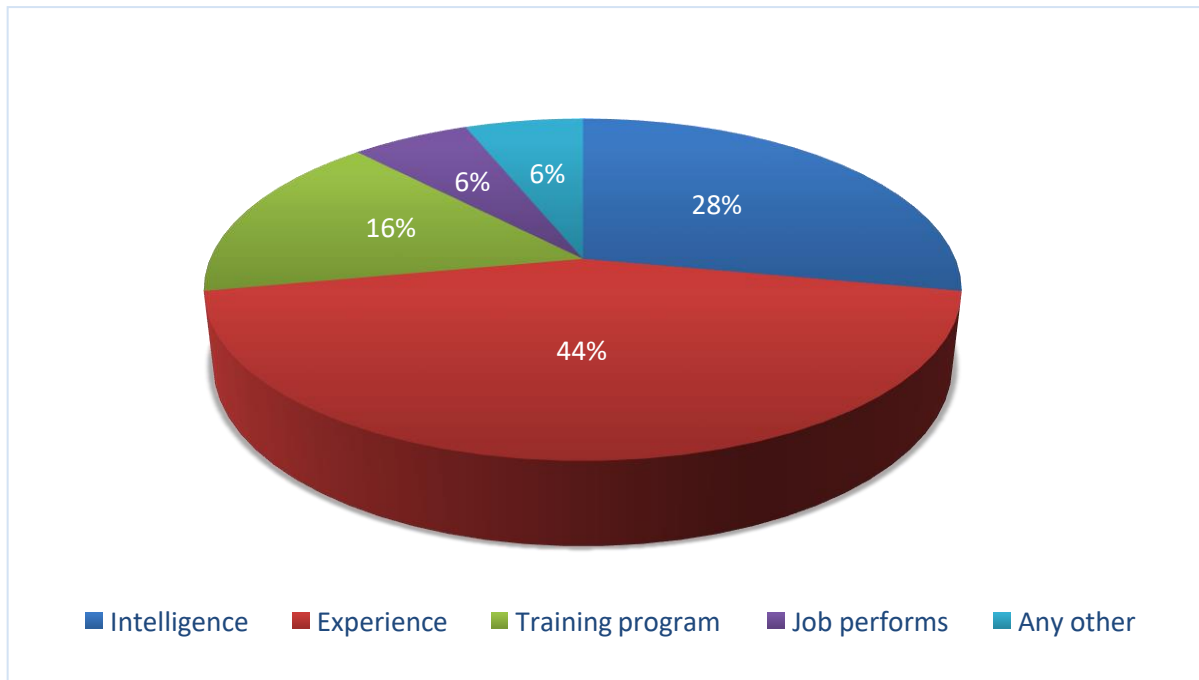


Fig 4.4

INTERPRETATION

From the above graph, it is interpreted that the company recruits or give more importance to the experienced persons.

SHOWING THE PROCESS OF SELECTION.

S.NO	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	W.T + G.D + P.I + T.I	14	28
2	W.T + P.I. + T.I	18	36
3	P.I + T.I	9	18
4	T.I + G.I	6	12
5	G.I	3	6
	Total	50	100

Table: 4.5

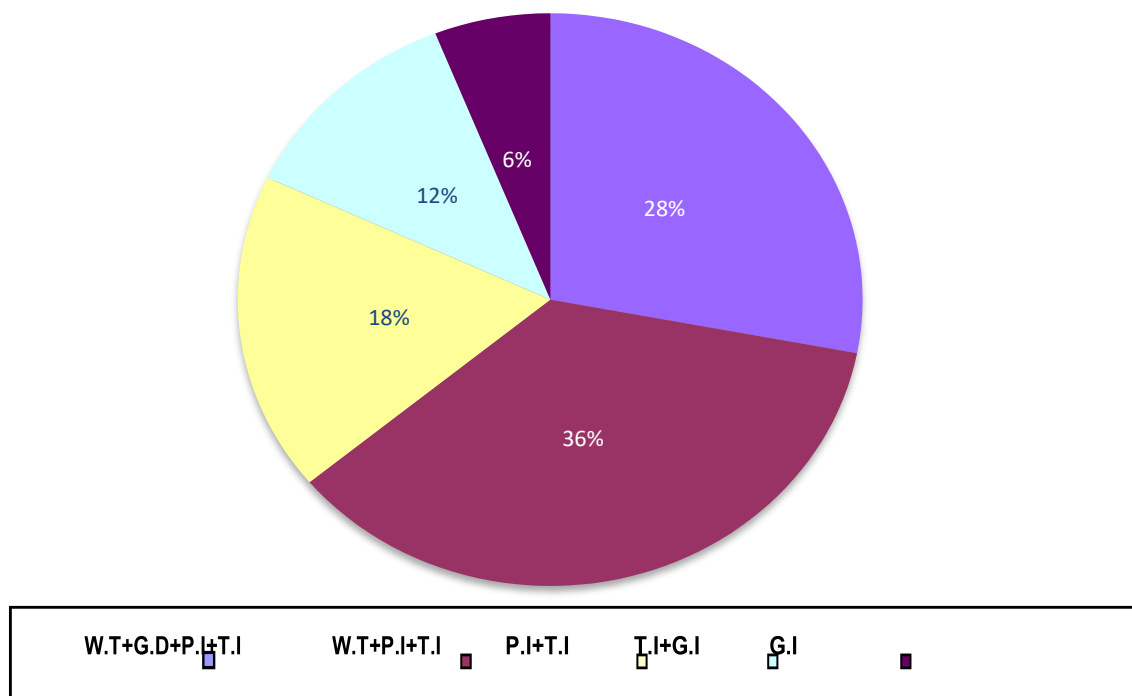


FIG 4.5

INTERPRETATION

From the analysis it can be inferred that majority of the employment were selected through W.T + P.I + T.I

SOURCES OF RECRUITMENT

S.NO	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	INTERNAL SOURCES	24	48
2	EXTERNAL SOURCES	18	36
3	BOTH	08	16
	TOTAL	50	100

TABLE: 4.6

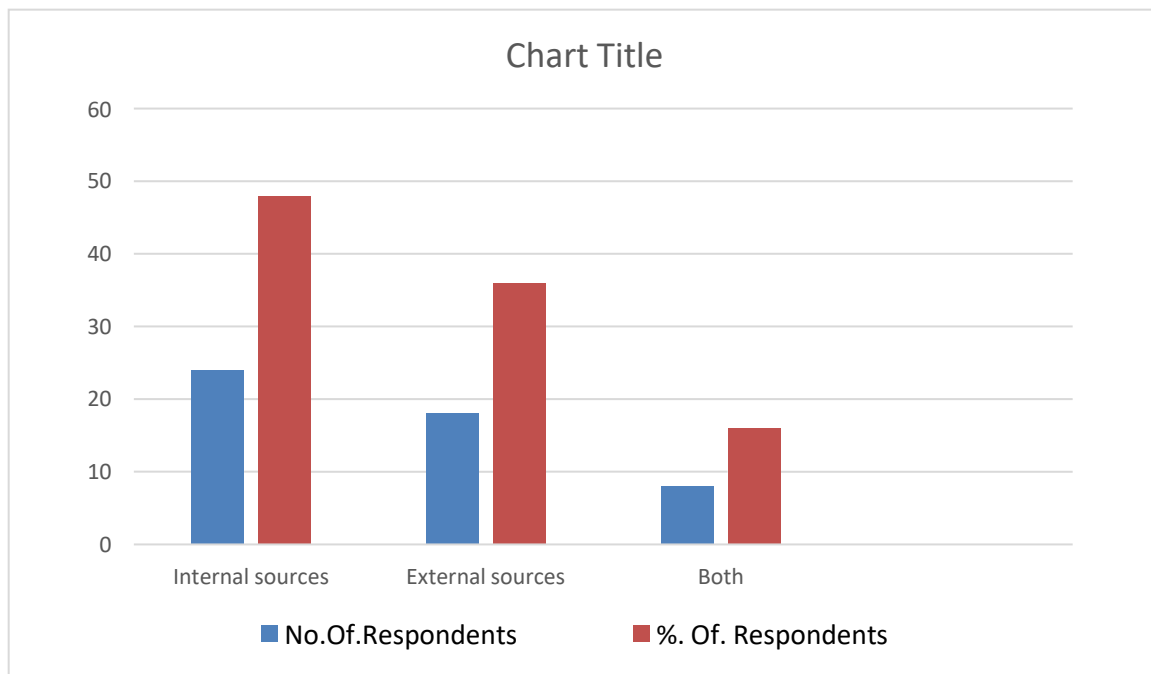


Fig 4.6

INTERPRETATION

The above graph shows that the organization utilizes the sources effectively.

SATISFACTION OF EMPLOYEES ON THE INTERVIEW PROCESS

S.NO	PARTICULARS	NO.OF RESPONDENTS	% OF RESPONDENTS
1	YES	15	30
2	NO	20	40
3	TO SOME EXTENT	15	30
	TOTAL	50	100

TABLE 4.7

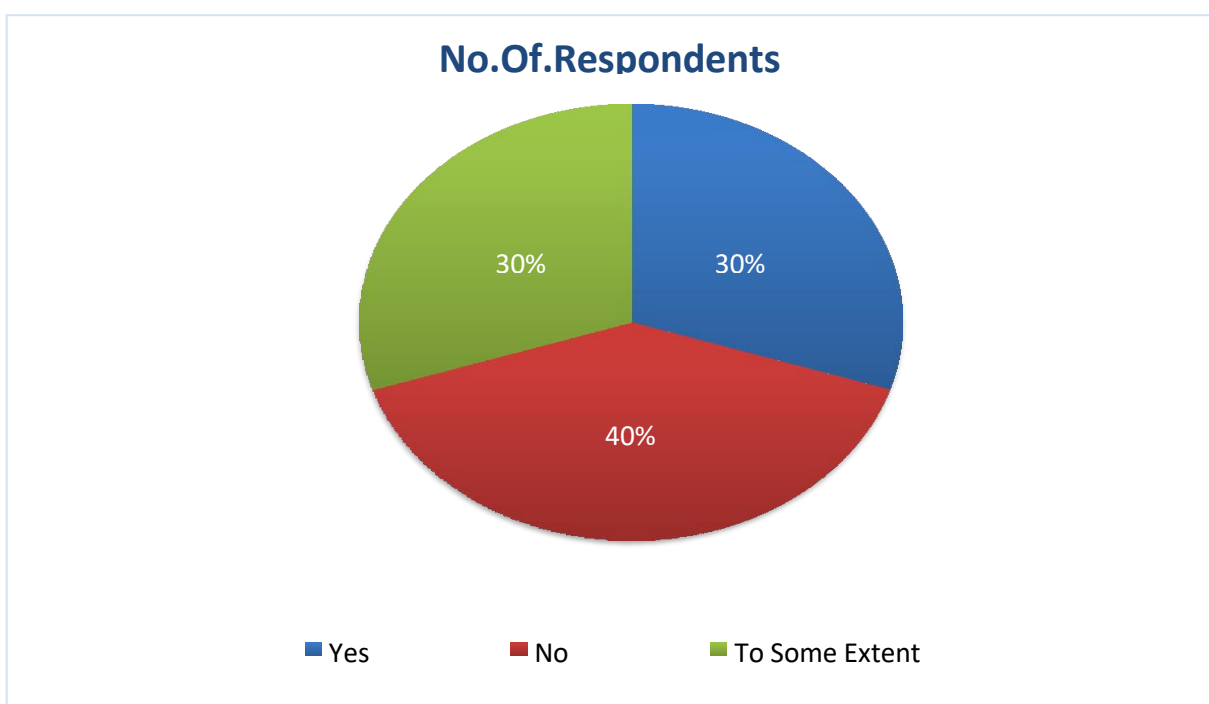


FIG 4.7

INTERPRETATION

From the above it is clear that certain employees are not satisfied with the interview process during the recruitment and selection process. The organization has to take keen interest towards framing the interview process which helps in identifying the potential talent.

SOURCES FOR INTERNAL RECRUITMENT

S.NO.	PARTICULARS	NO OF RESPONDENT S	% NO OF RESPONDENT S
1	DECEASED/ DISABLED/ EMPLOYEES	8	16
2	PRESENT PERMANENT EMPLOYEES	22	44
3	PRESENT TEMPORARY EMPLOYEES	16	32
4	RETRENCHED /RETIRED / EMPLOYEES	4	8
	TOTAL	50	100

TABLE 4.8

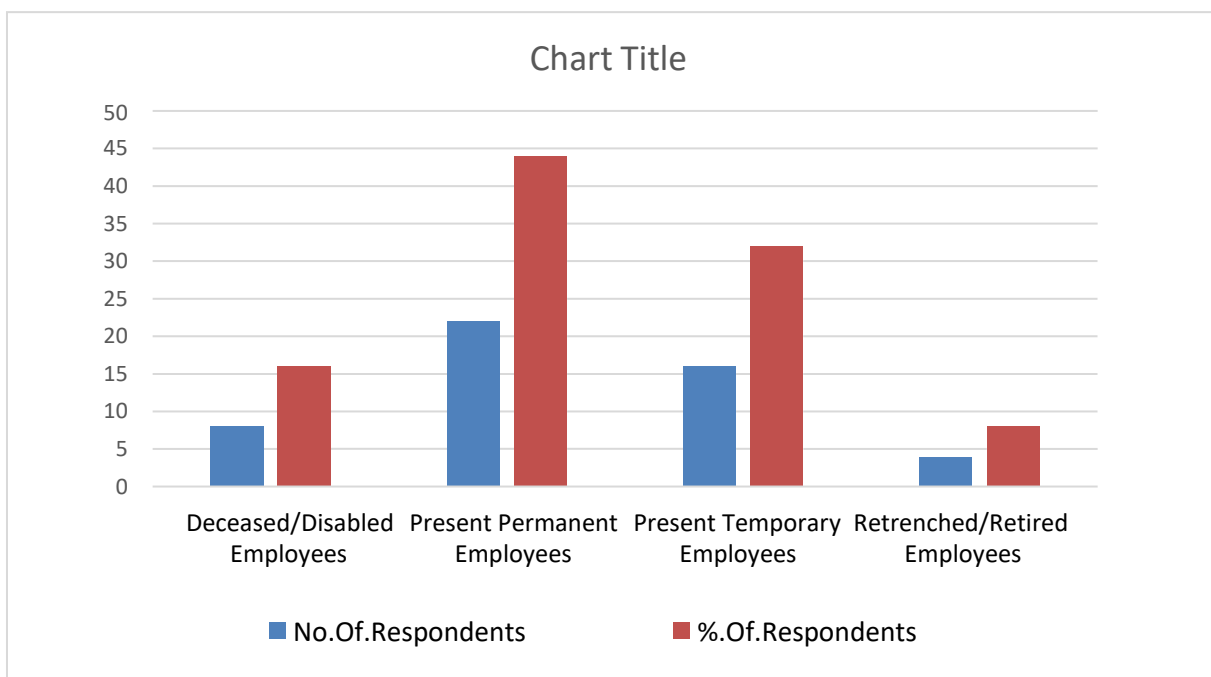


FIG 4.8

INTERPRETATION

The organization can make use of present temporary sources if they are valuable.

SOURCES OF EXTERNAL RECRUITMENT

S.NO	PARTICULARS	NO OF RESPONDENTS	% OF RESPONDENTS
1	CAMPUS INTERVIEWS	10	20
2	EMPLOYMENT AGENCIES	33	66
3	DATA BANK	5	10
4	OTHERS	2	4
	TOTAL	50	100

TABLE 4.9

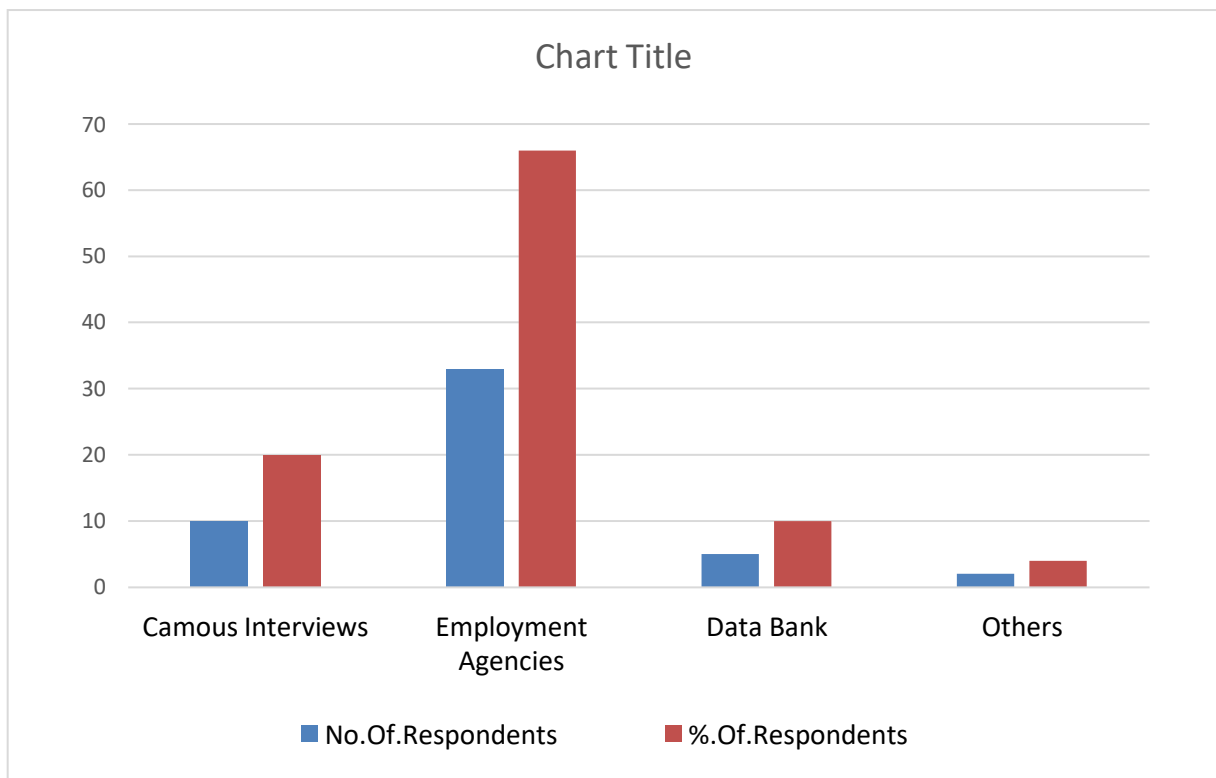


FIG 4.9

INTERPRETATION

From the above graph it is clear that mostly the organization is looking for the external source it reveals that there is infusion of fresh blood into the organization where organization also needs to motivate the employees needs to employee referral program by providing incentives as they make recruitment,

FORM OF INTERVIEW EMPLOYEE PREFER

S.NO	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	PERSONAL INTERVIEW	35	70
2	TELEPHONIC INTERVIEW	10	20
3	VIDEO CONFERENCING	5	10
	TOTAL	50	100

TABLE 4.10

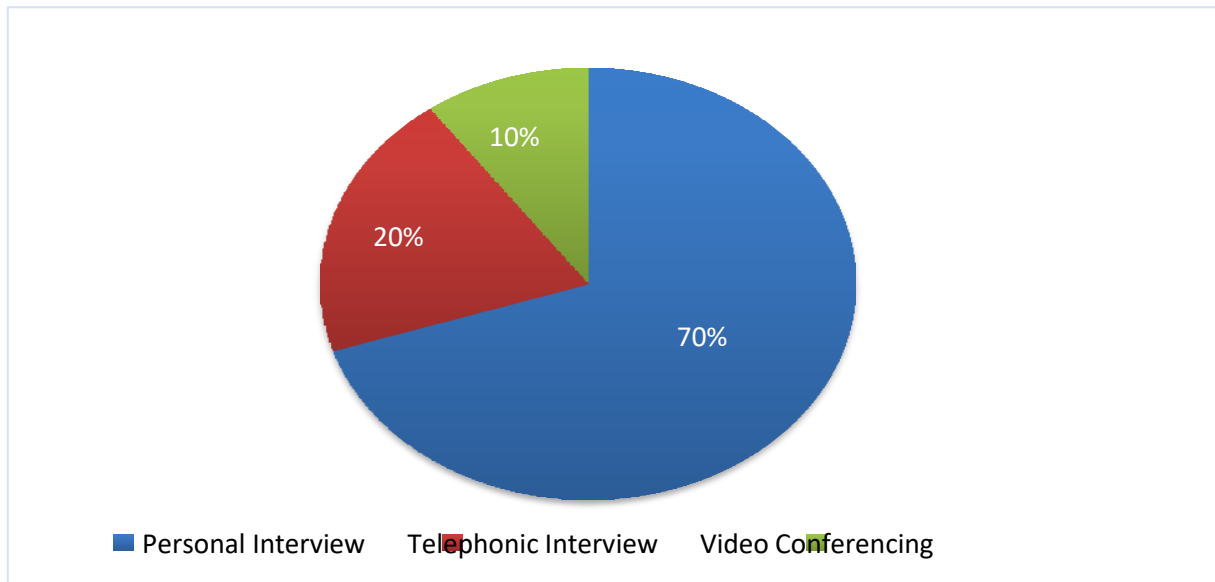


FIG 4.10

INTERPRETATION

Even though very few employees do prefer the telephonic and video conferencing which paves the way for the organization to create such an environment towards conducting the interview so that organization identifies the right candidate.

DURATION OF THE RECRUITMENT PROCEDURE

S.NO.	PARTICULARS	NO OF RESPONDENTS	% OF RESPONDENTS
1	SHORT	28	56
2	AVERAGE	11	22
3	LONG	6	12
4	VERY LONG	5	10
	TOTAL	50	100

TABLE 4.10

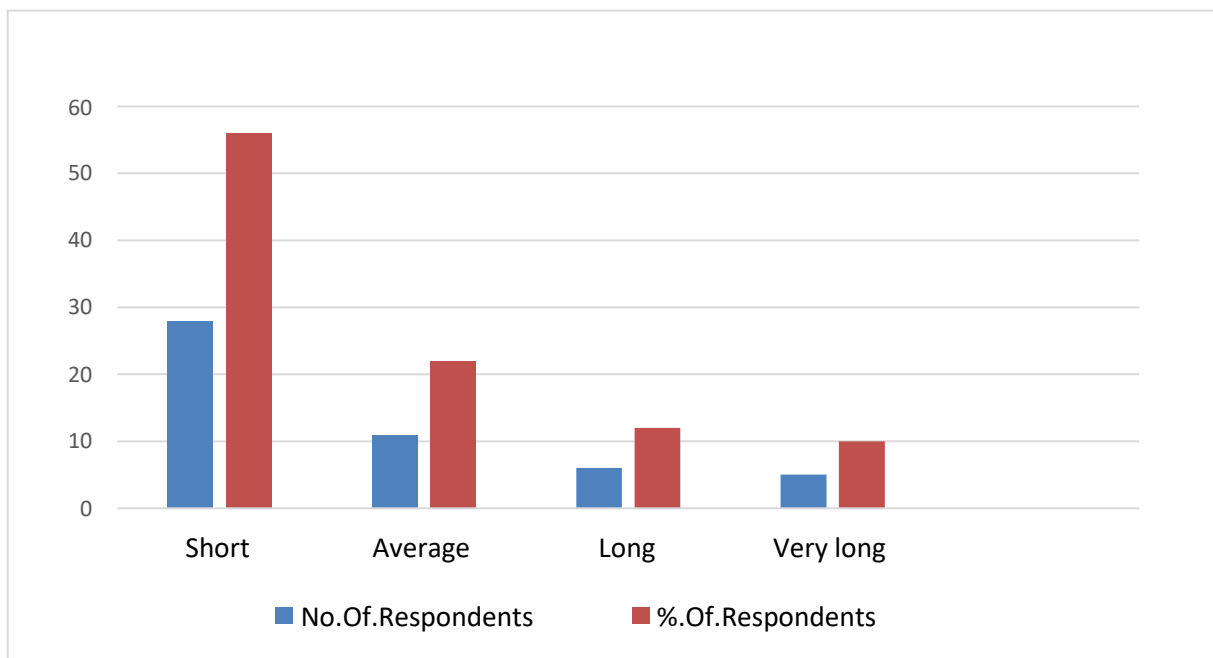


Fig 4.11

INTERPRETATION

Organization is taking different time durations for different candidates in the recruitment process.

SATISFACTION LEVEL OF EMPLOYEES IN THERECRUITMENT & SELECTION PROCESS.

S.No.	PARTICULARS	NO. OF RESPONDENTS	% OF RESPONDENTS
1	FULLY SATISFIED	25	50
2	PARTIALLY SATISFIED	25	50
	TOTAL	50	100

TABLE 4.12

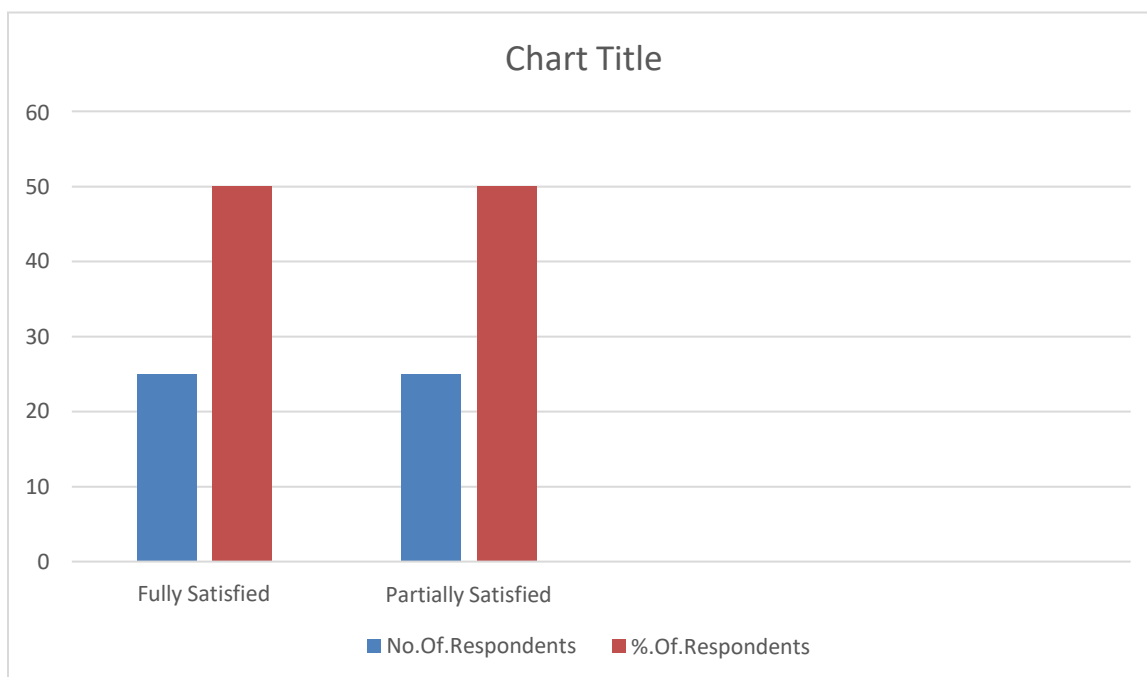


FIG 4.12

Interpretation

There is a partial opinion about satisfaction level of recruitment process among the employees.

CHAPTER – 5

FINDINGS SUGGESTIONS AND CONCLUSIONS

5.1 Findings of the Study: -

- ◆ Most of the respondents came to know of the vacancy only through Posters.
- ◆ Employees opined that recruitment policy of the company is excellent
- ◆ Interview process of the organization is satisfactory it creates more awareness about the job among the Candidates
- ◆ In the workers selection process company recruits or giving more importance to the experienced person
- ◆ Majority of the respondents are selected through the written test, personal interview, and technical interview
- ◆ Organization utilizes both internal as well as external sources
- ◆ Interview process during the recruitment and selection process are not satisfactory
- ◆ Organization gives more importance for internal resources in recruitment and selection process
- ◆ Organization taking external sources from employment agencies
- ◆ Major form of interview from the organization is personal interview
- ◆ 24% of the respondents come to know about the job vacancy

through newspaper, 38% through posters, 12% through campus interview, & 20% through friends. And 6% by references

- ◆ From the above table, 34% are related the recruitment policy of Edveon Technologies is excellent, 16% are as good, 24% as above average, 16% as average, 10% are as below average.
- ◆ From the above total 28% are selected through intelligence, 44% through experience, 16 % through training program, 6% through job performance & 6% through any other selection.
- ◆ 28% were selected through W.T + G.D + P.I + T.I, 36% through W.T + P. I + T.I,
- ◆ 48% of the respondents prefer internal source of recruitment,
- ◆ 36%respondents prefer external source of recruitment and
- ◆ 16% prefer both.
- ◆ From the above table, 30% of respondents satisfied with interview process, 40% has not satisfied& 30% of respondents reacted as to some extent
- ◆ 16% of the respondents responded deceased/disabled/employees as source of internal recruitment,
- ◆ 44%responded present permanent employees as source of internal recruitment,
- ◆ 32% responded present temporary employees and
- ◆ 8% as retrenched / retired / employees
- ◆ 20% of the respondents feel that campus interviews are the source of external recruitment,
- ◆ 66% of the respondents feel that employment agencies are the source of external recruitment,
- ◆ 10%of the respondents that data bank is the source of external recruitment,

- ◆ 04% of the respondents that others are the source of external recruitment.
- ◆ 70% of respondents prefer personal interview,
- ◆ 20% of respondents prefer telephonic interview,
- ◆ 10% of respondents prefer telephonic interview video conferencing
- ◆ 56% respondents feel short duration needed for recruitment procedure,
- ◆ 22% respondents feel average duration needed for recruitment procedure,
- ◆ 10% respondents feel long duration needed for recruitment procedure,
- ◆ 8% respondents feel very long duration needed for recruitment procedure &
- ◆ 04% respondents feel neutral about needed for recruitment procedure.

5.2 SUGGESTIONS

The recruitment & selection policies of Edveon Technologies fairly, systematic & sound. As there is always scope for improvement the following recommendations are given below.

- ◆ Advertisement policy of the company is very good and should include more systematic way of advertisements.
- ◆ Company should give much more importance for freshers Also, rather than only giving importance to experienced people.
- ◆ Interview process during the recruitment and selection process should beat its standard
- ◆ Organization should give more importance for campus recruitment process.
- ◆ Organization should provide more rewards, incentives for the employees it will help to make good relationship with employees.

5.3 CONCLUSION

Organization may be a consulting agency, manufacturing firm, a business concern, an insurance company & other institution. It is through the combined efforts of the people that monetary & material resources are utilized for organizational objectives without human efforts organization cannot accomplish them objectives.

“Right people for the right job” or else the company as well as society has to pay a huge penalty.

Recruitment plays a vital role in the development of the organization. Recruitment is an important procedure in building an effective team improving the proficiency. The success of the organization is measured by effective team, which comes into existence by efficient recruitment & selection process.

The primary function of human resource is to select right people for the right job, so that work could be done at the right time. The major objectives of the study were to study various recruitment procedure to analyze the effectiveness of the organization, to suggest various measures to make recruitment & selection procedure effective.

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ANNEXURE

Questionnaire

This study has been prepared to access the employee internal recruitment in the Edveon Technology.

Name:

Age:

Qualification:

Experience:

Several questions are given below discussing the employee recruitment process of an organization.

Please give your assessment by ranking each statement by using following legalities.

Questions

1. How did you come to know about job vacancy in this organization?
 - a) Newspaper
 - b) Posters
 - c) Campus interview
 - d) Friends
 - e) Reference

2. How do you feel about the recruitment policy of organization?

- a) Excellent
- b) Good
- c) Above average
- d) Average
- e) Below average.

3. How many rounds of
interviews are conducted?

- a) 1-3
- b) 3-5
- a)** More than 5

4. Factors considered for selection of process.

- a) Intelligence
- b) Experience
- c) Training program
- d) Job performance
- e) Any other

5. What was the process of selection?

- a) Written test + group discussion + personnel interview + technical interview.
- b) Written test + personal interview + technical interview
- c) Personal interview + technical interview
- d) Technical interview
- e) General interview

6. What sources you prefer for recruitment and selection?
- a) Internal sources
 - b) External sources
 - c) Both
7. Are you satisfied with round of interviews conducted?
- a) Yes
 - b) No
 - c) To some extent
 - d) Can't say
8. What are the sources for internal sourcing among the following -: ?
- a) Diseased / disabled/ employees
 - b) Present permanent employees
 - c) Present temporary employees
 - d) Retrenched retired employees
9. What are the sources for external sourcing among the following?
- a) Campus interview
 - b) Recruitment agency
 - c) Data bank
 - d) Other

10. What form of interview did you prefer?

- a) Personal interview
- b) Telephonic interview
- c) Video conferencing

11. How the duration of the recruitment procedure?

- a) Short
- b) Average
- c) Long
- d) Very long
- e) Can't say

12. Are you satisfied with recruitment policy?

- a) Fully Satisfied
- b) Partially Satisfied
- c) Not at all