

A STUDY ON RECRUITMENT AND SELECTION PROCESS AT ATM RECRUITMENT CONSULTANCY

Submitted in the partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

BY

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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

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **JAYASHREE**, reg no: **41410135** who carried out the project entitled "**A Study on Recruitment And Selection Process at ATM Recruitment Consultancy**" under my supervision from January 2023 to March 2023

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31st Mar'2023

To
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Sub: Completion of MBA Project

This is to certify that **Ms. JAYASHREE .S (Reg.No. 41410135)**, who is pursuing final year MBA in Sathyabama Institute of Science And Technology, Chennai has successfully completed the HR project in our concern titled **“A STUDY ON RECRUITMENT AND SELECTION PROCESS”** from 2nd Jan'2023 to 31st Mar'2023.

During the tenure with us, her conduct & behavior was observed to be good.
We wish success in all the future endeavors.

For ATM Recruitment Consultancy,

V. Prasa

Prema. V

Managing Director



ATM Recruitment Consultancy

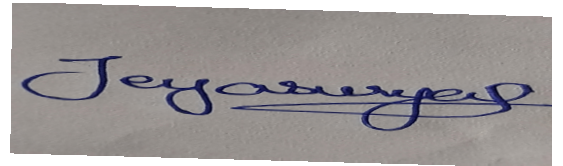
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DECLARATION

I **JAYASHREE (41410135)** hereby declare that the Project Report entitled “**A Study on Recruitment And Selection Process at ATM Recruitment Consultancy**” done by me under the guidance of **Dr.JAINAB ZAREENA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:05/05/2023

PLACE: Chennai



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JAYASHREE S

ABSTRACT

The study is done to find out the effectiveness of recruitment and selection process carried out in the ATM Recruitment Consultancy. To suggest them the various advanced technologies and methods to recruit the suitable candidate for the job. The results of the study may help the recruitment team to improve their recruitment policies and process in order to improve the effectiveness and efficiency of the recruitment process.

A study of this kind helps to put theoretical aspects into the project and aims to give information to ATM Recruitment Consultancy. Nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable ATM Recruitment Consultancy to implement the recommendations made at the end of the study. The scope of the study is limited only to the Human Resource Department aspects Of ATM Recruitment Consultancy. The study is confined only to this functional area, Specifically on Recruitment and Selection Process of the company.

The main objective of project is to study the recruitment & selection process in ATM Recruitment Consultancy. The secondary objectives are to assess the perception of the employers towards the various sources of recruitment, identify the effectiveness of interview process and interviewer, analyze the effectiveness of final and HR discussion process, study the view of employees about the quality of medical test undertaken, understand the standard of technical interview conducted and to know the overall satisfaction about the various features of compensation offered.

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CHAPTER 1 – INTRODUCTION

1.1 INTRODUCTION

Recruitment is the way toward hunting down imminent representatives and animating them to apply for employments in the association. Determination might be characterized as the procedure by which the association looks over among the candidates, those individuals whom they feel would best meet the employment necessity, considering current natural condition. The venture title "A study on Recruitment and Selection Process" directed in ATM Recruitment Consultancy intends to discover the general assessment of the Recruitment and Selection handle gone to by the workers at ATM Recruitment Consultancy. The fundamental goal of this venture is to think about on the enrollment and determination procedure of ATM Recruitment Consultancy. The optional destinations are to distinguish whether the Recruitment is done from inner or outer sources, to dissect the adequacy of enrollment and choice process, to recognize the components of Recruitment and choice process, to recognize better approaches for enhancing the present enrollment methodology, to distinguish the normal time spent for determination handle.

For this venture the essential information has been gathered specifically from the respondents utilizing a poll while the optional information was gathered from books, articles and the web. In this review, a poll was utilized to gather information from the specimen. In this review stratified inspecting system is utilized. The populace size is 220 and the specimen measure for the review is 145. The apparatuses that are utilized as a part of this venture are Percentage examination, Two-way Anova, Chi-Square , Weighted Average, Median and Rank Correlation.

The requirement for this venture is to decide the present and future prerequisites of the association staff arranging and occupation investigation exercises, to comprehend the Recruitment and choice process in association and to examination of the time administration in the enrollment procedure. This review settles on choice in choosing the correct contender for the correct occupation, this review helps the association to distinguish the range of issue.

1.2 INDUSTRY PROFILE

RECRUITMENT TRENDS IN INDIA

Like any other industry, the recruitment “industry” is cyclical. It follows the cycles of other industries to a large extent. But the recruitment industry has a significant advantage because of the “products” it promotes – skilled manpower. For any organization, in any kind of economy, skilled manpower is absolutely essential.

In a booming economy, companies in India were offering high salaries and attractive incentive packages to attract the best talent to their payroll. However, as the economic downturn hit countries around the world, Indian companies suffered too. Lay-offs, salary cuts and deferred payments became commonplace. A vast pool of skilled, un-employed candidates was created during this recession. During this period, hiring was extremely limited and companies could cherry-pick from the cream of the crop.

Now that the economy, at least in India, seems to have stabilized and started clawing back to what it was in 2008, some striking trends are being observed in the recruitment industry. These trends have their roots in the recession and its effects on job seekers and recruiters. Some of the key trends have been discussed below.

CURRENT SCENARIO OF RECRUITMENT AGENCIES

- Demand is more than supply in the job market so the challenge for recruitment agencies is to supply the right candidates at the right place and most importantly at the right time.
- The clutter of recruitment agencies has led to a major chaos among the candidates to select the best agency for them to get placed because every agency seems similar and there is nothing new offered by them which they can claim i.e. adding value to the process.

RISE OF THE PLACEMENT INDUSTRY IN INDIA

Any and all aspect of HR can be outsourced. The research by Gartner, Inc., shows that around 80 percent of companies these days are outsourcing at least one HR activity, and the number such companies and the extent of human resources outsourcing is swiftly increasing. Companies are now looking at specialized firms in recruitment and placement to complete various aspects of human resource management.

BENEFITS OF RECRUITMENT FIRMS

While outsourcing is beneficial in many ways and also make sense for various reasons. The major benefit is in terms of cost cutting in companies' expenditure on recruitment and administrative work. There is seen large reduction in the costs of routine transactional and administrative work of the company that goes for human resources outsourcing. Another key reason is the belief that a company should outsource all non-mission critical aspects of its business.

The Placement consultant agencies, more commonly known as the professional employer organization (PEO), are well-equipped to take on the entire human resources activity. Most PEO clients are small- to medium-sized companies that sign up with a PEO, obtaining better deals on the purchase of benefits as a group rather than as a single small entity. Larger companies are also outsourcing HR tasks, but they more typically go with specialty firms. The most commonly outsourced function is employee assistance, and outplacement services.

Apart from firms and companies, candidates can also consult the placement and recruitment firms for job. Online they can submit their resume and explain their job requirement. On having any opportunity, the candidates are then called for the interview. Candidate can check for the employment in India and abroad. Human resource is the most precious resource for any organization. Recruitment of right person on the board of a company is indispensable for success of the organization.

Human resources solution providers consist of dedicated team of experts which provides its clients with workforce solutions like hiring right candidate (temporary and permanent nature) to streamline the human resource processes at the clients end. Staffing industry works in an increasingly dynamic business environment today and has seen utmost transition in recent years. It has emerged its status from only “replacing absentee workers” to become “strategic partner” for its clients by providing entire gamut of employment solutions like providing corporate training, pay-roll processing, recruitment process outsourcing, etc.

The staffing industry in India is highly fragmented and provides services in varied streams such as Finance, Sales, Engineering, Information Technology and Management. Recent developments on the economic front like opening up of various segments like retails, aviation, etc. for FDI is also a boost for the segment as this will lead to increase in hiring activity. Growth economics shown by India has also attracted large MNCs to set their foot in the nation and ride the growth tide.

The Indian recruitment industry is driven by a number of factors including the growth of key client industry, large conglomerates entering into new business domains, entry of multinational companies in the Indian markets among others. Indian economy has been growing at an attractive rate backed by growth in its key customer industries like IT, ITES, retail, banking, health care and hospitality among others. Also the industry is characterized by the increasing trend of private equity transactions and a number of mergers and acquisitions. Also, a number of companies have started outsourcing their recruitment processes to third party recruiters.

The report gives an in-depth analysis of the Indian recruitment market with major focus on permanent and temporary recruitment segments. It assesses the key opportunities in the market and also outlines the factors that are and will be driving the growth of the industry. Further, key players of the industry have been profiled and growth of the industry has been predicted taking into consideration the previous growth patterns, the growth drivers and the current and future trends.

1.3 COMPANY PROFILE

ATM Recruitment Consultancy is a fast growing process oriented HR staffing company based in Chennai. Our company provides both permanent and contract staffing solutions exclusively to IT sector. We strongly believe that human assets play a crucial part in the growth of an organization. In this dynamic market, competitive advantage of every company depends upon the competent and committed employees. We understand the needs and expectations of all our clients in this highly competitive market. Our workforce spread over India has only one goal to fulfill — “Connecting the best people to best jobs”.

ATM works as an extended HR partner to solve all the short term and long term business objectives of our clients. By supporting all the recruitment related requirements, we enable our clients to focus on their core business areas.

KEY STRENGTHS:

1. Unique combination of time tested processes and innovative recruitment techniques to identify and screen both the active and passive job seekers.
2. Availability of huge internal database of the active candidates at different levels and locations.
3. Dedicated team of 2-5 members is allocated to premier clients to focus exclusively on their requirements.
4. Team of highly qualified HR recruiters with strong experience and expertise in recruitment across all domains.
5. Special freelancing team to focus on headhunting/ executive search.
6. We provide cost-effective staffing solutions.

1. PERMANENT STAFFING

At ATM recruitment consultancy, we understand the importance of human factor in the success of an organization. We provide candidate who matches the job profile and the culture of the client’s organization.

Complete analysis of the job requirements enable us to do market mapping, source and screen the potential job seekers, and process the candidates with a greater

likelihood of success. We evaluate a profile based on the job requirements, attitude, communication and basic technical skills.

As a quality and process driven company, ATM offers a range of permanent staffing solutions that includes:

1. Generic Staffing : Low and middle level management
2. Executive Search : Senior level management
3. Onsite recruitment : Foreign placements.

2.CONTRACT STAFFING

ATM recruitment consultancy provides the temporary or contract staffing services to clients on any fixed duration basis. Temporary staffing ensures “Just-in time recruitment” for short-term or critical projects without the overheads associated with a full time employee. It enables our client to manage their head count with ease.

Contract staffing acts as a flexible, cost-effective and quick solution for all the staffing needs. Contract staffing service also provides an opportunity for the clients to evaluate the On - the - job performance of a temporary staff and rewarding the good performance with a permanent job (Temporary to hire).

QUALITY QUOTIENT

1. Screened Profile:

Job-fit, Communication, Attitude, Commitment

2. Quality Ratio Management: -

- 80% Resume level -
- 50% interview level -
- 80% Offer level

1.4 STATEMENT OF THE PROBLEM

Recruitment and selection are the most critical and significant human resources function, unless the organization has the best available employees, it will not be able to grow and flourish in the market. The drive and motivational levels of the employees need to be high to enable the company to attain its goals. All the steps of the recruitment and selection processes are equally important in attracting and retaining the right talent. Recruiting staff is a very costly exercise. It also an essential part of any business and it pays to do it properly. When organizations choose the right people for the job train them well and treat them appropriately, these people not only produce good results but also tend to stay with the organization longer. In such circumstances, the organizations initial and ongoing investment in them is well rewarded Before starting a recruitment and selection process, job de-scription should be defined for each role in the organization. Policies and procedures should be defined and adhered to for the recruiting and selection process Once procedures are clearly defined, hiring managers and supervisors should be trained regarding the requirements of the process Recruiting staff is a very costly exercise. It is also an essential part of any business and it pays to do it properly. When organizations choose the right people for the job train them well and treat them appropriately, these people not only produce good results but also tend to stay with the organization longer. In such circumstances, the organization's initial and ongoing investment in them is well rewarded. An organization may have all of the latest technology and the best physical resources, but if it does not have the right people it will struggle to achieve the results it requires. This is true across the whole spectrum of business activity.

1.5 OBJECTIVES

PRIMARY OBJECTIVE

To study the recruitment & selection process at ATM Recruitment Consultancy in Chennai.

SECONDARY OBJECTIVES

- To assess the perception of the employers towards the various sources of recruitment
- To identify the effectiveness of interview process and interviewer
- To analyse the effectiveness of final and HR discussion process
- To study the view of employees about the quality of medical test undertaken
- To understand the standard of technical interview conducted.
- To know the overall satisfaction about the various features of compensation offered.
- To provide suitable suggestions to improve the overall recruitment & selection process of ATM Recruitment Consultancy

1.6 NEED OF THE STUDY

The study is done to find out the effectiveness of recruitment and selection process carried out in the ATM Recruitment Consultancy. To suggest them the various advanced technologies and methods to recruit the suitable candidate for the job. The results of the study may help the recruitment team to improve their recruitment policies and process in order to improve the effectiveness and efficiency of the recruitment process

1.7 SCOPE OF THE STUDY:

A study of this kind helps to put theoretical aspects into the project and aims to give information to ATM Recruitment Consultancy. Nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable ATM Recruitment Consultancy to implement the recommendations made at the end of the study. The scope of the study is limited only to the Human Resource Department aspects Of ATM Recruitment Consultancy. The study is confined only to this functional area, Specifically on Recruitment and Selection Process of the company.

CHAPTER 2

REVIEW OF LITERATURE

2.1 REVIEW OF LITERATURE MODEL:

In this Chapter, the researcher has made an attempt to study and understand the concepts of Customer Satisfaction. This attempt includes, understanding the basic concepts of Customer Satisfaction, analysing research studies made by earlier researchers in respect of Customer Satisfaction in online grocery shopping, for this, the researcher has used various books, research Journals and websites. The detailed list is further elaborated in the Bibliography. Through this Literature Survey researcher wants to find out which are the important parameters of Customer Satisfaction in respect of big basket online services.

Michael D. white and Glipsy Escobar (2018) states that recruitment and selection have become critically important issues for police department around the world. This paper high lights seven issues, two in recruitment and selection and five training, that we believe are critical for finding, hiring and training effective police officers in the future.

Sonal sisodia and Nimit Chowdhary (2020) It can be inferred that illustration in recruitment advertisement of service organisation of service organisation creates tangible representation and challenge the application to presume the intended significance of the illustrative appeal.

Mir Mohammed Nurul Absar (2020) 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 firm of Bangladesh with respect to recruitment and selection practices, sources of recruitment and selection devices.

Ongori Henry and Temtime Z (2019) has to investigate the recruitment and selection practices of SMEs and suggest appropriate strategies on how to improve human resource management practices to enhance organisational performance.

Recruitment and selection practices are the key factors to the entry point of human resource to any organisation which also tends to determine the success and sustainability of SMEs.

French ray and Rumbles sally (2016) 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.

M.Smith, (2018) 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 (2018), 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.

Sangeetha (2020) 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.

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

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 organisation 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 firm of Bangladesh with respect to recruitment and selection practices, sources of recruitment and selection devices.

Ahmed (2013), in the article entitled "Employee Recruitment and SelectionProcedures of NGOs in Bangladesh: A Study onBRAC" has an objective to discover therecruitment and selection procedures of NGOsbased on BRAC. Some recommendations arealso made to improve the recruitment andselection practices.

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

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.

M.N.Malhotra, (2017) says the importance of recruitment and selection in his paper by considering both public and private manufacturing firms in Bangladesh.

Aminchi Daniel, et. al (2014) have presented the recruitment and selection process of HR in adult educational schools. Here the management of adult education borno state Nigeria is reviewed. Placement selection and position of human asset is a significant aspect of company and large resourcing procedures which distinguish and secure individuals required for the employees position to endure and succeed.

Bako Y Adebola, et. al. (2017) has proposed the recruitment and selection process of various effectiveness of employee's performance. Here the hospitality based industry in ogun state is reviewed. This examination analyzes the overall adequacy of placement recruitment strategies on workers' exhibition in the friendliness business.

Sudhasetti N, and DNM Raju, (2014) has studied the recruitment and selection process of various industries. Here the cement industry, electronics and sugar industry data are processed on the studied. Effective recruitment process rehearses are key parts at the passage purpose of HR in any association .Efficient placement selection systems bring about improved hierarchical results.

Thiruvengktraj TR and Nirmal Kumar R, (2018) has studied the review of recruitment and placement selection process. Better enrollment and determination methodologies bring about improved authoritative results. Enrollment is the way toward looking for forthcoming workers and invigorating them to go after positions in the association. Determination might be characterized as the process by which the association browses among the candidates, those individuals whom they feel would best meet the activity prerequisite, thinking about current natural condition.

Sneha M, (2014) have reviewed the recruitment and selection process based on the HR consulting firms. The vital intercessions in enrollment it has achieved ocean changes in the strategy of enlistment. As a prime supporter of the ability procurement, HR counseling firms have meant their significance of this industry. The inspecting procedure utilized for this examination is helpful arbitrary testing with an example size of 105 respondents.

Kavya S and Bala Koteswari, (2017) has presented the effectiveness of recruitment process in Milltec machines industry. The investigation on "Viability of Recruitment and Selection Process" did at Milltec Machinery Private Ltd Organization.

Janes O Samwel, (2017) has presented the influence of recruitment and selection process in manufacturing companies. Assembling and manufacturing Companies need skilled and spurred individuals to endure and to keep up their upper hand. Notwithstanding the money related and financial emergency, the war of looking for ability, capable and best representative is still among these organizations.

Alen Azari, (2019) has presented the review analysis of recruitment and selection process of educational sectors like teachers. Here this process mainly focusing HR revealing progress of staff recruitments and studied with various aspect of development process of HR recruitment process in educational institute staff. The analysis examines both theoretical and scientific approaches on HR recruitment.

Ayesha Yaseen (2015) has presented the recruitment and selection process of educational sectors. Here the higher education institutions with the placement impact are studied to recommend for economic growth. SPSS software is used for data analysis, which utilized the information about lecturers, other management staff, and internet/online based data reports.

CHAPTER 3

RESEARCH METHODOLOGY

3.1 METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the selection and process in ATM

3.2 RESEARCH DESIGN:

Descriptive Research Design Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3. SAMPLING TECHNIQUE:

Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4 SOURCES OF DATA

In this research, internal and external source of data are used. Collected raw materials through facts and figure of researcher's works. Collecting data from company records and document, these are all internal data and other data are external. In data collection, there are 2 types 22

Primary Data

It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of respondent's customers. In this, questionnaire is used for conducting personal interviews and for collecting the data.

Secondary Data

It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website

3.5. STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the respondent's opinions about Employee's satisfaction.

- Basic Introduction
- Personal Details
- Research related Questions
- Perception Questions
- Likert Scaling Questions
- Suggestion Question

3.6 SAMPLE DESIGN

It is a particular definite plan formulation before collecting the data from population. The research should select a particular sample. In sampling, there are 2 types probability sampling and non-probability sampling. In this research, only nonprobability sampling is used.

Sampling design : Probability sampling

Sampling technique : Convenience sampling

Sample unit : Employees working

Sample size : 110 respondents

PERCENTAGE ANALYSIS Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate

when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.7 PERIOD OF STUDY The period of study is to determine the research process carried out for 3 months.

3.8 PROFILE AREA OF THE STUDY This study was carried out in Employee Retention Strategies and the employees of this industry are the target people of the study.

3.9 HYPOTHESIS

HYPOTHESIS-1

Ho - : There is no significant relationship between employee engagement and employee performance and satisfaction

H1 - There is a significant relationship between employee engagement and employee performance and satisfaction.

3.10. TOOLS FOR ANALYSIS:

3.10.1 Percentage analysis

Research questions are always answered with a descriptive statistic: generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

3.10.2 HYPOTHESIS ANALYTICAL TOOLS

- CHI SQUARE
- ONE WAY ANOVA
- ANALYSIS USING KARL PEARSON'S CORRELATION

CHI SQUARE

A chi-square test is a statistical test used to compare observed results with expected results. The purpose of this test is to determine if a difference between observed data and expected data is due to chance, or if it is due to a relationship between the variables you are studying.

ANOVA

Developed by Ronald Fisher, ANOVA stands for Analysis of Variance. One-Way Analysis of Variance tells you if there are any statistical differences between the means of three or more independent groups.

ANALYSIS USING KARL PEARSON'S CORRELATION

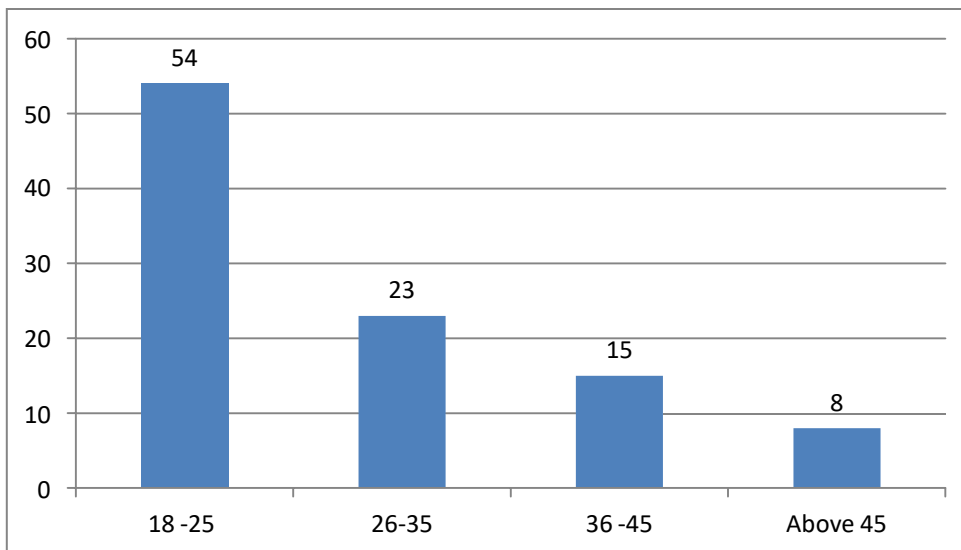
The Karl Pearson coefficient is defined as a linear correlation that falls in the numeric range of -1 to +1. This is a quantitative method that offers the numeric value to form the intensity of the linear relationship between the X and Y variable.

CHAPTER 4: DATA ANALYSIS

4.1 PERCENTAGE ANALYSIS

Table 4.1.1: Table indicating age wise classification of respondents

Experience(yrs)	No of Respondents	Percentage of Respondents
18 -25	59	54
26-35	25	23
36 -45	17	15
Above 45	9	8
Total	110	100

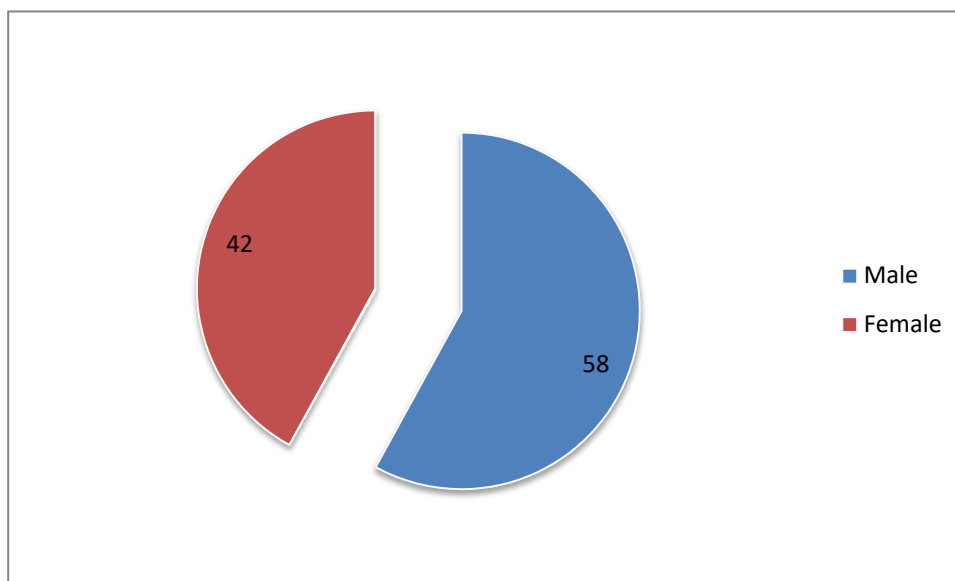


INTERPRETATION

Majority of the respondents (54%) are between 18 to 25 years old and 23% of the respondents are between 26 to 35 years old.

Table 4.1.2: Table indicating gender wise classification of respondents

Gender	No of Respondents	Percentage of Respondents
Male	64	58
Female	46	42
Total	110.00	100.00

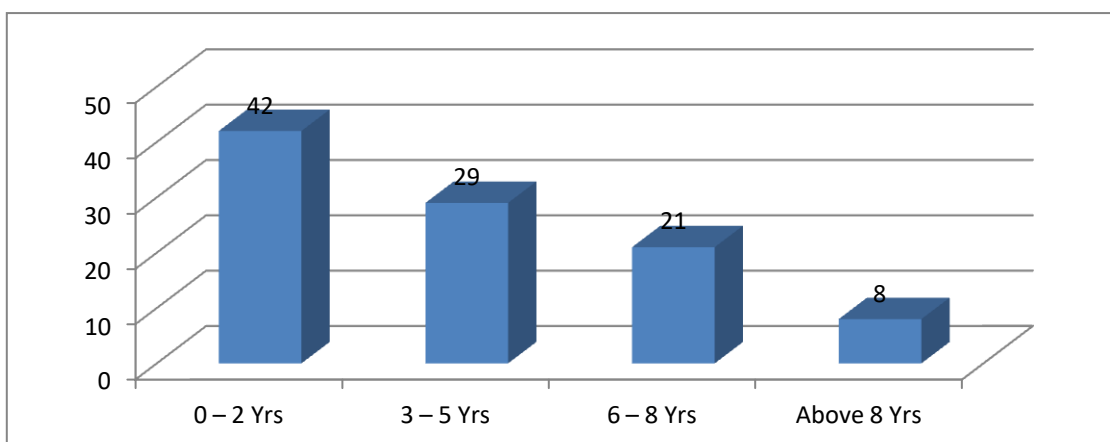


INTERPRETATION

From the above table it is found that 58% of the respondents are Male and 42% of the respondents at ATM Recruitment Consultancy are Female.

Table 4.1.3: Table indicating experience wise classification of respondents

S.No	Experience(yrs)	No of Respondents	Percentage of Respondents
1	0 – 2	46	42
2	3 – 5	32	29
3	6 – 8	23	21
4	Above 8	9	8
	Total	110	100

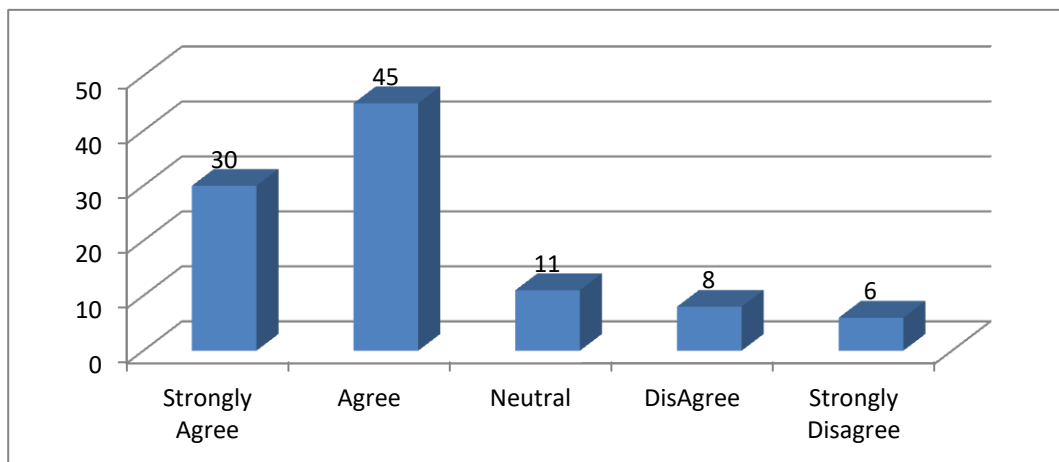


INTERPRETATION

Majority of the respondents (42%) have less than 2 year experience and 29% of the respondents have 3-5 years experience

Table 4.1.4: Table indicating direct interview is time consuming

S.No	Particulars	No Of Respondents	Percentage of Respondents
1	Strongly Agree	33	30
2	Agree	49	45
3	Neutral	12	11
4	Disagree	9	8
5	Strongly Disagree	7	6
	Total	110.00	100.00

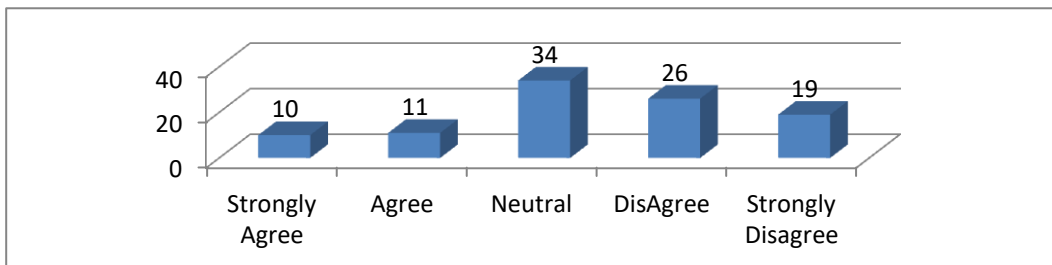


INTERPRETATION

Majority (45%) of the respondents agree that the direct interview is time consuming and 30% of the respondents strongly agree that the direct interview is time consuming.

Table 4.1.5: Table indicating employee referral plays key role in recruitment and retention of top

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	11	10
Agree	12	11
Neutral	37	34
Disagree	29	26
Strongly Disagree	21	19
Total	110.00	100.00

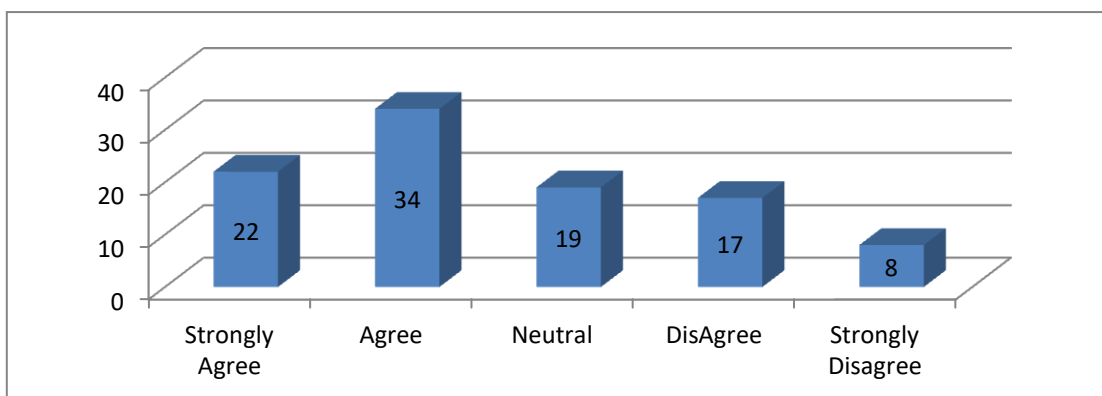


INTERPRETATION

Majority (34%) of the respondents partially agree with the statement that the employee referral plays key role in more successful recruitment and retention of top talent and 26% of the respondents disagree with the statement that the employee referral plays key role in more successful recruitment and retention of top talent.

Table 4.1.6: Table indicating company uses location specific job portals for e-recruitment

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	24	22
Agree	37	34
Neutral	21	19
Disagree	19	17
Strongly Disagree	9	8
Total	110.00	100.00

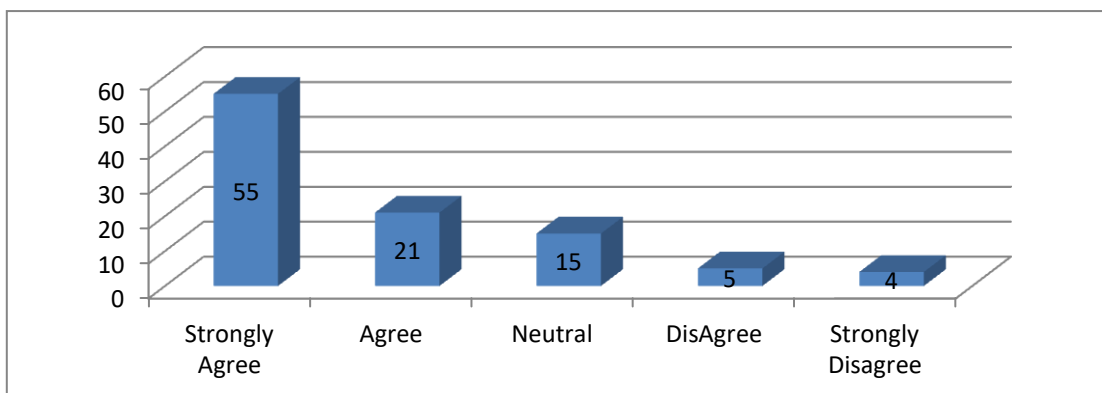


INTERPRETATION

Majority (34%) of the respondents agrees that the company uses location specific job portals for E-recruitment and 22% of the respondents strongly agree that the company uses location specific job portals for E-recruitment.

Table 4.1.7: Table indicating advertisement gives sufficient information about the vacancy

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	61	55
Agree	23	21
Neutral	17	15
Disagree	5	5
Strongly Disagree	4	4
Total	110.00	100.00

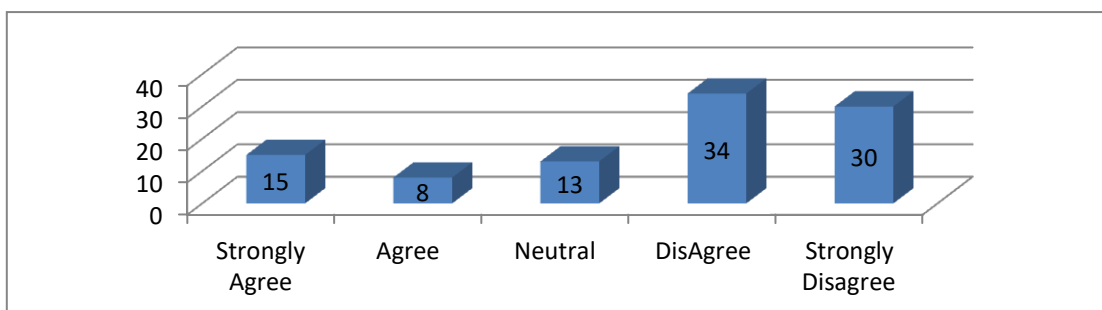


INTERPRETATION

Majority (55%) of the respondents strongly agrees that the advertisement gives sufficient information about the vacancy and 21% of the respondents agree that the advertisement gives sufficient information about the vacancy.

Table 4.1.8: Table indicating ex-employees are considered for less expected vacancy

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	24	22
Agree	37	34
Neutral	21	19
Disagree	19	17
Strongly Disagree	9	8
Total	110.00	100.00

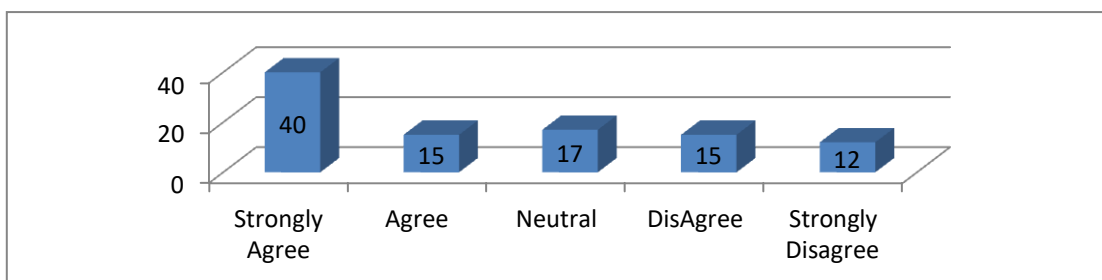


INTERPRETATION

Majority (37%) of the respondents disagree that the ex-employees are considered for any candidature when that had less expected number of applicants and 30% of the respondents strongly disagree that the ex-employees are considered for any candidature when that had less expected number of applicants.

Table 4.1.9: Table indicating first hand information on the job vacancy seen from ATM recruitment consultancy job portal

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	44	40
Agree	17	15
Neutral	19	17
Disagree	17	15
Strongly Disagree	13	12
Total	110.00	100.00

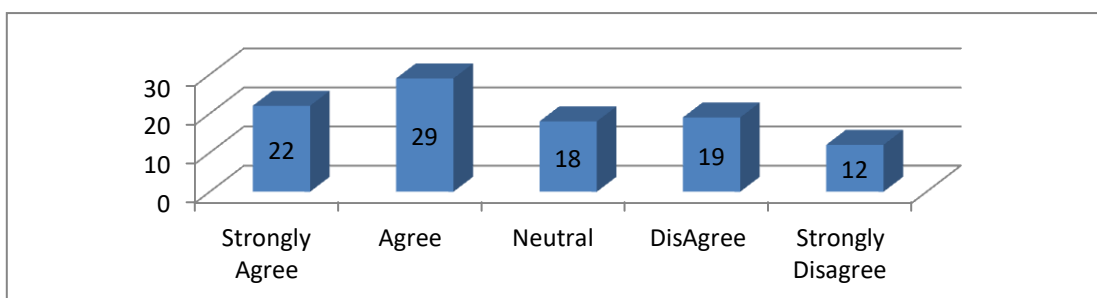


INTERPRETATION

Majority (40%) of the respondents strongly agree that the first-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal and 17% of the respondents partially agree that the first-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal .

Table 4.1.10: Table indicating recruitment through job consultancy is mostly preferred by the organization

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	24	22
Agree	32	29
Neutral	20	18
Disagree	21	19
Strongly Disagree	13	12
Total	110.00	100.00

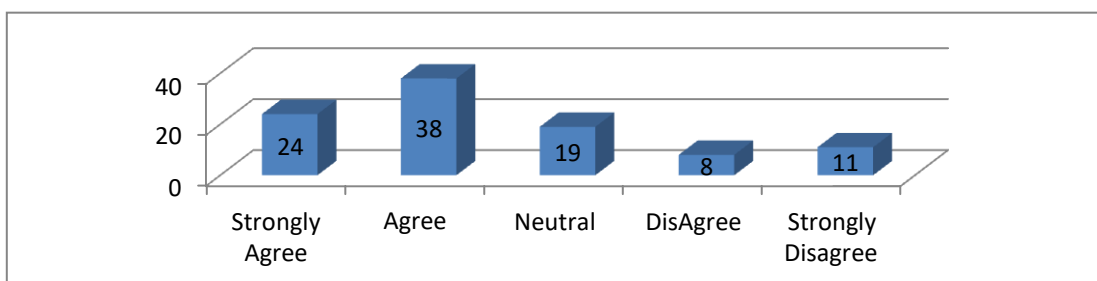


INTERPRETATION

Majority (29%) of the respondents agree that the recruitment through Job Consultancy is mostly preferred by the organization and 22% of the respondents strongly agree that the recruitment through Job Consultancy is mostly preferred by the organization.

Table 4.1.11: Table indicating recruitment of fresh graduates is done through campus interview on national acclaimed tier 1 and tier 2 colleges

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	26	24
Agree	42	38
Neutral	21	19
Disagree	9	8
Strongly Disagree	12	11
Total	110.00	100.00

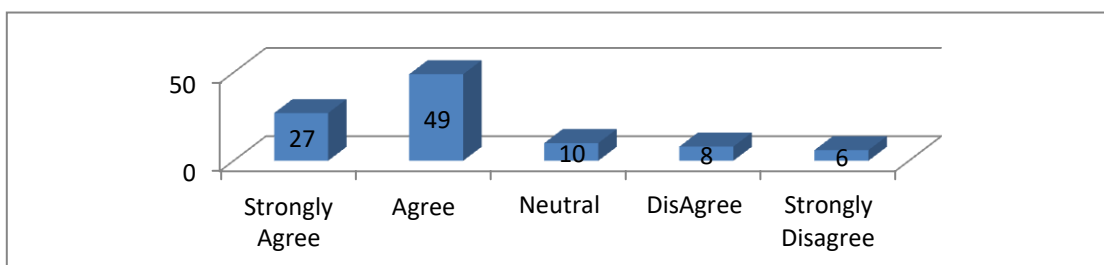


INTERPRETATION

Majority (38%) of the respondents agree that the recruitment of fresh graduates is done through campus interview on nationally acclaimed Tier 1 and Tier 2 colleges and 24% of the respondents strongly agree that the recruitment of fresh graduates is done through campus interview on nationally acclaimed Tier 1 and Tier 2 colleges.

Table 4.1.12: TABLE INDICATING INTERNAL JOB POSTING PROVIDE CAREER DEVELOPMENT OPPORTUNITIES IN DIFFERENT TEAMS WITHIN THE ORGANIZATION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	38	35
Agree	44	40
Neutral	19	17
Disagree	9	8
Strongly Disagree	0	0
Total	110.00	100.00

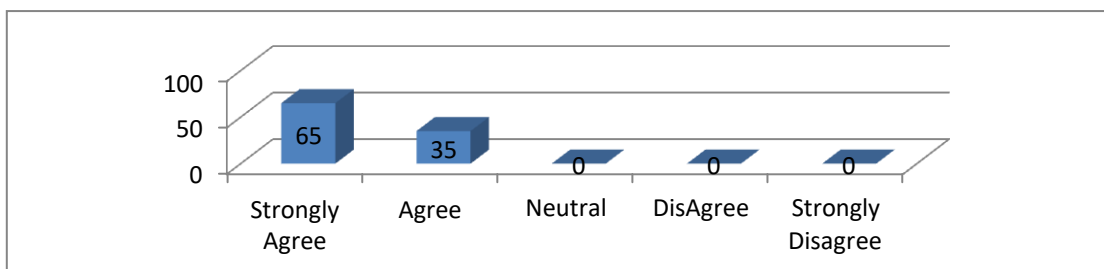


INTERPRETATION

Majority (49%) of the respondents agree that the Internal Job posting provide career development opportunities in different teams within the organization and 27% of the respondents strongly agree that the that Internal Job posting provide career development opportunities in different teams within the organization

Table 4.1.13: Table indicating received all information about the recruitment process during the initial discussion

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	71	65
Agree	39	35
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

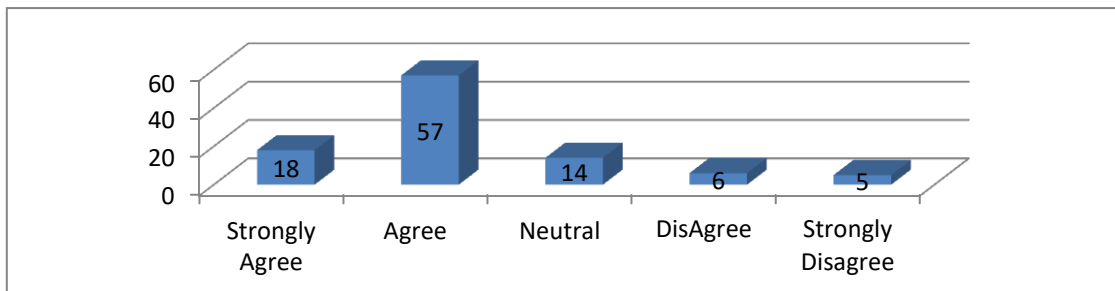


INTERPRETATION

Majority (65%) of the respondents strongly agree that they received all Information about the recruitment process during the Initial discussion and 35% of the respondents agree that they received all Information about the recruitment process during the Initial discussion.

Table 4.1.14: Table indicating CLEAR ON JOB PROFILE DURING THE INTERVIEW PROCESS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	20	18
Agree	63	57
Neutral	15	14
Disagree	7	6
Strongly Disagree	5	5
Total	110.00	100.00

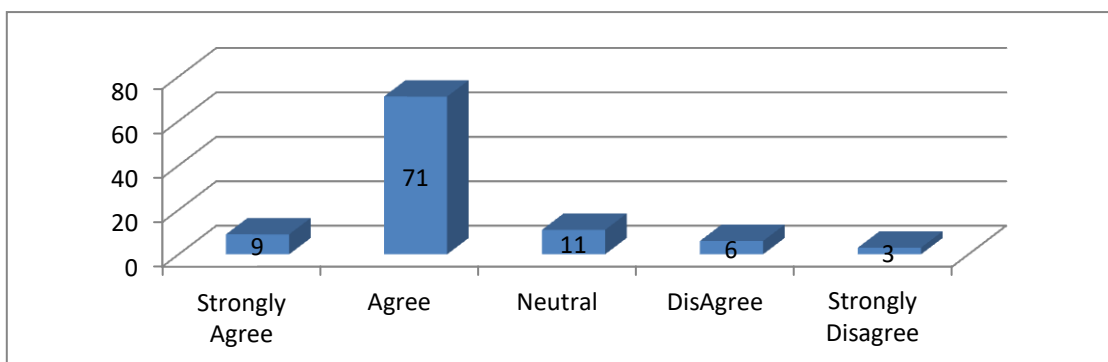


INTERPRETATION

Majority (57%) of the respondents agree that they are clear on their job profile during the interview process and 18% of the respondents strongly agree they are clear on their job profile during the interview process.

Table 4.1.15: Table indicating COMFORTABILITY OF INTERVIEW ENVIRONMENT

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	10	9
Agree	78	71
Neutral	12	11
Disagree	7	6
Strongly Disagree	3	3
Total	110.00	100.00

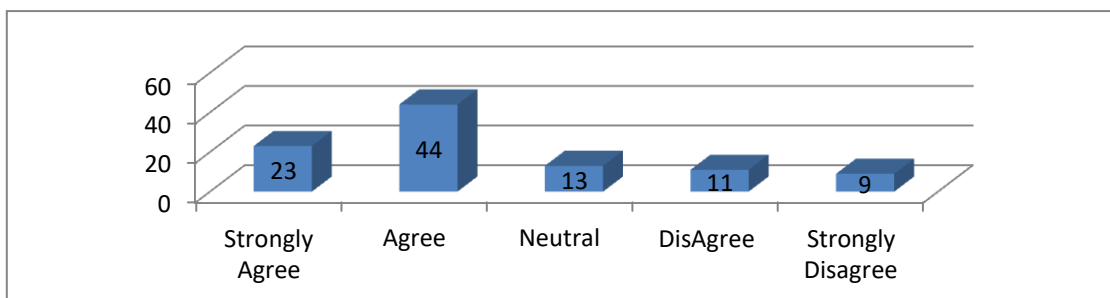


INTERPRETATION

Majority (71%) of the respondents agree that their interview environment was comfortable and 11% of the respondents partially agree that their interview environment was comfortable.

Table 4.1.16: Table indicating THE INTERVIEWER MAKING NOTES, THOUGH ACTIVELY LISTENING DURING THE DISCUSSION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	25	23
Agree	49	44
Neutral	14	13
Disagree	12	11
Strongly Disagree	10	9
Total	110.00	100.00

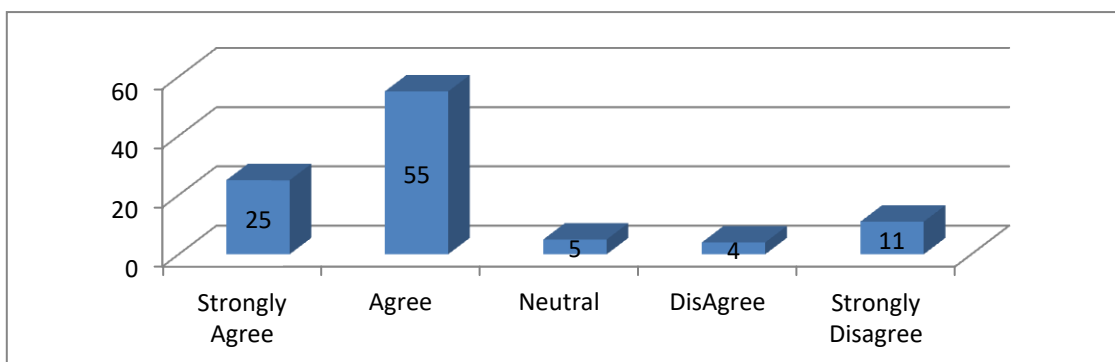


INTERPRETATION

Majority (44%) of the respondents agree that the interviewer was making notes, though actively listening during the discussion and 23% of the respondents strongly agree that the interviewer was making notes, though actively listening during the discussion.

Table 4.1.17: Table indicating THE INTERVIEWER PROBED AND CLARIFIED ANSWERS TO THE DOUBTS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	28	25
Agree	61	55
Neutral	5	5
Disagree	4	4
Strongly Disagree	12	11
Total	110.00	100.00

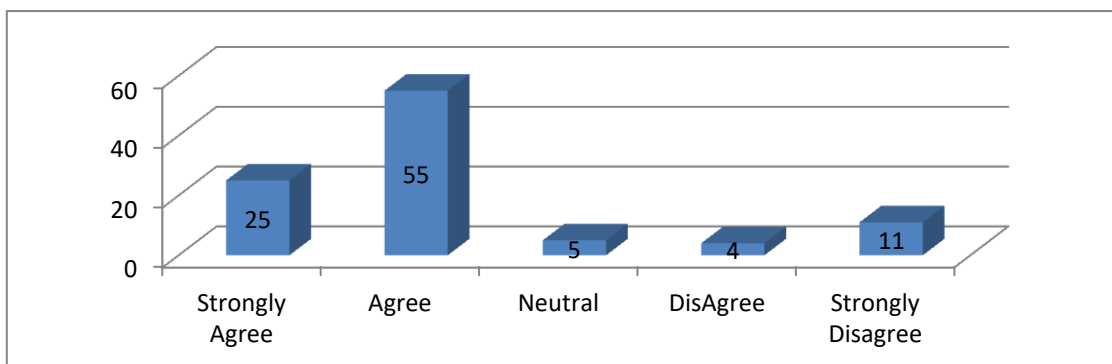


INTERPRETATION

Majorities (55%) of the respondents agree the interviewer probed and clarified answers to the doubts he had and 25% of the respondents strongly agree that the interviewer probed and clarified answers to the doubts he had.

Table 4.1.18: Table indicating the interviewer probed and clarified answers to the doubts

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	28	25
Agree	61	55
Neutral	5	5
Disagree	4	4
Strongly Disagree	12	11
Total	110.00	100.00



INTERPRETATION

Majorities (55%) of the respondents agree the interviewer probed and clarified answers to the doubts he had and 25% of the respondents strongly agree that the interviewer probed and clarified answers to the doubts he had.

CHAPTER 5 STATISTICAL TOOLS

Chi Square:

Chi-square is the sum of the squared difference between observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (H_0):

There is no significant difference between the internal job posting provide career development opportunities in different teams within the organization and the Interviewer probed and clarified answers to the doubts

Alternate hypothesis (H_1):

There is a significant difference between the internal job posting provide career development opportunities in different teams within the organization and the Interviewer probed and clarified answers to the doubts

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Internal Job posting provide career development opportunities in different teams within the organization * The Interviewer probed and clarified answers to the doubts he had	110	100.0%	0	0.0%	110	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	214.765 _a	16	.000
Likelihood Ratio	166.038	16	.000
Linear-by-Linear Association	88.526	1	.000
N of Valid Cases	110		

a. 19 cells (76.0%) have expected count less than 5.
The minimum expected count is .25.

INTERPRETATION

Since the calculated value is greater than the tabulated value, we reject the null hypothesis and hence there is a significance difference between the management monitor and approve the write-offs of obsolete and inactive inventories and often do departments compare quantities received against receiving reports.

ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

There is no significance difference between the first-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal and the Interview environment was comfortable.

Alternate hypothesis (H1):

There is a significance difference between the first-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal and the Interview environment was comfortable.

Descriptives

First-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Agree	24	1.00	.000	.000	1.00	1.00	1	1
Agree	32	1.72	.457	.081	1.55	1.88	1	2
Partially Agree	20	2.00	.000	.000	2.00	2.00	2	2
Disagree	21	2.86	.655	.143	2.56	3.16	2	4
Strongly Disagree	13	4.54	.519	.144	4.22	4.85	4	5
Total	110	2.16	1.138	.108	1.95	2.38	1	5

ANOVA

First-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	122.784	4	30.696	176.404	.000
Within Groups	18.271	105	.174		
Total	141.055	109			

INTERPRETATION:

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is a significance difference between the first-

hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal and the Interview environment was comfortable

ANALYSIS USING KARL PEARSON'S CORRELATION

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables.

Null hypothesis (H0):

There is positive relationship between the interviewers gave enough time to answer for the questions and the Interviewer was empathetic and kind throughout the process

Alternate hypothesis (H1):

There is negative relationship between the interviewers gave enough time to answer for the questions and the Interviewer was empathetic and kind throughout the process.

Correlations

		The Interviewer gave enough time to answer for his questions	The Interviewer was empathetic and kind throughout the process
The Interviewer gave enough time to answer for his questions	Pearson Correlation	1	.698**
	Sig. (2-tailed)		.000
	N	110	110
The Interviewer was empathetic and kind throughout the process	Pearson Correlation	.698**	1
	Sig. (2-tailed)	.000	
	N	110	110

****.** Correlation is significant at the 0.01 level (2-tailed).

INTERPRETATION

Since r is positive, there is a positive relationship between the interviewers gave enough time to answer for the questions and the Interviewer was empathetic and kind throughout the process.

FINDINGS,SUGGESTIONS AND CONCLUSION

5.1.MAJORITY FINDINGS (copy the inference from each table)

Majority (49.2%) of the respondents of Male.

Majority (54.4%) of the respondents of were married. Majority (54.2%) of the respondents belong to the age group of 31-40 category.

Majority (34.4%) of the respondents belongs to UG educational qualification.

Majority (39.2%) of the respondents belongs to the Monthly Income of 21,000-30,000 category.

Majority (43.2%) of the respondents 2-4 years have you been working with this organization.

Majority (47.2%) the respondent's salary the preference of employees to move for a new job (new company)

Majority (59.5%) of the respondents satisfied toward current job.

Majority (59.2%) of the respondents disagree to plan the further career growth in this organization.

Majority (53.6%) the respondents of the disagree training program is always linked with your career development/growth.

Majority (56.8%) the respondents of disagree company pay more attention to incentives and perks offered.

Majority (48.8%) the respondents of disagree work-life balance is support by this organization.

Majority (47.2%) the respondents of disagree for the recognition deserve for performance

Majority (50.4%) the respondents were disagree for the implementation 3 R's for increase employee retention

5.2 SUGGESTIONS & RECOMMENDATIONS

Most of the respondents need modifications in the recruitment and selection process. The company has to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees. The company is using only the job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So the company is suggested to adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees. The company can increase their candidate pool through internal sources. Many of the candidates are not aware of the company policies before joining in the company. Training can be given to those candidates to know clearly about the company policies.

- The company can take more measures to improve the recruiting and selection process.
- Organization can make use of web to large extent to make recruitment simpler, faster, cheaper and effective.
- The recruitment and selection procedure should not to lengthy and time consuming
- The recruitment process can be modified based on different grade level due to this they can avoid unnecessary time taken for candidate waiting time for experienced person.

5.3 LIMITATIONS OF THE STUDY

- The information provided by majority of the respondents could also be biased or inaccurate. No independent verification of the data was possible.
- Time is one major constraint, which limits the effective data collection.
- Non-availability of data collection from all employees of ATM Recruitment Consultancy
- The sample size is only 110 so the sample may not be truly representative of the total population. Reliability and accuracy of the analysis depends on the respondents' openness and trueness towards each question in the questionnaire

5.4. CONCLUSION

It was a great experience to understand the process of Human Resource Acquisition and the systematic manner in which the Recruitment and Selection takes place. It also gave me an insight into the working of such a reputed company, where the need for skilled manpower is so high since a lot of demand for experienced persons in this hydraulics industry and it is really a challenging task for the company's HR department to spot the best fish from the pond.

Most of the employees were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new idea enters in the company.

Selection process is good but it should also be modified according to the requirements and should job profile so that main objective of selecting the candidate could be achieved. Further from this survey I hope the organization will be benefited and with the help of the suggestions given the organization can improve its functioning and the overall Recruitment and Selection process in the organization and its performance will increase.

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ANNEXURE – I QUESTIONNAIRE

A STUDY ON EMPLOYEE RECRUITMENT AND SELECTION PROCESS AT ATM RECRUITMENT CONSULTANCY

1. Name :

2. Designation :

3. Age

- a) 18 -25 Yrs
- b) 26-35 Yrs
- c) 36 -45 Yrs
- d) Above 45 Yrs

4. Gender:

- a) Male
- b) Female

5. Educational Qualification:

- a) Diploma holder
- b) ITI
- c) Graduate
- d) Post graduate
- e) Other

6. Have you ever taken steps to try and make this part of your role less frustrating?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

7. How will getting this job help you advance towards these goals?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

8. Does the company uses location specific job portals for E-recruitment.

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

9. When making advertisement it gives the sufficient information about the vacancy.

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

10. when the old Employees are considered for any candidature that had less expected number of applicants?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

11. Which level positions do you mostly outsource? Executive, Management, support

- a) Strongly agree

- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

12. Recruitment through Job Consultancy is mostly preferred by the organization.

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

13. Are you clear on job profile during the Interview Process.

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

14. Does the Interviewer gave enough time to answer for the questions?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

15. Was there enough time provided before and after every discussion?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

16. Response time was swift for all clarifications with the Recruiter

- a) Strongly agree
- b) Agree

- c) neutral
- d) Disagree
- e) strongly disagree

17. The technical session was effective and constructive to expose my abilities to the panel

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

18. Do you have the tools needed to maximize your potential here?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

19. Was the Interview environment comfortable?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

20. Did the technical session was effective and constructive to expose my abilities to the panel?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

21. The screening process of candidates is very impressive?

- a) Strongly agree

- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

22. The recruitment process helps to maintain adequate manpower to fill up the vacancies?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

23. Do you agree that a good recruitment policy plays a key factor in the working of an organization?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

24. Do you agree that a good recruitment policy plays a key factor in the working of an organization?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree

25. The recruitment process helps to maintain adequate manpower to fill up the vacancies?

- a) Strongly agree
- b) Agree
- c) neutral
- d) Disagree
- e) strongly disagree.

ANNEXURE II - RESEARCH ARTICLE

A STUDY ON RECRUITMENT AND SELECTION PROCESS AT ATM RECRUITMENT CONSULTANCY

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ABSTRACT

The study is done to find out the effectiveness of recruitment and selection process carried out in the ATM Recruitment Consultancy. To suggest them the various advanced technologies and methods to recruit the suitable candidate for the job. The results of the study may help the recruitment team to improve their recruitment policies and process in order to improve the effectiveness and efficiency of the recruitment process. A study of this kind helps to put theoretical aspects into the project and aims to give information to ATM Recruitment Consultancy. Nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable ATM Recruitment Consultancy to implement the recommendations made at the end of the study. The scope of the study is limited only to the Human Resource Department aspects Of ATM Recruitment Consultancy. The study is confined only to this functional area, Specifically on Recruitment and Selection Process of the company.

KEYWORDS : Recruitment and Selection, Literature Review, Content Analysis, Strategic Staffing, Competitive Advantage.

INTRODUCTION

Recruitment is the way toward hunting down imminent representatives and animating them to apply for employments in the association. Determination might be characterized as the procedure by which the association looks over among the candidates, those individuals whom they feel would best meet the employment necessity, considering current natural condition. The venture title "A study on Recruitment and Selection Process" directed in ATM Recruitment Consultancy intends to discover the general assessment of the Recruitment and Selection handle gone to by the workers at ATM Recruitment Consultancy. The fundamental goal of this venture is to think about on the enrollment and determination procedure of ATM Recruitment Consultancy.

The optional destinations are to distinguish whether the Recruitment is done from inner or outer sources, to dissect the adequacy of enrollment and choice process, to recognize the components of Recruitment and choice process, to recognize better approaches for enhancing the present enrollment methodology, to distinguish the normal time spent for determination handle.

OBJECTIVES

- To assess the perception of the employers towards the various sources of recruitment
- To identify the effectiveness of interview process and interviewer
- To analyse the effectiveness of final and HR discussion process
- To study the view of employees about the quality of medical test undertaken

REVIEW OF LITERATURE

Michael D. white and Glipsy Escobar (2018) states that recruitment and selection have become critically important issues for police department around the world. This paper high lights seven issues, two in recruitment and selection and five training, that we believe are critical for finding, hiring and training effective police officers in the future. **Sonal sisodia and Nimit Chowdhary (2020)** It can be inferred that illustration in recruitment advertisement of service organisation of service organisation creates tangible representation and challenge the application to presume the intended significance of the illustrative appeal. **Mir Mohammed Nurul Absar (2020)** 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 firm of Bangladesh with respect to recruitment and selection practices, sources of recruitment and selection devices. **Ongori Henry and Temtime Z (2019)** has to investigate the recruitment and selection practices of SMEs and suggest appropriate strategies on how to improve human resource management practices to enhance organisational performance. Recruitment and selection practices are the key factors to the entry point of human resource to any organisation which also tends determine the success and sustainability of SMEs. **French ray and Rumbles sally (2016)** 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.

RESEARCH DESIGN:

Descriptive Research Design Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

SOURCES OF DATA

In this research, internal and external source of data are used. Collected raw materials through facts and figure of researcher's works. Collecting data from company records and document, these are all internal data and other data are external. In data collection, there are 2 types 22

- **Primary Data** It is a source of collecting data by first-hand information through observation, direct communication or personal interviews of respondent's customers. In this, questionnaire is used for conducting personal interviews and for collecting the data.

- **Secondary Data** It is collected from standard books, internal sources, magazines and newspapers and also collecting data from external and internal sources from the company annual reports, company additional profile and company internal website

STATISTICAL ANALYSIS

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	214.765 ^a	16	.000
Likelihood Ratio	166.038	16	.000
Linear-by-Linear Association	88.526	1	.000
N of Valid Cases	110		

- b. 19 cells (76.0%) have expected count less than 5. The minimum expected count is .25.

INTERPRETATION

Since the calculated value is greater than the tabulated value, we reject the null hypothesis and hence there is a significance difference between the management monitor and approve the write-offs of obsolete and inactive inventories and often do departments compare quantities received against receiving reports.

ANOVA

First-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	122.784	4	30.696	176.404	.000
Within Groups	18.271	105	.174		
Total	141.055	109			

INTERPRETATION

The calculated value of F is greater than the tabulated value. Hence, we reject the null hypothesis and conclude that there is a significance difference between the first-hand information on the Job vacancy was seen from ATM Recruitment Consultancy Job Portal and the Interview environment was comfortable

FINDINGS

- Majority (49.2%) of the respondents of Male.
- Majority (54.4%) of the respondents of were married. Majority (54.2%) of the respondents belong to the age group of 31-40 category.
- Majority (34.4%) of the respondents belongs to UG educational qualification.
- Majority (39.2%) of the respondents belongs to the Monthly Income of 21,000-30,000 category.
- Majority (43.2%) of the respondents 2-4 years have you been working with this organization.
- Majority (47.2%) the respondent's salary the preference of employees to move for a new job (new company)
- Majority (59.5%) of the respondents satisfied toward current job.
- Majority (59.2%) of the respondents disagree to plan the further career growth inthis organization. Majority (53.6%) the respondents of the disagree training program is always linked with your career development/growth.
- Majority (56.8%) the respondents of disagree company pay more attention to incentives and perks offered.
- Majority (48.8%) the respondents of disagree work-life balance is support by this organization.
- Majority (47.2%) the respondents of disagree for the recognition deserve for performance
- Majority (50.4%) the respondents were disagree for the implementation 3 R's for increase employee retention

SUGGESTIONS AND RECOMMENDATIONS

Most of the respondents need modifications in the recruitment and selection process. The company has to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees. The company is using only the job portals, consultancy, casual applicants and campus interview sources for recruiting the employees. So the company is suggested to adopt some more sources like getting information from the employment exchange, magazines and newspapers for recruiting the employees. The company can increase their candidate pool through internal sources. Many of the candidates are not aware of the company policies before joining in the company. Training can be given to those candidates to know clearly about the company policies.

LIMITATIONS OF THE STUDY

- The information provided by majority of the respondents could also be biased or inaccurate. No independent verification of the data was possible.
- Time is one major constraint, which limits the effective data collection.
- Non-availability of data collection from all employees of ATM Recruitment Consultancy
- The sample size is only 110 so the sample may not be truly representative of the total population. Reliability and accuracy of the analysis depends on the respondents' openness and trueness towards each question in the questionnaire

CONCLUSION

It was a great experience to understand the process of Human Resource Acquisition and the systematic manner in which the Recruitment and Selection takes place. It also gave me an insight into the working of such a reputed company, where the need for skilled manpower is so high since a lot of demand for experienced persons in this hydraulics industry and it is really a challenging task for the company's HR department to spot the best fish from the pond. Most of the employees were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new idea enters in the company.

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