

A STUDY ON RECRUITMENT PROCESS TOWARDS SIGNWARE TECHNOLOGIES

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

JOEL VIVILIYA PRIYAN J

Register No.41410147



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
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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 **JOEL VIVILIYA PRIYAN J 41410147** who carried out the project entitled "**A Study on RECRUITMENT PROCESS TOWARDS SIGNWARE TECHNOLOGIES**" under my supervision from August 2022 to November 2022.

Dr. M. Raja MBA., M.Phil., Ph.D.,

Internal guide

Alfana. F (HR)

External Guide

Dean – School of Management Studies

SCHOOL OF MANAGEMENT
SATHYABAMA
INSTITUTE OF SCIENCE AND TECHNOLOGY
(Deemed to be University)
Jeppiaar Nagar, Rajiv Gandhi Sala:
Chennai-600 119

Submitted for Viva voce Examination held on 06/05/2023

Internal Examiner

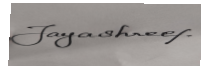
External Examiner

DECLARATION

I **JOEL VIVILIYA PRIYAN J (41410147)** hereby declare that the Project Report entitled “**A Study On RECRUITMENT PROCESS TOWARDS SIGNWARE TECHNOLOGIES**” done by me under the guidance of **Dr.M.RAJA** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:06/05/2023

PLACE: Chennai

A rectangular box containing a handwritten signature in cursive script, which appears to read "Jayashree".

JOEL VIVILIYA PRIYAN J
(MBA – 41410147)

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, MBA., Ph.D., Dean - School of Management Studies** and **Dr. A. Palani, M.Com., M.B.A., Ph.D., Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **Dr. M. RAJA** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

JOEL VIVILIYA PRIYAN J

(MBA – 41410147)

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ABSTRACT

The study is done to find out the effectiveness of recruitment process carried out in the Signware Technologies. 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 Signware Technologies. Nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable Signware Technologies 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 Signware Technologies. The study is confined only to this functional area, Specifically on Recruitment Process of the company.

The main objective of project is to study the recruitment process in Signware Technologies. 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.

Convenience sampling method has been used in the research work. Multiple choice questions have been chosen to collect the responses from 110 employees. The data collected has been analyzed through various statistical tools like Karl Pearson's Correlation, Chi- square test and One-way Anova test. Numerous new findings has been derived from this research has helped to provide few suggestions to improve the overall recruitment & selection channel of Signware Technologies.

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CHAPTER 1: INTRODUCTION

1.1 INTRODUCTION

Recruitment is the set of activities takes place in an organization to attract job candidates possessing the appropriate characteristics to help the organization reach its objectives. Recruitment refers to the process of finding suitable candidates for a job or function, usually undertaken by recruiters. It also may be undertaken by an employment agency or a member of staff at the business or organization looking for recruits. Advertising is commonly part of the recruiting process, and can occur through several means: through online, newspapers, using newspaper dedicated to job advertisement, through professional publication, using advertisements placed in windows, through a job center, through campus graduate recruitment programs, etc.

Suitability for a job is typically assessed by looking for skills, e.g. communication skills, typing skills, computer skills. Example for skills required for a job may be provided in the form of qualifications (educational or professional), experience in a job requiring the relevant skills or the testimony of references. Employment agencies may also give computerized tests to assess an individual's "off-hand" knowledge of software packages or typing skills. At a more basic level written tests may be given to assess numeric and literacy. A candidate may also be assessed on the basis of an interview. Sometimes candidates will be requested to provide a résumé (also known as a CV) or to complete an application form to provide this evidence.

Recruitment has been regarded as the most important function of personnel administration, because unless the right type of people are hired the organization cannot achieve its objectives. This is the second step in the process of procurement of the employee the first being the manpower planning. Recruiting makes it possible to acquire the number and types of people necessary to ensure the contained operation of the organization. This is a linking activity bringing together those with jobs and those seeking jobs.

❖ **Definition Recruitment:**

“**Recruitment** is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization.”

- **Edwin B Flippo**

“Recruitment is a process of discovering the sources of manpower to meet the requirements of the staffing schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force.”

- **Yoder**

❖ **Importance and Purpose of Recruitment:**

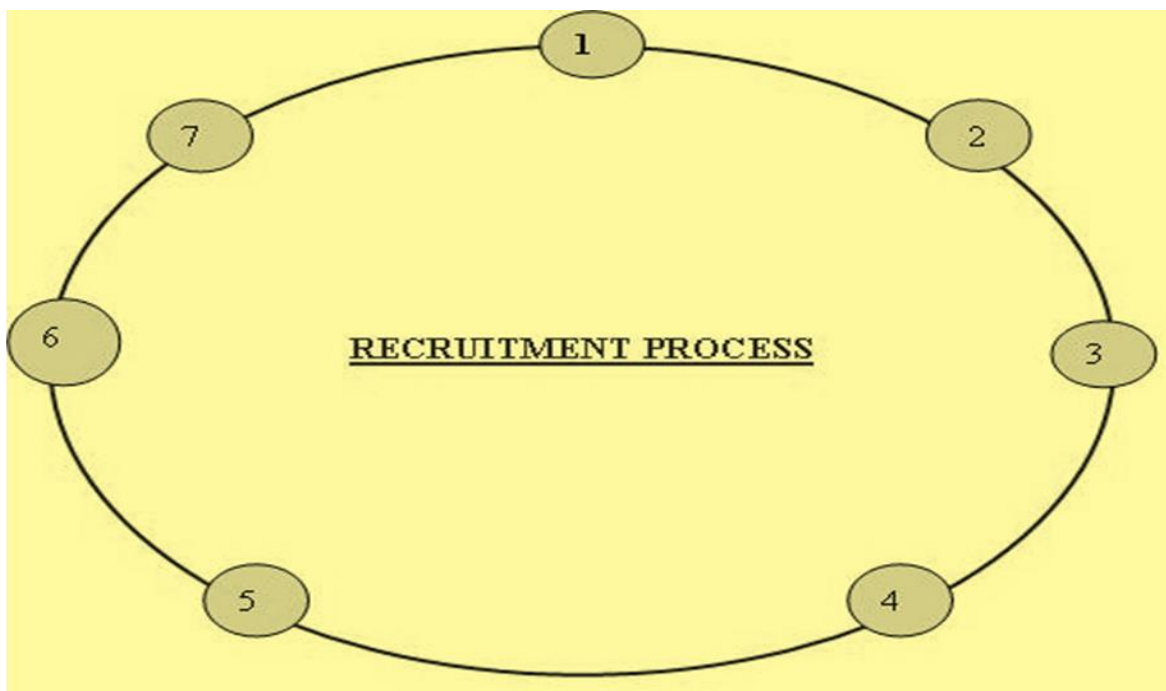
- Determine the present and future requirements of the organization in conjunction with the personnel planning and job analysis.
- Increase the pool of job candidates with minimum cost.
- To increase the success rate of the selection channel by reducing the number of under qualified or overqualified job applicants.
- Start identifying and preparing potential job applicants who can be appropriate candidates.
- Increase organizational and individual effectiveness in a short and long term.
- Evaluate the effectiveness of various recruiting techniques and sources for all types of job applicants.

❖ **Features of Recruitment:**

- Recruitment is a process of a series of activities rather than a single act or event.
- Recruitment is a linking activity as it brings together those with jobs (employer) and those seeking jobs.
- Recruitment is a positive function as it seeks to develop a pool of eligible persons from which most suitable ones can be selected.

- The basic purpose of recruitment is to locate the sources of people required to meet job requirements and attracting such people to offer themselves for employment in the organization.
- Recruitment is an important function as it makes it possible to acquire the number and type of persons necessary for the continuous functioning of organization.

❖ **RECRUITMENT PROCESS:**



1. Identify vacancy
2. Prepare job description and Job specification
3. Advertising the vacancy
4. Managing the response
5. Short-listing
6. Arrange interviews
7. Conducting interview and decision making

❖ **Identifying the vacancy:**

The recruitment process begins with the human resource department receiving requisitions for recruitment from any department of the company.

This contains:

- Positions to be filled
- Posts to be filled
- Duties to be performed
- Qualifications required

❖ **Prepare job description and Job specification:**

The primary function of recruitment is to design & develop job description.

This is a very tricky job and requires complete understanding of the vacant position or job.

Before start working on creating a job description, be sure to have detailed discussion with the manager / supervisor who has created the job/position.

- ❖ **Job Specification** – Outline of the skills and qualities required of the post holder.

❖ **Advertising the vacancy:**

The company will give the advertisement for the vacancies posts.

Advertisements can be given through

- News papers
- Television etc...

❖ **Managing the response:**

The response from the candidates should be considered. As a recruiter one has to manage that from the candidates.

It will be like

- Telling about the job description
- Clarify the doubts about the venue and all the details of the company.

❖ **Short-listing:**

The candidates will be short listed as per the skills and requirement of the company. It can be like the short listing the profiles.

❖ **Arrange interviews:**

Interviews should be arranged at a right time at a right place. It has to be comfortable to both interviewer as well as the interviewee, then only the interview will be effective.

❖ **Conducting interview and decision making:**

This is another crucial & critical aspect/function of recruitment. Asking the right questions and making apt judgements based on candidates' responses can only be learned slowly & gradually. Don't expect to be an expert right on the first interview of your career.

- Give a brief about the position / job and reporting structure.
- Explain the structure of interview.
- For sure, follow a checklist.
- Follow a pattern of questions both technical & behavioural.
- Make notes & try to gather as much as information possible with respect to the details given in the resume.

❖ **SELECTION:**

The selection procedure is concerned with securing relevant information about the applicant. This information is secured in number of steps. The objective of selection channel is to determine whether an applicant meets the qualifications for a specific job and to choose the applicant who is most likely to perform well in that job.

The hiring procedure is not a single act but it is essentially a series of methods by which additional information is secured about the applicant. At each stage facts, which came to light, make the acceptance or rejections of the candidate clear. Some selection channels are quite easy and some with many hurdles this increases with the level and responsibility of the positions to be filled.

❖ **Essentials of Selection Procedure:**

The selection channel can be successful if the following requirements are satisfied:

1. Someone should have the authority to select. This authority comes from the employment requisition as developed by an analysis of the work-load and work force.
2. There must be some standard of personnel with which a prospective employee may be compared i.e., a comprehensive job description and job specification should be available beforehand.
3. There must be sufficient number of applicants from whom the required number of employees may be selected.

❖ **Defining Selection:**

Selection is the process of picking individuals (out of the pool of job applicants) with requisite qualifications and competence to fill in the organization.

“Selection is the process by which candidate for employments are divided into classes-those who will be offered employment and those who will not.”

- Yoder

“Selection is a process of choosing from among the candidates from within the organizations or from outside, the most suitable person for the current position or for the future position.”

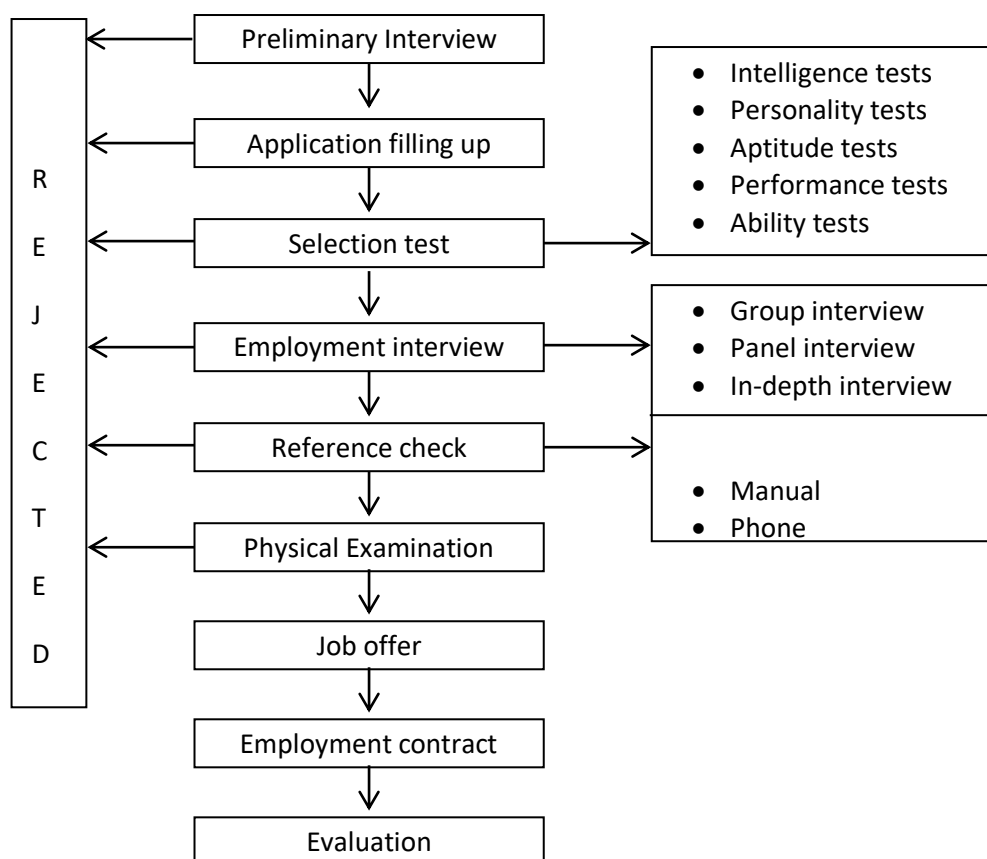
- **Koontz**

“Selection channel is a managerial decision making process as to predict which job applicant will be successful if hired.”

- **David and Robin**

❖ **Selection channel:**

Selection is a long process, commencing from preliminary interview of the applicants and ending with the contact of employment.



1) Preliminary Interview:

Here the initial screening is done so that the applications received from job-seekers would be subject to scrutiny so as to eliminate unqualified applicants. This is usually followed by a preliminary interview the purpose of which is more or less the same as scrutiny of applications, that is, elimination of unqualified applications. Scrutiny enables the HR specialists to eliminate unqualified jobseekers based on the information supplied in their applications forms.

2) Application filling up:

Candidates who pass the preliminary screening are usually required to complete a formal application from specially designed to obtain the required information about the candidate. Generally, an application form contains the following information:

- a. Identifying information – name, address and telephone number, etc.
- b. Personal information – age, sex, place of birth, marital status, dependents.
- c. Education – academic, technical and professional.
- d. Family background.
- e. Experience – jobs held employers, duties performed, salary drawn.

3) Selection tests:

Job seekers who pass the screening and the preliminary interview are called for tests. A selection test measures certain psychological factors such as ability to reason, capacity for learning, and specific aptitudes and physical abilities. Different types of tests may be administered, depending on the job and the company. Some of the selection tests are:

- Intelligence tests
- Personality tests
- Performance tests
- Aptitude tests
- Ability tests

4) Employment Interview:

As interview is a conversation between two persons. In selection it involves a personal, observational and face to face appraisal of candidates for employment. Interview is an essential element of selection and no selection procedure is complete without one or more personal interviews. The information collected through application and test can be cross-checked in the interview.

5) Reference checks:

Applicants are required to furnish names of persons who can be contacted by the recruiting firm if it wishes to know about the character and suitability of the applicant. References assure the recruiting firm that the information given by the applicant is reliable. Reference checks can be obtained by mail, by telephone, and in person. Such checks are conducted to verify information on application blanks and sometimes, to collect additional data that will facilitate the selection decision.

6) Physical examination:

Physical examination reveals whether or not a candidate possesses the required stamina, strength and tolerance of hard working conditions. The basic purpose of a physical examination is to place selected candidates on job which they can handle without injury or damage to their health.

7) Job offer:

The next step in the selection channel is job offer to the applicants who have crossed all the previous hurdles. Job offer is made through a letter of appointment. Such a letter generally contains a date by which the appointee must report on duty.

8) Contracts of employment:

After the job offer has been made the candidates accept the offer, certain documents need to be executed by employer and the candidate. One such document is the attestation form. This form contains certain vital details about the candidate which are authenticated and attested by him / her. Attestation form will be a valid record for future reference.

9) Evaluation:

The broad test of the effectiveness of the selection channel is the quality of the personnel hired. An organization must have competent and committed personnel. The selection channel, if properly done, will ensure availability of such employees. So to evaluate the effectiveness of a selection programme periodic audit must be conducted.

1.2 INDUSTRY PROFILE

The IT & BPM sector has become one of the most significant growth catalysts for the Indian economy, contributing significantly to the country's GDP and public welfare. The IT industry accounted for 7.4% of India's GDP in FY22, and it is expected to contribute 10% to India's GDP by 2025.

As innovative digital applications permeate sector after sector, India is now prepared for the next phase of growth in its IT revolution. India is viewed by the rest of the world as having one of the largest Internet user bases and the cheapest Internet rates, with 76 crore citizens now having access to the internet.

The current emphasis is on the production of significant economic value and citizen empowerment, thanks to a solid foundation of digital infrastructure and enhanced digital access provided by the Digital India Programme. India is one of the countries with the quickest pace of digital adoption. This was accomplished through a mix of government action, commercial innovation and investment, and new digital applications that are already improving and permeating a variety of activities and different forms of work, thus having a positive impact on the daily lives of citizens.

India's rankings improved six places to the 40th position in the 2022 edition of the Global Innovation Index (GII).

MARKET SIZE

According to National Association of Software and Service Companies (Nasscom), the Indian IT industry's revenue touched US\$ 227 billion in FY22, a 15.5% YoY growth.

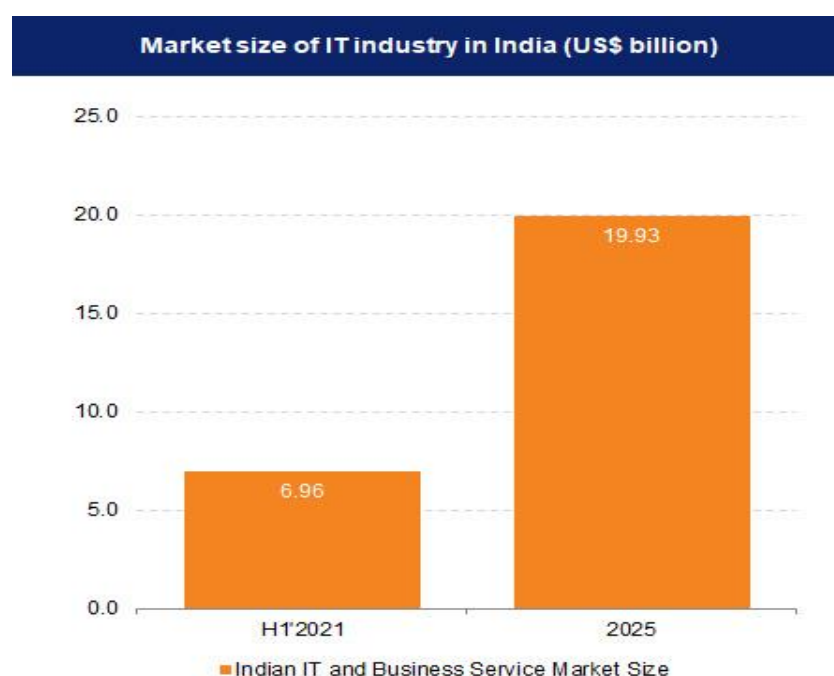
According to Gartner estimates, IT spending in India is expected to increase to US\$ 101.8 billion in 2022 from an estimated US\$ 81.89 billion in 2021.

Indian software product industry is expected to reach US\$ 100 billion by 2025. Indian companies are focusing on investing internationally to expand their global footprint and enhance their global delivery centres.

The data annotation market in India stood at US\$ 250 million in FY20, of which the US market contributed 60% to the overall value. The market is expected to reach US\$ 7 billion by 2030 due to accelerated domestic demand for AI.

Exports from the Indian IT industry stood at US\$ 149 billion in FY21. Export of IT services has been the major contributor, accounting for more than 51% of total IT export (including hardware). BPM and engineering and R&D (ER&D) and software products export accounted for 20.78% each to total IT exports during FY21. The ER&D market is expected to grow to US\$ 42 billion by 2022.

The IT industry added 4.45 lakh new employees in FY22, bringing the total employment in the sector to 50 lakh employees.



INVESTMENTS/ DEVELOPMENTS

Indian IT's core competencies and strengths have attracted significant investment from major countries and companies.

- In November 2022, ICICI Bank introduced two new products for its NRI clients - Loan against Deposits (LAD) and Dollar Bonds, at its branch in GIFT City.
- In November 2022, Amazon Web Services announced the launch of its second AWS infrastructure region in India - the AWS Asia Pacific (Hyderabad) Region. By 2030, it is anticipated that the region will support more than 48,000 full-time jobs annually thanks to investments totaling more than US\$ 4.4 billion in India.
- In November 2022, Google established a partnership with local gaming startup SuperGaming through its Google Cloud division. As part of the collaboration, game developers who use Google Cloud to create, host, and distribute their games will have access to SuperGaming's SuperPlatform game engine.
- HDFC Bank has partnered with Flywire to enable their customers to make fee payments digitally to overseas colleges and universities.
- In August 2022, Network People Services Technologies (NPST) announced that it was working on a banking super app. The high-end platform can be used by banks, fintech companies, and other BFSI players, and it will offer a seamless user experience with all banking, financial, and transactional services combined into a robust, smart app.
- In August 2022, PwC India announced that it was planning to hire 10,000 employees in the cloud and digital technologies space over the next five years.
- In October 2022, PE/VC investments in the technology sector stood at US\$ 157 million across 12 deals.
- The computer software and hardware sector in India attracted cumulative foreign direct investment (FDI) inflows worth US\$ 88.94 billion between April 2000-June 2022. The sector ranked second in FDI inflows as per the data released by Department for Promotion of Industry and Internal Trade (DPIIT). Computer software and hardware make up 14.70% of the cumulative FDI inflows.

- In July 2022, the Union Bank of India (UBI) launched a Metaverse Virtual Lounge and Open Banking Sandbox environment in partnership with Tech Mahindra.
- In June 2022, ZStack International, a worldwide market leader in cloud computing, IaaS and PaaS solutions, announced that they were entering into India and the SAARC Region.
- In June 2022, Redington India, an IT provider, entered into a multi-year strategic agreement with Amazon Web Services (AWS) to drive cloud technology adoption in India.
- American-Irish consumer credit reporting company Experian is planning a major expansion of its global innovation centre (GIC) in Hyderabad to about 4,000 employees over the next three to five years. According to sources, GIC will concentrate on employing emerging technologies in the BFSI (banking, financial services, and insurance) sector, including cloud computing, big data analytics, artificial intelligence, and machine learning.
- In 2021, PE investments in the IT sector stood at US\$ 23.4 billion.
- India's IT startup ecosystem has received record investments of nearly US\$ 36 billion in privately held companies in 2021, up from US\$ 11 billion in 2020.
- In March 2022, Licious, India's largest tech-first, fresh animal protein brand, raised US\$ 150 million in a Series F2 funding round.
- In March 2022, Byju's raised US\$ 800 million in funding as part of a pre-IPO round, which values the Bengaluru-based company at about US\$ 22 billion.
- In March 2022, debt marketplace CredAvenue raised US\$ 137 million in a funding round led by Insight Partners, B Capital Group and Dragoneer Investment Group, which propelled the startup's valuation to US\$ 1.3 billion.
- In February 2022, Hasura, a software company which helps developers with tools, raised US\$ 100 million in a fresh funding round led by Greenoaks Capital, which elevate the company into a unicorn.
- In January 2022, Google announced plans to invest US\$ 1 billion in India's Bharti Airtel Ltd. to push India's digital ecosystem.

- Amazon has partnered with Airtel to sell Amazon Web Services (AWS) to its customers and intends to inject US\$ 1.6 billion in their two upcoming data centres in Hyderabad.
- In November 2021, Wipro partnered with TEOCO to build solutions for communication service providers (CSPs) to improve network automation, efficiency, flexibility and reliability.
- In August 2021, Tata Consultancy Services was adjudged a leader in the NelsonHall NEAT for CX Services in Banking, Financial Services and Insurance (BFSI).

GOVERNMENT INITIATIVES

Some of the major initiatives taken by the government to promote the IT and ITeS sector in India are as follows:

- In September 2022, the new Telecommunications Bill 2022 was published for public consultation by the Ministry of Communications as a move toward creating a new telecom framework in India.
- In August 2022, the Indian Computer Emergency Response Team (CERT-In), in collaboration with the Cyber Security Agency of Singapore (CSA), successfully planned and carried out the "Synergy" Cyber Security Exercise for 13 countries to build network resilience against ransomware attacks.
- In June 2022, STPI Director General Mr. Arvind Kumar stated that exports through STPI units have increased from Rs. 17 crore (US\$ 2.14 million) in FY92 to Rs. 5.69 lakh crore (US\$ 71.65 billion) in FY22.
- In May 2022, it was announced that Indians can now avail their Digilocker services through Whatsapp to get easy access to their official documents.
- In April 2022, the Indian Computer Emergency Response Team (CERT-In) issued Directions to strengthen the cybersecurity in the country.
- In the Union Budget 2022-23, the allocation for IT and telecom sector stood at Rs. 88,567.57 crore (US\$ 11.58 billion).

- The government introduced the STP Scheme, which is a 100% export-oriented scheme for the development and export of computer software, including export of professional services using communication links or physical media.
- In November 2021, the government launched the Internet Exchange in Uttarakhand to enhance the quality of internet services in the state.
- The Karnataka government has signed three MoUs worth US\$ 13.4 million (Rs. 100.52 crore) to help the state's emerging technology sector.
- In September 2021, the Indian government announced a plan to build a cyber-lab for the 'Online Capacity Building Programme on Crime Investigation, Cyber Law and Digital Forensics' to strengthen cyber security capabilities.
- In September 2021, the Ministry of Electronics and Information Technology (MeitY) organised a workshop under the theme of 'Connecting all Indians' to promote public and private stakeholders' interest in the country and expand internet access to remote areas.
- In September 2021, the Indian government launched the Meghalaya Enterprise Architecture Project (MeghEA) to boost service delivery and governance in the state by leveraging digital technologies, to make Meghalaya a high-income state by 2030.
- In September 2021, the Indian government launched Phase II of Visvesvaraya PhD Scheme to encourage research in 42 emerging technologies in information technology (IT), electronics system design & manufacturing (ESDM) and information technology enabled services (ITES).
- In September 2021, the Indian government inaugurated five National Institute of Electronics & Information Technology (NIELIT) Centres in three North-Eastern states to boost availability of training centres and employment opportunities.
- On July 2, 2021, the Ministry of Heavy Industries and Public Enterprises launched six technology innovation platforms to develop technologies for globally competitive manufacturing in India. The six technology platforms have been developed by IIT Madras, Central Manufacturing Technology Institute (CMTI),

International Centre for Automotive Technology (iCAT), Automotive Research Association of India (ARAI), BHEL, and HMT, in association with IISc Bangalore.

- The Department of Telecom, Government of India and Ministry of Communications, Government of Japan, signed an MoU to enhance cooperation in areas of 5G technologies, telecom security and submarine optical fibre cable system.

ROAD AHEAD

India is the topmost offshoring destination for IT companies across the world. Having proven its capabilities in delivering both on-shore and off-shore services to global clients, emerging technologies now offer an entire new gamut of opportunities for top IT firms in India.

The Indian IT & business services industry is expected to grow to US\$ 19.93 billion by 2025. Spending on information technology in India is expected to reach US\$ 144 billion in 2023. By 2026, widespread cloud utilisation can provide employment opportunities to 14 million people and add US\$ 380 billion to India's GDP.

As per a survey by Amazon Web Services (2021), India is expected to have nine times more digitally skilled workers by 2025.

In November 2021, Mr. Piyush Goyal, Minister of Commerce and Industry, Consumer Affairs, Food and Public Distribution and Textiles, lauded the Indian IT sector for excelling its competitive strength with zero government interference. He further added that service exports from India has the potential to reach US\$ 1 trillion by 2030.

References: Media Reports, Press Information Bureau (PIB), Department for Promotion of Industry and Internal Trade (DPIIT), Department of Information and Technology, Union Budget 2022-23

1.3 COMPANY PROFILE

Signware Technologies is a software development company based in Chennai established in 2005. We take pride in introducing ourselves as one of the top Software and website development company in Chennai and most creative and ingenious among our peers, in this industry. We provide the latest technology and most innovative solutions, allowing us to give our customers the best service possible. We believe in working with the client, rather than for the client. This gives us an opportunity to understand the exact needs of the client. We provide the most effective and performance oriented company to our customers. In a very short span of time we have been able to make a name for ourselves in our field. We primarily develop a full life cycle software development and engineering services to independent software vendors, systems companies and companies offering enterprise, cloud, web, social networking, media and mobile applications. And also develop web-sites and web based applications, our area of expertise includes Web Design & Maintenance, Flash based Websites, Web application development, 2D-3D animation, Mobile Phone application development, Domain Name Registration, Search Engine Optimization (SEO). Our key technological expertise include, but is not limited to, Database Administration(DBA), Dot Net, PHP, C#, DHTML, CSS, Flash, Photoshop, JAVA & Android.

The company develops markets, sell and support software products, web-sites and offers turnkey solutions to customers. Signware provides offshore programming services, Application Development and Integration Services, Web Design and Development Services. Our development centre focuses on timely delivery of quality and meaningful secured Solutions, at an affordable price, that foster measurable results and satisfaction to our clients.

QUALITY POLICY

Our Quality Objectives:

- To achieve 'Timely' and Zero Error delivery.
- To achieve minimum 30% of business growth every year.
- To provide customer support immediately and within 24 hours.
- To Achieve 100% Customer Satisfaction.
- To deliver minimum 90% orders on time.

SERVICES

- Software Designing & Development
- Web Development
- Social Media Marketing
- Internet Marketing
- ERP/CRM Implementation
- Recruitment

SOFTWARE DESIGNING & DEVELOPMENT:

Our software development process consists of complete Software Development Life Cycle that includes Requirement Analysis, Architecture and Design. We have experienced Project Managers who have undertaken Software development using various methodologies.

Software Application Development Services from Signware are innovative and aimed at providing new trends in the field of software designing and development. This is done in accordance with the software development standards to produce compatible software solutions.

a. Enterprise Application

We design Enterprise applications to interface or integrate with other enterprise applications used within the organization, and to be deployed across a variety of networks (Internet, Intranet and corporate networks) while meeting strict requirements for security and administration management. We understand your business, so our products work in liaison with your existing technology thus making it easier than ever to do your business.

- Customer Relationship Management (CRM)
- Enterprise Resource Planning (ERP)
- HR Management
- Enterprise Application Integration (EAI)

b. Security Application

Your business depends upon the security of your data and software. Secure Application Security provides direct access to subject matter experts who proactively manage the organizations security architecture, allowing the organizations internal teams to focus on core business requirements. Signware has developed modules especially for security of data and network. Our experts can do an analysis of your existing system and can point out loopholes in your network and can develop solutions for 24X7 secure environment, such that you can always be worry-free and focus on the more crucial issues of core business.

WEB DEVELOPMENT:

Web designing means planning, creation & updating of a website. It also involves in information architecture, user interface, colors, images, fonts as well as icons designing. The different types of tasks are like: Designing, Creating an icons, Creating banner and some other types of things are also involved in making a web pages are called designing. It is most creative and the enthusiastic work for us. As, we know that any common people cannot design a website pages because it is the work of a high professional people or you can say web development company.

There are different types of companies around the world; they are not taking up responsibilities of web designing because these types of work can be done only with the high professionals, having experience of more than 2 years in development and website designing. While creating a website keep in mind what is the requirement of our client and what types of services they are going to provide to their customer. Different types of website are created with different types of logic, requirement and purposes. It is 100 per cent sure that any types of website are not similar to the other website designing or having article data or other types of data.

a. Web Application

We can program your ideas from simplest web applications to all-encompassing custom business solutions, our experts can solve your problems in the most simple and cost-effective manner. The IBusiness application is a customized ERP tool for various levels of management for corporate. Our expertise over multiple platforms,

programming tools has helped us establish ourselves as an all-round web application company.

b. Open Source Solutions

Cost-Effective, simple and fast! Alternative to commercial software, Open-Source solutions are cost-effective and a good developer can develop some very good application using them. Our talented team of developers knows open-source software to their core and can develop excellent products that are reliable, secure and work in most efficient manners.

Our open-source expertise include, but are not limited to: PHP, MySQL, JAVA, Objective C, among others.

SOCIAL MEDIA MARKETING

The Social Media universe expands exponentially and keeping track of its varied nuances requires an in-depth understanding of the logic that drives diverse social media platforms. Take, for instance, the inherent difference between the tonalities of LinkedIn and Facebook. They are two opposite ends of the spectrum and it would be totally disastrous to adopt the tone of one onto the other.

Signware structures result-oriented Social Media Optimization strategies for its clients, which are devised to deliver maximum ROI. We identify points of synergy across the social media platform which creates an engaging conversation between the potential end-user and the product, thereby making your business grow.

INTERNET MARKETING

a. Search Engine Optimization:

Four out of every five web-site visit starts with a search engine query. Unpaid or organic search results, can also improve the web traffic. Our experts understand how search engines work. We provide total makeover to your website, by optimizing it for maximum hits. The page rank of your website improves automatically and thus improves productivity of your website drastically.

b. Social Media Optimization:

Social media marketing improves the value and recognition of a brand by spreading it over social media website. Corporate messages can be easily shared and spread to hundreds of users via social media. We create Social Media marketing programs for almost every major Social Media website, Twitter, Facebook, LinkedIn, Youtube, Instagram, Blogger etc. We do detailed analysis of trends and, develop ways to improve brand recognition and value on these platforms. **Nothing is better than word of mouth advertisement.**

ERP/CRM IMPLEMENTATION

Successful implementation of any business system demands the adoption of a well-planned and methodological approach. Our professional consultants provide the services needed to manage and integrate your new business systems into the day-to-day operations of your company.

While every enterprise has knowledge of its resources and customer base, very few companies have consolidated a comprehensive enough database of information to achieve a complete view of its business processes. Optimization of this information - channeling, defining, analyzing and using it is the key to achieving organizational efficiency.

RECRUITMENT

Within our diversity of coverage, Signware looks to deliver a tailored and specialized approach to provide a service based upon expertise and market intelligence. Our teams of Consultants are market leaders within their market verticals.

First time in India, an organization has stepped up to provide the “Training in Recruitment skills” to college students. Researchers conducted across India have confirmed that majority (60%) of the jobs available in HR field are basically in recruitment. With the phenomenal growth of IT and Telecom sectors in the last decade, there is a big need for the employable MBA HR students in the recruitment arena.

During this training, students are empowered with the world class manpower staffing processes and the industry endorsed techniques. In addition, the secrets of core

recruitment practices are also shared to the young budding HR students. Students are given a practical chance to do the real time recruitment. State of the art classroom provides extra support to the practice sessions.

1.4 NEED FOR THE STUDY

The study is done to find out the effectiveness of recruitment and selection process carried out in the Signware Technologies. 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.

1.5 OBJECTIVES

PRIMARY OBJECTIVE

To study the recruitment & selection channel of Signware Technologies 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 channel of Signware Technologies

1.6 SCOPE OF THE STUDY

A study of this kind helps to put theoretical aspects into the project and aims to give information to Signware Technologies. Nature of the study methods used, findings of the investigation, conclusion and recommendations inferred from the findings also aims to enable Signware Technologies 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 Signware Technologies. The study is confined only to this functional area, Specifically on Recruitment and Selection Process of the company.

CHAPTER 2: REVIEW OF LITERATURE

REVIEW OF LITERATURE

1. The importance of recruitment and selection process for sustainability of total quality management

Management literature discusses that the behavioral traits of employees can play an important role in the success of total quality management (TQM). However, little empirical research exists in this regard. Using an international dataset, the present study investigates: the impact of quality management practices on plant competitiveness; and the moderating effect of an employee selection process on the relationship between quality management practices and plant competitiveness. Results show that quality management practices positively impact plant competitiveness.

2. A Study of the Recruitment and Selection process: SMC Global

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 SMC Global Securities Ltd. The research methodology applied is the exploratory.

3. Research on Employee Recruitment

We offer an organizing framework of the recruitment process. In introducing this framework, we draw upon theories from a variety of research domains and give considerable attention to process variables (e.g., applicant attention, message credibility, applicant self-insight) that mediate the relationships between recruitment activities (e.g., recruiter behavior) and recruitment outcomes (e.g., the number of applications generated). Having introduced an organizing framework, we selectively

review recruitment research, giving particular attention to the topics of recruitment sources, recruiters, and realistic job previews.

4. A Review of Smes Recruitment and Selection Dilemma: Finding a 'Fit'

This systematic review of theoretical approaches is to determine whether the recruitment and selection process in SMEs shows evidence of a strategic 'fit' and second, examining the extent of a structured, innovative and flexible recruitment and selection process. HR managers may be aware of Strategic Human Resource Management but their understanding of recruitment and selection process as a HR architecture linking the firm and HR strategy may be vague. Findings in literature shows that priority research tends to be non-HRM related functions. HRM practices are seen as less important. The review also shows evidence that recruitment and selection is an under researched area and no specific research papers provided insights on the concept of 'fit' in recruitment and selection. Although general literature presents various models of recruitment but the compatibility between the individual, job and environment – 'fit', as a strategic process in SMEs seems disconnected and unexplored.

5. Employees' Recruitment and Human Resources' Selection

These businesses adopt and develop contemporary processes for their employees' recruitment and selection, in order to ensure increased productivity and effectiveness in a liquefied economic environment. The development of appropriate schemes of selection and recruitment, in line to the ongoing and in-field investment of education, skills and training, are determining factors to the prosperity of manufacturing industry. The ultimate goals of knowledge management in a strategic, innovative, and operational level of decision making is the achievement of greater awareness of the interactive role of science, engineering, and technology towards businesses' success, as well as the development of flexible organizational

structures that encourage entrepreneurial creativity, structural flexibility, and managerial change.

6. Recruitment and selection practices

This study reports the findings of survey data on recruitment and pre-employment selection methods in use by human resources departments in major companies in the USA. In addition, data on use of online pre-employment tests, currently and in the near term future, were also collected. The analysis is based on responses from 151 firms. The findings indicate that the majority of companies rely on traditional recruitment and personnel selection techniques over the use of online assessment instruments. Personality testing is popular in about 20% of the firms and one-fifth of the respondents plan to implement online testing in the future. Furthermore, screening for honesty-integrity (28.5%) and violence potential (22%) was found to be somewhat popular. It would be helpful if future research could pinpoint the reservations that companies have about online pre-employment tests.

7. Recruitment and retention

This paper provides an overview of the measures in place to improve the R&R of health professionals across Europe and offers further insight into the evidence base for R&R; the interaction between policy and organisational levels in driving R&R outcomes; the facilitators and barriers throughout these process; and good practices in the R&R of health professionals across Europe. The study adopted a multi-method approach combining an extensive literature review and multiple-case study research. 64 publications were included in the review and 34 R&R interventions from 20 European countries were included in the multiple-case study.

8. The impact of recruitment and selection criteria on organizational performance

This study investigates the impact of recruitment and selection criteria on performance using Fidelity Bank Plc, Lagos Nigeria as focal point. The analyses of 130 valid responses obtained through a questionnaire that was administered to randomly selected respondents revealed that recruitment and selection criteria have

significant effect on organization's performance ($X^2 = 35.723$; $df = 3$; $p < 0.05$). The more objective the recruitment and selection criteria, the better the organization's performance.

9. An overview of recruitment, selection and retention

The hospitality industry is faced with the challenge of a major personnel shortage. A decrease in the availability of teenagers in the workforce, combined with increased employment by the service sector as a whole, suggests that hospitality managers need to explore new markets and methods for attracting and retaining employees. This paper provides a review of the current literature related to recruitment, selection and retention programs, and offers a model which is useful in taking a strategic approach when determining what strategies may be appropriate for reducing turnover in organizations.

10. Recruitment and selection process

A series of the changes are being wrought on a range of IHRM functions – recruitment, global staffing, management development and careers, and rewards – by the process of globalization highlighting the difference between globally standardized, optimized or localized HR processes. However, our theoretical understanding of the issues involved is still driven by concepts rooted in global staffing strategies based on the management of small cadres of international managers, such as expatriates. The fragmentation of international employee populations and the changing structure and role of international HR functions has raised three important questions.

11. The importance of recruitment and selection process for sustainability of total quality management

Management literature discusses that the behavioral traits of employees can play an important role in the success of total quality management (TQM). However, little empirical research exists in this regard. Using an international dataset, the present study investigates: the impact of quality management practices on plant competitiveness; and the moderating effect of an employee selection process on the relationship between quality management practices and plant competitiveness.

Results show that quality management practices positively impact plant competitiveness.

12. Recruitment and Selection

Through a national survey of graduate recruitment coordinators, this study identified current recruitment and selection practices in Australia. Respondents ($n=50$) were mostly from private industry with about a third from the government sector, the full range of industry sectors was represented. Respondents were asked about the management of recruitment activities, methods used to communicate recruiting information, and the perceived accuracy of recruitment information. Information was also sought about the extent that job analyses were used, type of selection practices used, how applicant information was verified, the training and selection of interviewers and the effectiveness of recruitment activities. Descriptive statistics were used to provide a summary of the findings.

13. Graduate recruitment and selection : a review of current assessment methods

Graduate recruitment and selection differs from other contexts in that graduate applicants generally lack job-related experience. Recent research has highlighted that employers are placing increasing value on graduates being work ready. Work readiness is believed to be indicative of graduate potential in terms of long term job performance and career advancement. A review of the literature has found that current graduate recruitment and selection practices lack the rigour and construct validity to effectively assess work readiness. In addition, the variety of interchangeable terms and definitions articulated by employers and academics on what constitutes work readiness suggests the need to further refine this construct.

14. Recruitment and selection practices in small businesses

Reports the results of empirical research into the graduate recruitment and selection practices adopted by SMEs, and the skills being sought by employers in that sector. Describes in detail the research methods, which included interviews with large organisations to determine, alongside existing research, the extent of characteristics of SME graduate recruitment which might be particular to that sector. Findings and

interpretations suggest that, in common with large organisations, SMEs value what are now termed transferable skills, although there are some differences of emphasis between the two sectors.

15. Recruitment and Selection Practices in Small and Medium Enterprises

Effective recruitment and selection practices are key factors to the entry point of human resources in any organization and they also tend to determine the success and sustainability of SMEs. This present study sought to identify the skills and competences required of graduates by SMEs, and the graduates selection and recruitment practices of SMEs. A questionnaire survey was chosen as the most appropriate design for this investigation, with purposive sampling being used to select respondents ranged from company top management. The data was analysed using SPSS. The results suggest that a majority of SMEs do recruit graduates but do not retain them beyond three years. Respondents identified information technology as the most important skill they require of graduates; followed by numerical skills, written communication skills, oral communication skills, confidence and self discipline.

CHAPTER 3: RESEARCH METHODOLOGY

3.1 RESEARCH METHODOLOGY

Claire seltizetal defines Research Design as “Research design is a catalogue of the phases and facts relating to the formulation of a research effort. It is the arrangement of collection and analysis of data in a manner that aims to combine relevant to the research purpose with economy in procedure”.

Three important about research design are

1. The design of investigation should stem from the problem
2. Whether the designs are productive in a given problem setting depends on how imaginatively they are applied. An understanding of the basic design is needed so that they can be modified to suit specific purpose
3. The three basic design are as follows
 - i. Exploratory Research design
 - ii. Descriptive Research design
 - iii. Casual Research design

The Research design used in the study is descriptive research design

3.2 RESEARCH DESIGN

Research design is the decision regarding what, where, when, how much, by what means concerning an inquiry or a research study constitute a research design. It can be defined as the arrangement of conditions for collection and analysis of data in a manner that aims to combine the relevance to the research purpose to the economy procedure. Research design is needed because it facilitate the smooth sailing of the various research operations, thereby making research as efficient as possible yielding maximal information with minimal expenditure of effort, time and money. In fact, research design has a great bearing on the reliability of the results arrived at end as such constitutes the firm foundation of the entire edifice of the research work.

3.3 DATA SOURCES

After identifying and defining the research problem and determining specific information required to solve the problem, the researcher`s task is to look the type

and sources of data which may yield the desired results. Data sources are of two types through which data is collected.

Data sources may be classified as

1. Primary data
2. Secondary data

PRIMARY DATA

Primary data is the original data collected by the researcher first hand. It is collected for the first time through field survey. These are those that are gathered specifically, for the problem at hand. The various sources for collecting primary data are questionnaire, observation, interview etc. The primary source used for the study is questionnaire.

SECONDARY DATA

Secondary data is the information which is already available in published or unpublished form. When the needed information is collected from the census of population available in a library means then it is a secondary data. It is also used for collecting historical data. The various sources of secondary data are books, periodicals, journals, directories, magazines, statistical data sources etc. The secondary source used for this study is company profile, scope, need, review of literature.

RESEARCH INSTRUMENTS

Research instrument are the instruments which is used for gathering or collecting information. The instruments used in the study are

1. Direct questions
2. Close end questions
3. Dichotomous questions
4. Multiple choice questions

DIRECT QUESTIONS

Direct questions are just what their names indicate. They explicitly ask for the desired data. However the directness of the question also relates to the way a

response is interpreted.

CLOSE END QUESTIONS

Such questions are also called fixed alternative questions they refer to those questions in which the respondent is given a limited number of alternative response frame which he/she is to select one that most closely matches his/her opinion or attitude.

DICHOTOMOUS QUESTIONS

A dichotomous question refers to one which offers the respondent a choice between only two alternatives and reduces the issue to its simple terms. The fixed alternatives are of the type, yes/no, agree/disagree, true/false etc.

MULTIPLE CHOICE QUESTIONS

A multiple choice question refers to one which provides several set alternatives for its answers. Thus, it is a middle ground between free answers and dichotomous question.

SAMPLING

Collecting data about each and every unit of the population is called census method. The approach, where only a few units of population under study are considered for analysis is called sampling method. There are two main categories under which various sampling method can be put.

The two categories are

1. Probability sampling
2. Non-probability sampling

The sampling method adopted for the study is convenience sampling under non-probability sampling.

NON-PROBABILITY SAMPLING

In non-probability sampling, the chance of any particular unit in the population being selected is unknown, since randomness is not involved in the selection process. But this does not mean that the findings obtained from non-probability sampling are of questionable value. If properly conducted their findings can be

accurate as those obtained from probability sampling. The three frequencies used non-probability designs are

1. Judgment sampling
2. Convenience sampling
3. Quota sampling

SAMPLE DESIGN

Sample design is the theoretical basis and the practice means by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

3.4 ANALYTICAL TOOLS

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. The Pearson product-moment correlation coefficient is a measure of the strength and direction of association that exists between two variables measured on at least an interval scale. It is denoted by the symbol r .

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

CHI- SQUARE TEST I – (χ^2)

A chi-squared test, also referred to as chi-square test or χ^2 test, is any statistical hypothesis test in which the sampling distribution of the test statistic is a chi-squared distribution when the null hypothesis is true, or any in which this is asymptotically true, meaning that the sampling distribution (if the null hypothesis is true) can be made to approximate a chi-squared distribution as closely as desired by making the sample size large enough.

The χ^2 test was first used by Karl Pearson in the year 1980. The quantity χ^2

describes the magnitude of the discrepancy between theory and observation.

It is calculated using:

$$\chi^2 = \sum [(O_i - E_i)^2 / E_i] \text{ with } (n - 1) \text{ degrees of}$$

freedom. Where, O_i refers to the observed frequency & E_i to the expected frequencies. χ^2 was used as a test of independence and goodness of fit.

ONE WAY ANOVA

The ANOVA tests the null hypothesis that samples in two or more groups are drawn from populations with the same mean values. To do this, two estimates are made of the population variance. The ANOVA produces an F-statistic, the ratio of the variance calculated among the means to the variance within the samples. If the group means are drawn from populations with the same mean values, the variance between the group means should be lower than the variance of the samples, following the central limit theorem. A higher ratio therefore implies that the samples were drawn from populations with different mean values.

PERCENTAGES

Percentages refer to a special kind of ratio. Percentages are used in making comparison between two or more series of data. Percentages are used to describe relationships, it is expressed as.

Percentage = (no of employees/total no of employees) 100

CHARTS:

Charts are graphic displays of data for easy understanding of relative positions that is not always possible with descriptive words or numbers. Types of charts commonly used in business data presentation are: Bar and pie.

BAR CHARTS:

The bar chart is commonly used for presentation of qualitative data. The data can be continuous or discrete data, which are plotted against discrete data intervals. The vertical bar diagram, also called bar chart where the length or height of bars

represent the numerical value of the event or measurement. Width or gap between the bars is of no significance to the bar chart data, but they are uniform in a diagram.

DATA COLLECTION:

There are two types of data:

Primary and Secondary

PRIMARY DATA are those which are collected afresh and for the first time and thus happen to be original in character.

SECONDARY DATA on the other hand, are those which have already been collected by someone else and which have already being passed through the statistical process. The methods of collecting primary and secondary data differ since; primary data are to be originally collected, while in the case of secondary data, the nature of data collection work is merely that of compilation.

FOR THIS STUDY:

In this study, primary data has been collected directly from the respondents using a questionnaire while the secondary data was collected from books, articles and the internet.

3.5 RESEARCH INSTRUMENT:

QUESTIONNAIRE:

A questionnaire is sent to the persons concerned with the request to answer the question and return the questionnaire. The questionnaire consists of a number of questions printed in a definite order on a form or set of forms. The questionnaire is mail to respondents who are expected to read and understand the questions and write down the reply in the space lent for the purpose in the questionnaire itself. The respondents have to answer the questions on their own

In this study, a questionnaire was used to collect data from the sample.

SAMPLING METHOD

Sampling is the process of selecting a sufficient number of elements from the population, so that a study of the sample and an understanding of its properties or characteristics would make it possible for us to generalize such properties or characteristics to the population element.

In this study stratified sampling technique is used.

STRATIFIED RANDOM SAMPLING:

Stratified random sampling involves a process of stratification or segregation, followed by random selection of subjects from each stratum. The population is first divided into mutually exclusive groups that are relevant, appropriate and meaningful in the context of the study.

The various stratum of this study is

- Recruitment
- Selection
- Training and Development
- Web designing and Web development

3.6 SAMPLE SIZE

It refers to the number of elements of the population to sample. The sample size chosen for the survey is 110.

The population size is =220

The sample size for the study = 110

3.7 HYPOTHESIS

A hypothesis is a tentative statements that suggests a possible explanation for an observed phenomenon or relationships between variables. It is proposed explanation that needs to be tested through empirical research to determine its validity. A hypothesis serves as a guide to research by outlining the expectations and predictions of the study.

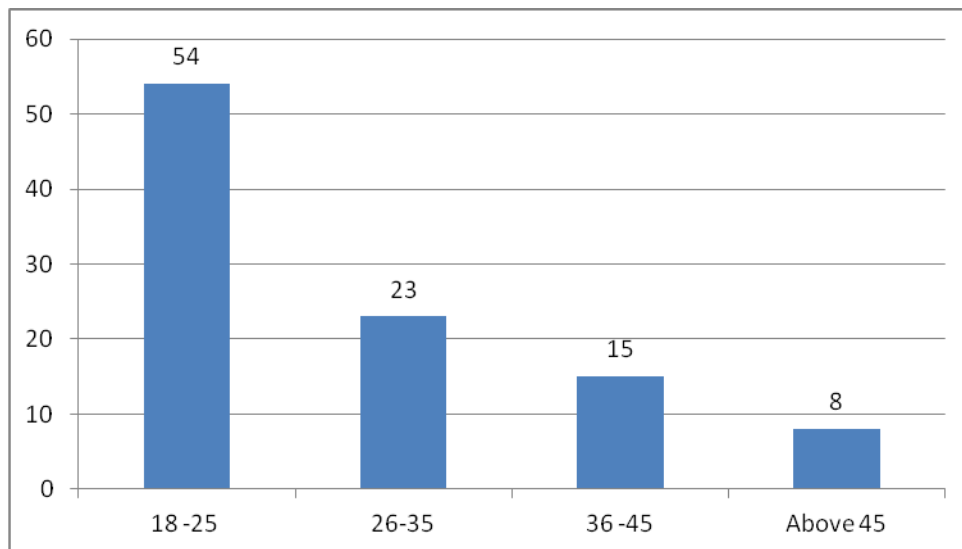
CHAPTER 4 : DATA ANALYSIS AND INTERPRETATION

4.1 PERCENTAGE ANALYSIS

Table-4.1.1 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

Chart-4.1.1



INFERENCE

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

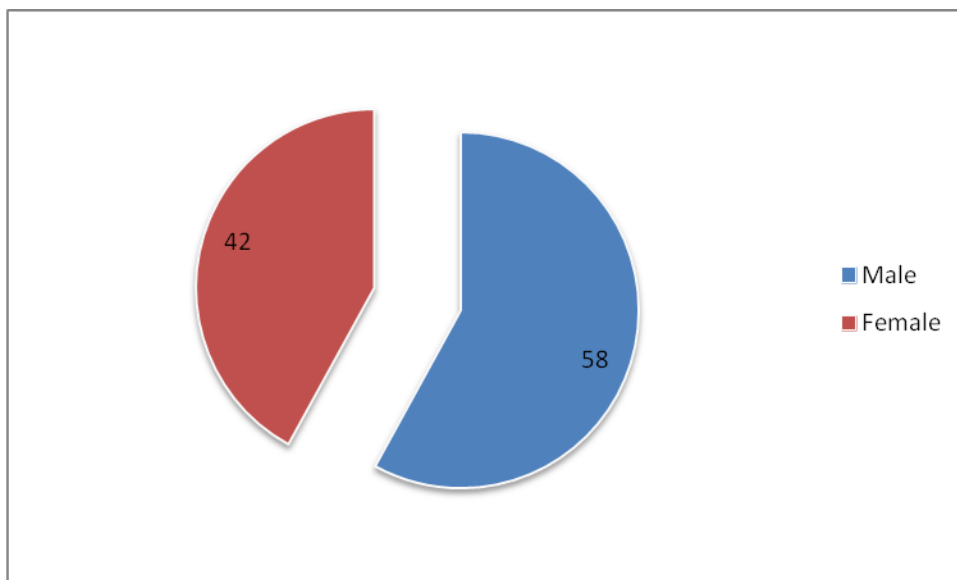
Most of the respondents are between 18 to 25 years old.

Table-4.1.2

GENDER-WISE CLASSIFICATION OF RESPONDENTS

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

Chart-4.1.2



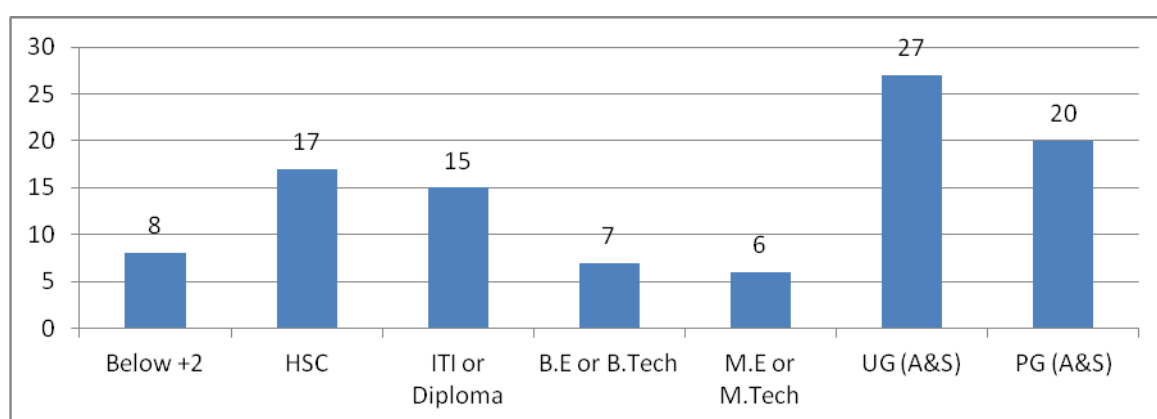
INFERENCE

From the above table it is found that 58% of the respondents are Male and 42% of the respondents at Signware Technologies are Female.

Most of the respondents in the company are Male.

Table-4.1.3**EDUCATIONAL QUALIFICATION OF RESPONDENTS**

Educational Qualification	No Of Respondents	Percentage of Respondents
Below +2	9	8
+2	19	17
ITI or Diploma	16	15
B.E or B.Tech	8	7
M.E or M.Tech	7	6
UG (A&S)	29	27
PG (A&S)	22	20
Total	110.00	100.00

Chart-4.1.3**INFERENCE**

Majority (27%) of the respondents have completed UG(A&S) and 20% of respondents have completed PG(A&S) .

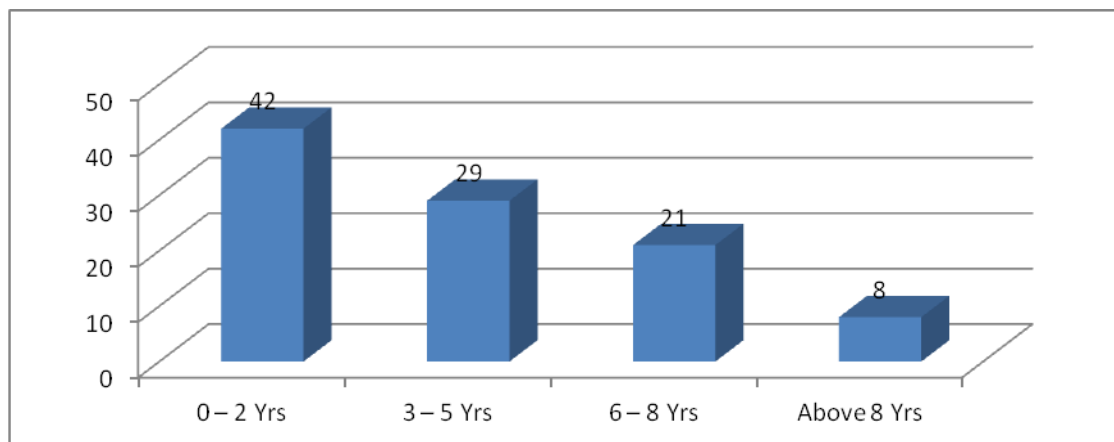
Most of the respondents have completed UG(A&S).

Table-4.1.4

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

Chart-4.1.4



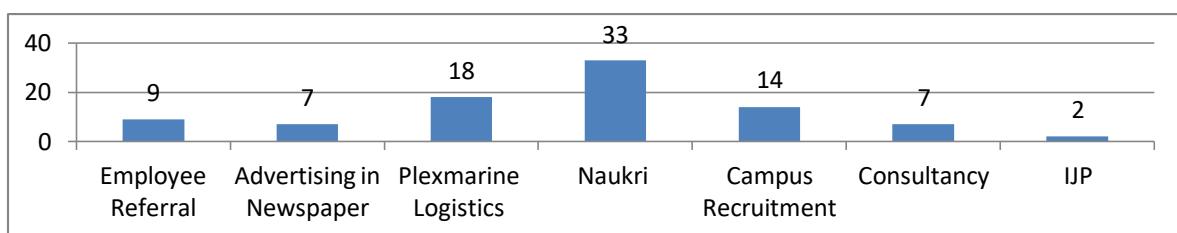
INFERENCE

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

Most of the respondents have less than 2 year experience.

Table-4.1.5**SOURCE OF PLACEMENT**

Placement Source	No Of Respondents	Percentage of Respondents
Employee Referral	10	9
Advertising in Newspaper	7	7
Signware Technologies Career Portal	20	18
Naukri	36	33
Campus Recruitment	15	14
Consultancy	8	7
IJP	3	2
LinkedIn	11	10
Total	110.00	100.00

Chart-4.1.5**INFERENCE**

Majority (36%) of the respondents got placement through Naukri and 20% of respondents got placement through Signware Technologies Career Portal.

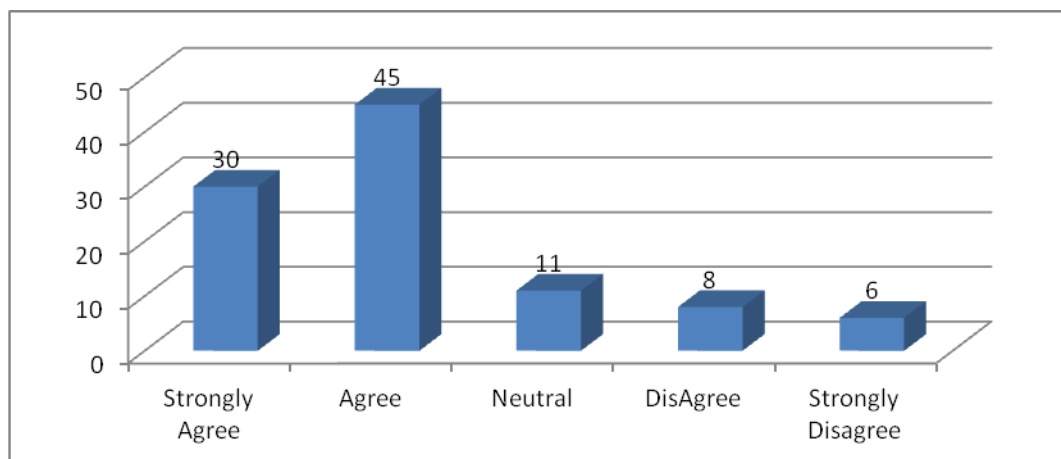
Most of the respondents got placement through Naukri.

Table-4.1.6

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

Chart-4.1.6



INFERENCE

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.

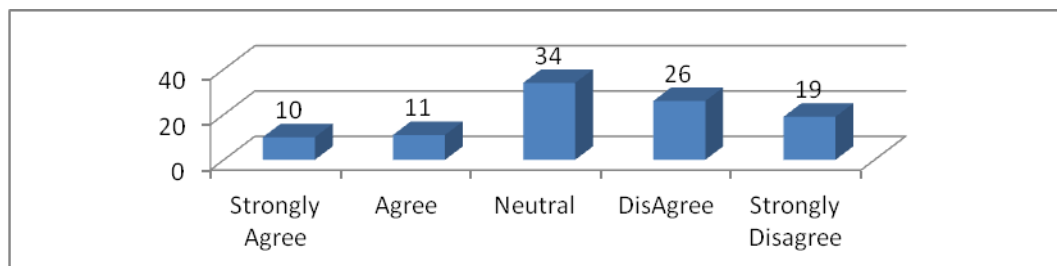
Most of the respondents agree that the direct interview is time consuming.

Table-4.1.7

EMPLOYEE REFERRAL PLAYS KEY ROLE IN RECRUITMENT AND RETENTION OF TOP TALENT

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

Chart-4.1.7



INFERENCE

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.

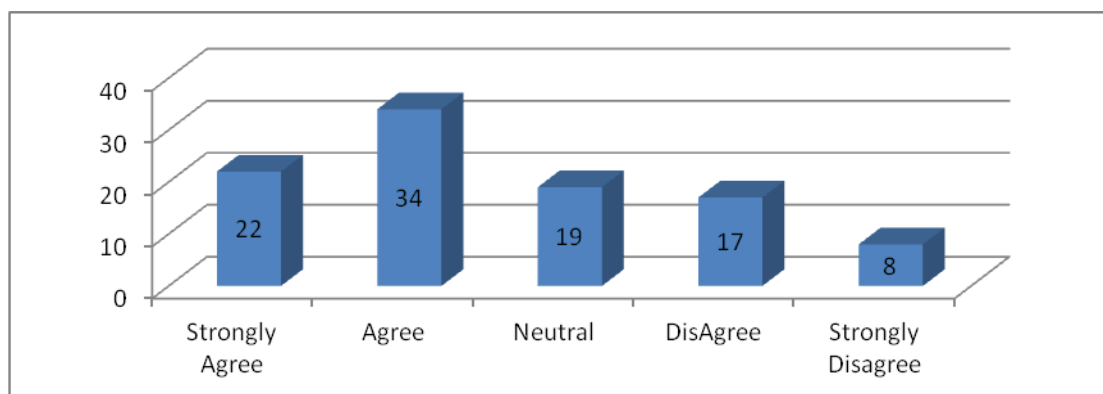
Most of the respondents partially agree with the statement that the employee referral plays key role in more successful recruitment and retention of top talent.

Table-4.1.8

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

Chart-4.1.8



INFERENCE

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.

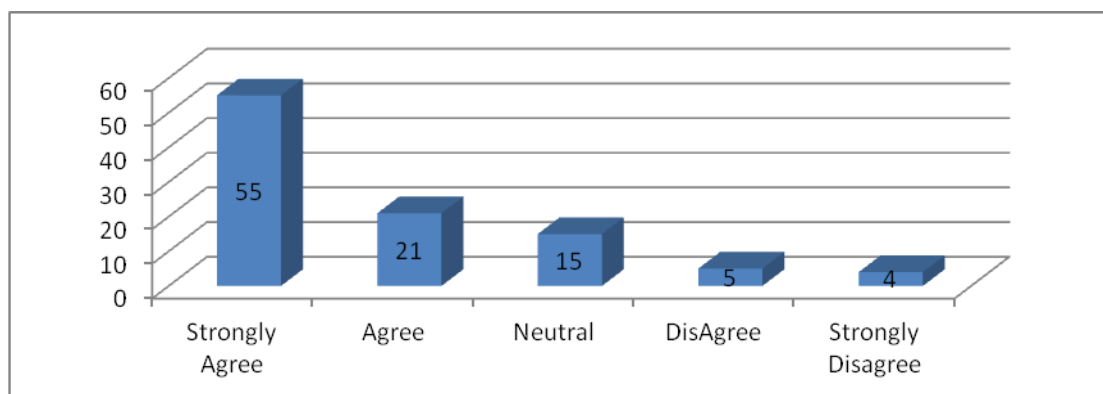
Most of the respondents agrees that the company uses location specific job portals for E-recruitment.

Table-4.1.9

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

Chart-4.1.9



INFERENCE

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.

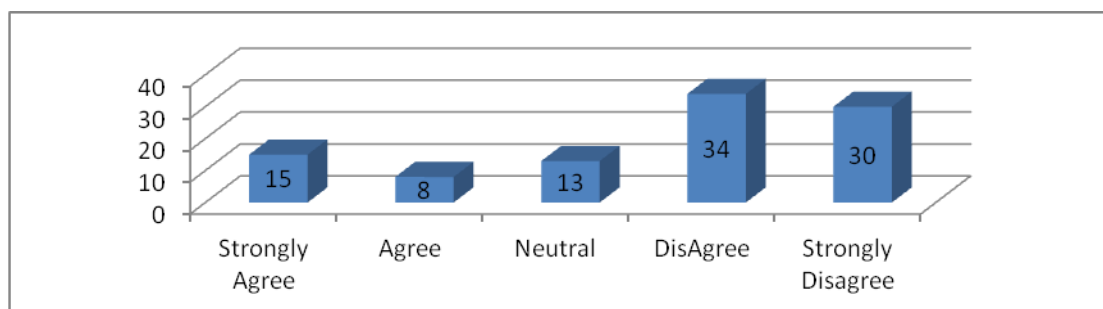
Most of the respondents strongly agrees that the advertisement gives sufficient information about the vacancy.

Table-4.1.10

EX-EMPLOYEES ARE CONSIDERED FOR LESS EXPECTED VACANCY

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	17	15
Agree	9	8
Neutral	14	13
Disagree	37	34
Strongly Disagree	33	30
Total	110.00	100.00

Chart-4.1.10



INFERENCE

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.

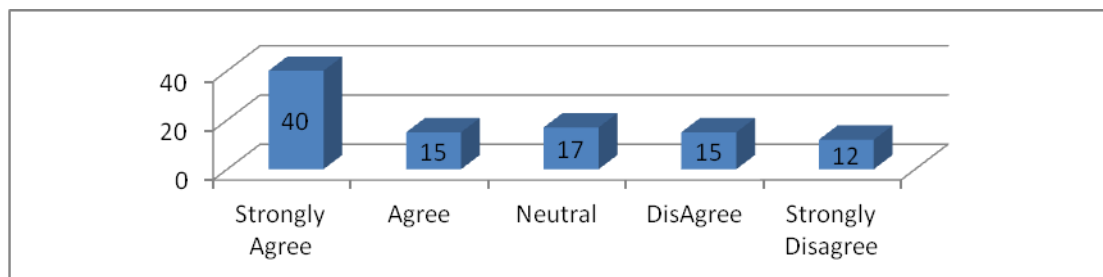
Most of the respondents disagree that the ex-employees are considered for any candidature when that had less expected number of applicants.

Table-4.1.11

FIRST-HAND INFORMATION ON THE JOB VACANCY SEEN FROM SIGNWARE TECHNOLOGIES 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

Chart-4.1.11



INFERENCE

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

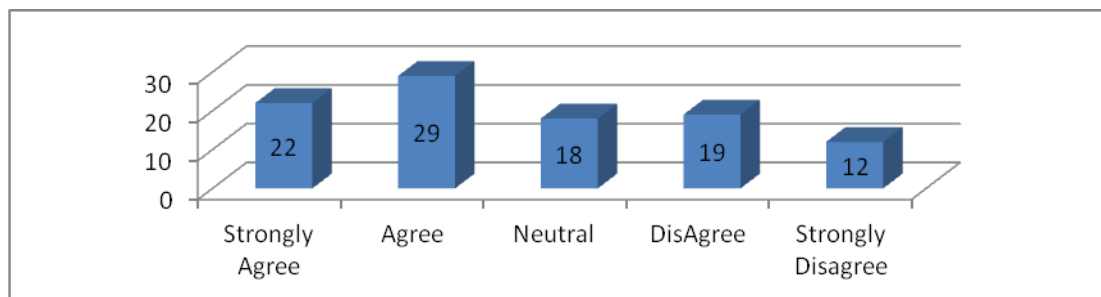
Most of the respondents strongly agree that the first-hand information on the Job vacancy was seen from Signware Technologies Job Portal.

Table-4.1.12

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

Chart-4.1.12



INFERENCE

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.

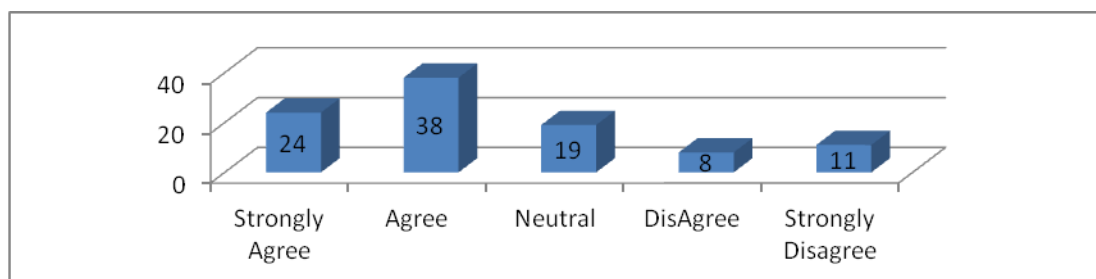
Most of the respondents agree that the recruitment through Job Consultancy is mostly preferred by the organization.

Table-4.1.13

RECRUITMENT OF FRESH GRADUATES IS DONE THROUGH CAMPUS INTERVIEW ON NATIONALLY 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

Chart-4.1.13



INFERENCE

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.

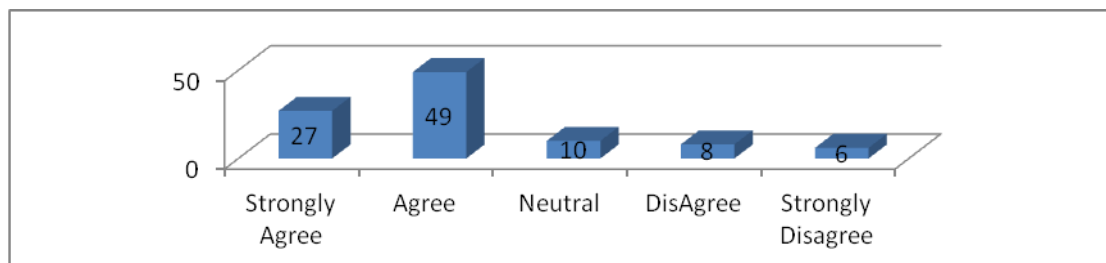
Most of the respondents agreeing that recruitment of fresh graduates is done through campus interview on nationally acclaimed Tier 1 and Tier 2 colleges.

Table-4.1.14

INTERNAL JOB POSTING PROVIDE CAREER DEVELOPMENT OPPORTUNITIES IN DIFFERENT TEAMS WITHIN THE ORGANIZATION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	29	27
Agree	54	49
Neutral	11	10
Disagree	9	8
Strongly Disagree	7	6
Total	110.00	100.00

Chart-4.1.14



INFERENCE

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.

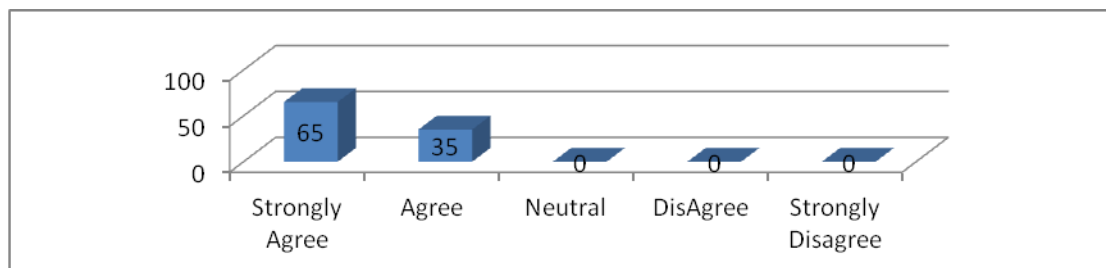
Most of the respondents agree that the Internal Job posting provide career development opportunities in different teams within the organization.

Table-4.1.15

**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

Chart-4.1.15



INFERENCE

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.

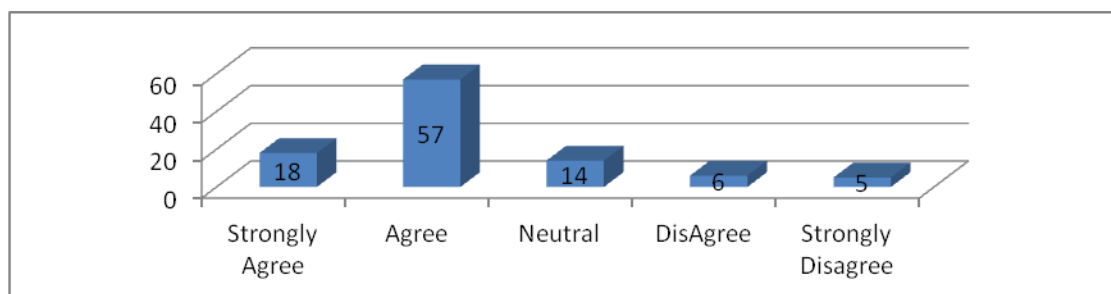
Most of the respondents strongly agree that they received all Information about the recruitment process during the Initial discussion.

Table-4.1.16

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

Chart-4.1.16



INFERENCE

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.

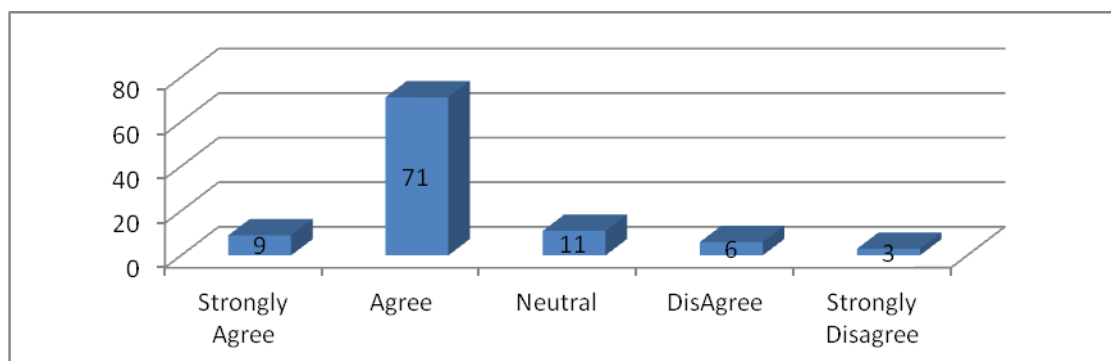
Most of the respondents agree that they are clear on their job profile during the interview process.

Table-4.1.17

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

Chart-4.1.17



INFERENCE

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.

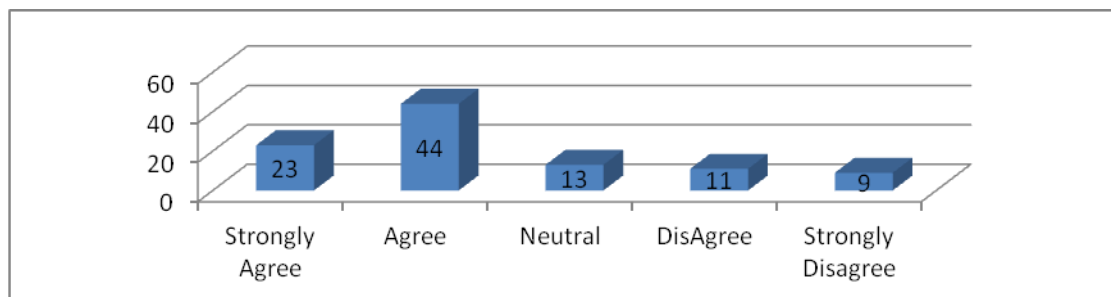
Most of the respondents agree that their interview environment was comfortable.

Table-4.1.18

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

Chart-4.1.18



INFERENCE

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.

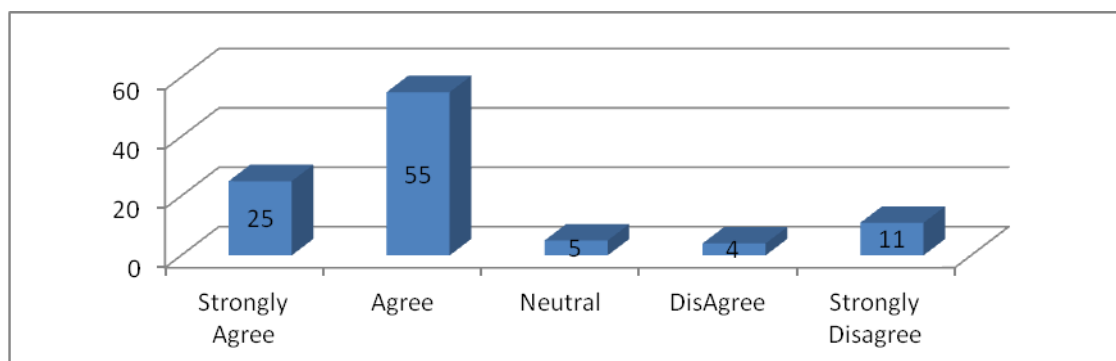
Most of the respondents agree that the interviewer was making notes, though actively listening during the discussion.

Table-4.1.19

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

Chart-4.1.19



INFERENCE

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.

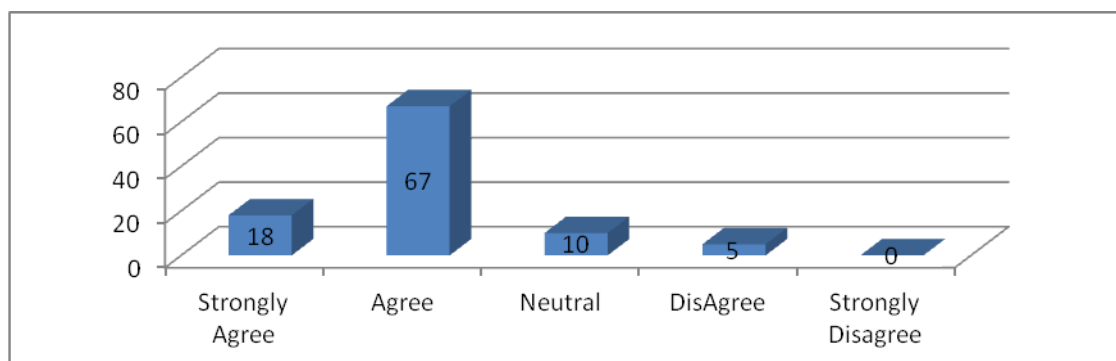
Most of the respondents agree that the interviewer probed and clarified answers to the doubts he had.

Table-4.1.20

THE INTERVIEWER GAVE ENOUGH TIME TO ANSWER QUESTIONS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	20	18
Agree	74	67
Neutral	11	10
Disagree	5	5
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.20



INFERENCE

Majorities (67%) of the respondents agree that the interviewer gave enough time to answer for his questions and 18% of the respondents strongly agree that the interviewer gave enough time to answer for his questions.

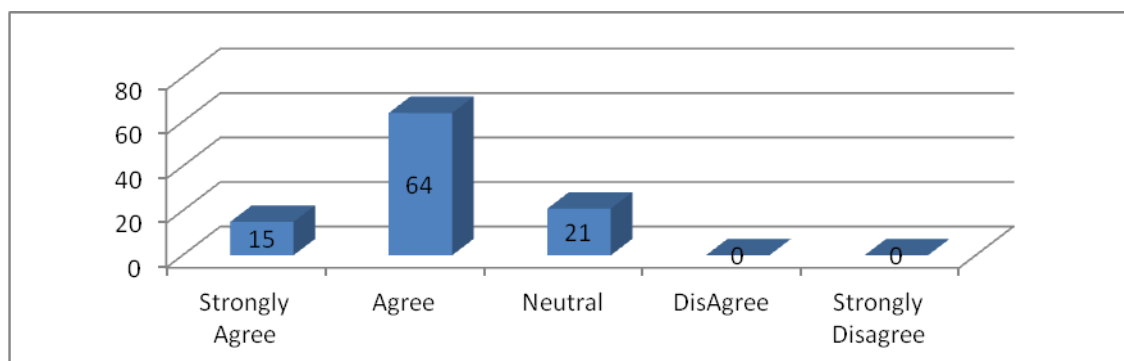
Most of the respondents agree that the interviewer gave enough time to answer for his questions.

Table-4.1.21

THE INTERVIEWER EMPATHETIC AND KIND THROUGHOUT THE PROCESS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	17	15
Agree	70	64
Neutral	23	21
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.21



INFERENCE

Majorities (64%) of the respondents agree that the interviewer was empathetic and kind throughout the process and 21% of the respondents partially agree that the interviewer was empathetic and kind throughout the process.

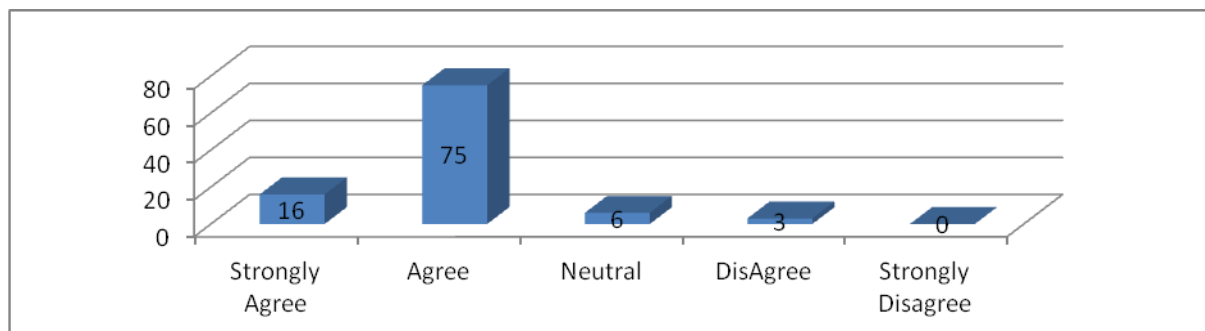
Most of the respondents agree that the interviewer was empathetic and kind throughout the process.

Table-4.1.22

GOT TIMELY FEEDBACK FROM THE RECRUITER AFTER THE TECHNICAL SESSION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	18	16
Agree	82	75
Neutral	7	6
Disagree	3	3
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.22



INFERENCE

Majorities (75%) of the respondents agree that they got timely feedback from the recruiter after the technical session and 16% of the respondents strongly agree that they got timely feedback from the recruiter after the technical session.

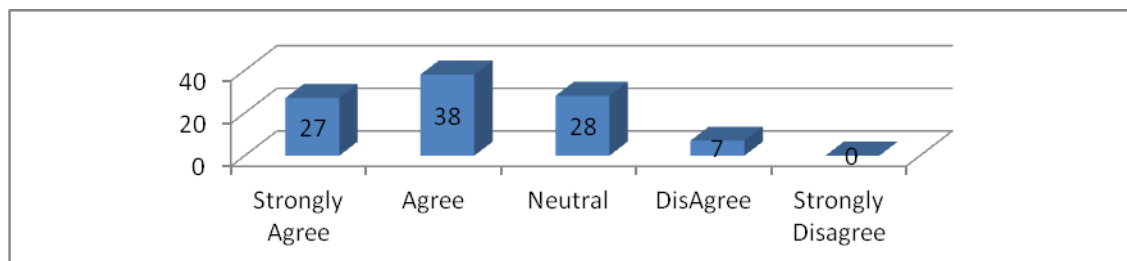
Most of the respondents agree that they got timely feedback from the recruiter after the technical session.

Table-4.1.23

THE STANDARD OF TECHNICAL SESSION WAS UP TO THE SIGNWARE TECHNOLOGIES BENCHMARK AND THE JOB SPECIFICATION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	29	27
Agree	42	38
Neutral	31	28
Disagree	8	7
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.23



INFERENCE

Majorities (38%) of the respondents agree that the standard of technical session was up to the Signware Technologies benchmark and the job specification and 28% of the respondents partially agree that that the standard of technical session was up to the Signware Technologies benchmark and the job specification.

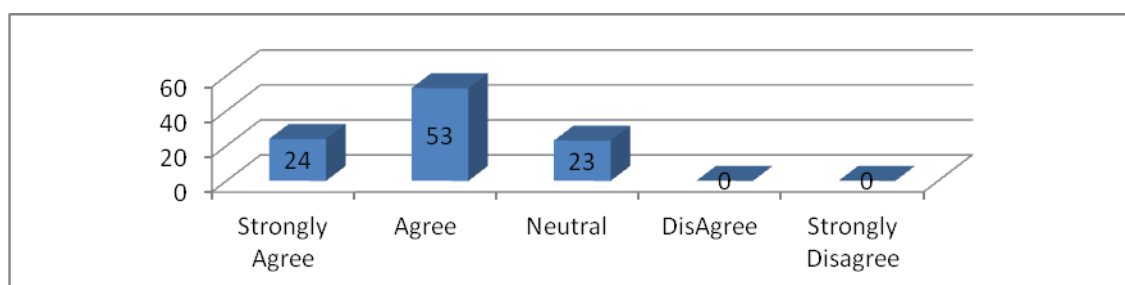
Most of the respondents agree that the standard of technical session was up to the Signware Technologies benchmark and the job specification.

Table-4.1.24

THE TECHNICAL SESSION IS EFFECTIVE AND CONSTRUCTIVE TO EXPOSE ABILITIES TO THE PANEL

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	26	24
Agree	59	53
Neutral	25	23
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.24



INFERENCE

Majorities (53%) of the respondents agree that the technical session was effective and constructive to expose his/her abilities to the panel and 24% of the respondents strongly agree that the technical session was effective and constructive to expose his/her abilities to the panel.

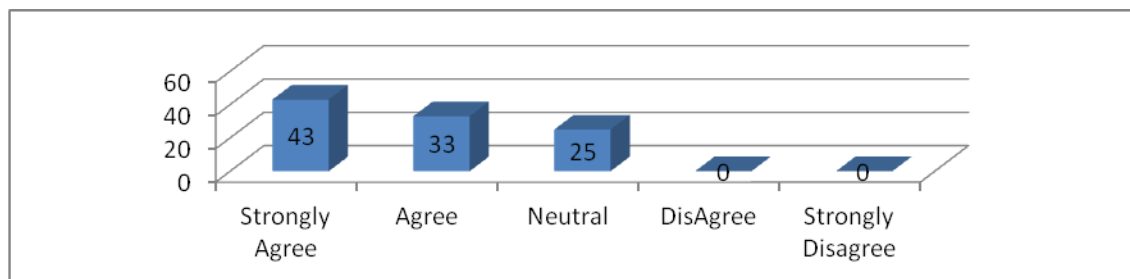
Most of the respondents agree that the technical session was effective and constructive to expose his/her abilities to the panel.

Table-4.1.25

THE FINAL AND THE HR DISCUSSION WAS ABOUT FITNESS OF ATTITUDE TOWARDS THE CULTURE OF THE COMPANY

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	47	43
Agree	36	33
Neutral	27	25
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.25



INFERENCE

Majorities (43%) of the respondents strongly agree that the final and the HR discussion was about fitness of respondent's attitude towards the culture of the company and 33% of the respondents agree that the final and the HR discussion was about fitness of respondent's attitude towards the culture of the company.

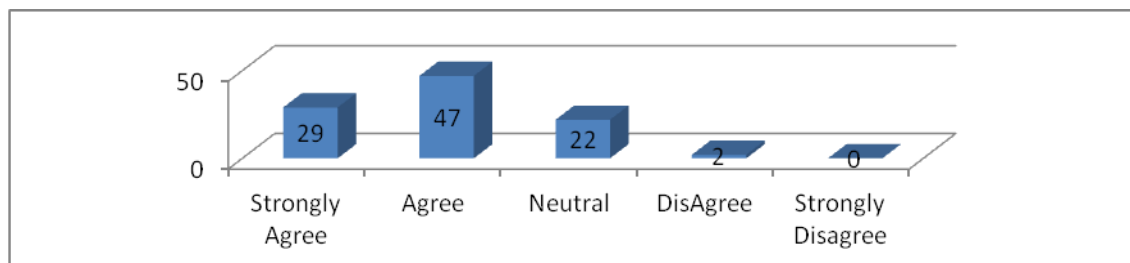
Most of the respondents strongly agree that the final and the HR discussion was about fitness of respondent's attitude towards the culture of the company.

Table-4.1.26

THERE WAS ENOUGH TIME PROVIDED BEFORE AND AFTER EVERY DISCUSSION

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	32	29
Agree	52	47
Neutral	24	22
Disagree	2	2
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.26



INFERENCE

Majorities (47%) of the respondents agree that there was enough time provided before and after every discussion and 29% of the respondents strongly agree that there was enough time provided before and after every discussion.

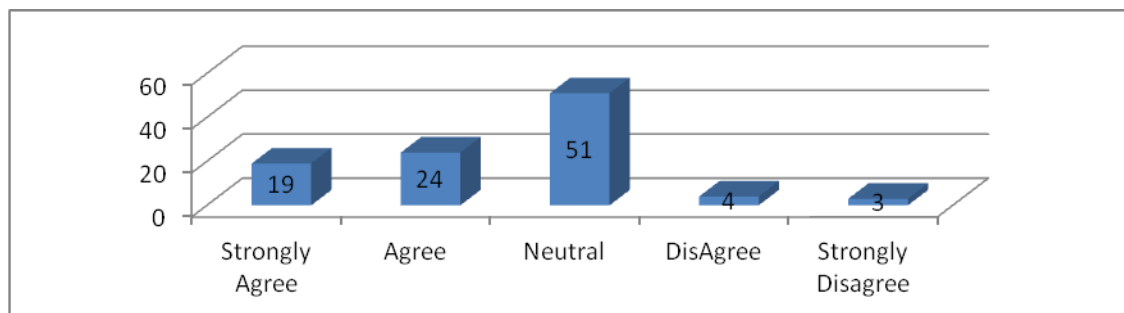
Most of the respondents agree that there was enough time provided before and after every discussion.

Table-4.1.27

RESPONSE TIME WAS SWIFT FOR ALL CLARIFICATIONS WITH THE RECRUITER

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	21	19
Agree	26	24
Neutral	56	51
Disagree	4	4
Strongly Disagree	3	3
Total	110.00	100.00

Chart-4.1.27



INFERENCE

Majorities (51%) of the respondents partially agree that the response time was swift for all clarifications with the recruiter and 24% of the respondents agree that the response time was swift for all clarifications with the recruiter.

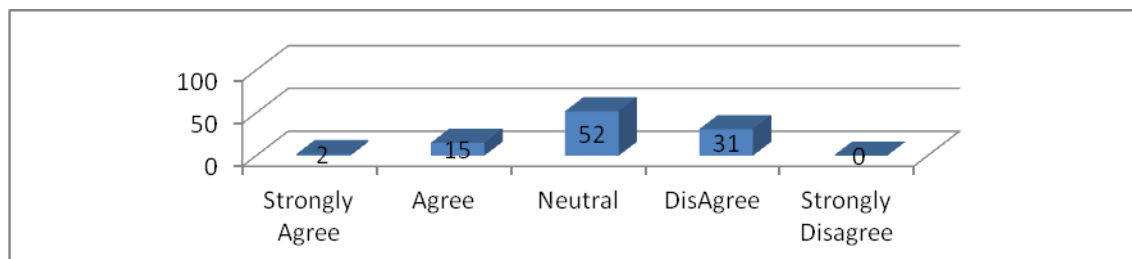
Most of the respondents partially agree that the response time was swift for all clarifications with the recruiter.

Table-4.1.28

BACKGROUND VERIFICATION WAS SMOOTH AND THERE WAS NO PRIVATE HINDRANCES FACED BY THE REFERENCES

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	2	2
Agree	17	15
Neutral	57	52
Disagree	34	31
Strongly Disagree	0	0
Total	110.00	100.00

Chart-4.1.28



INFERENCE

Majorities (52%) of the respondents partially agree that the background verification was smooth and there was no private hindrances faced by the references and 31% of the respondents disagree that the background verification was smooth and there was no private hindrances faced by the references.

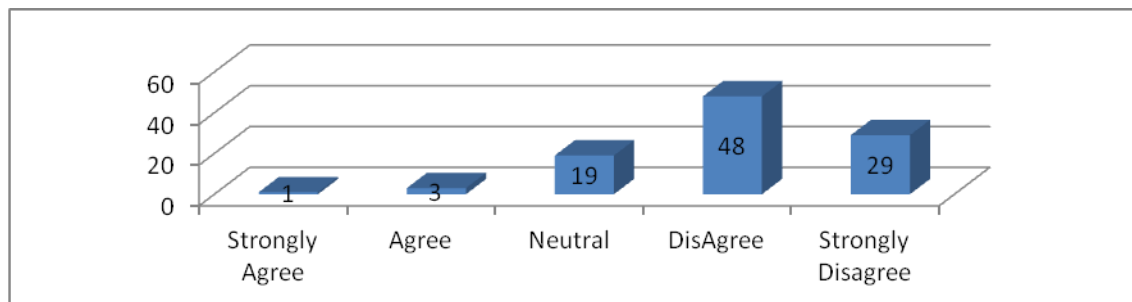
Most of the respondents partially agree that the background verification was smooth and there was no private hindrances faced by the references.

Table-4.1.29

TAKEN MEDICAL FITNESS TEST IN A REPUTED HOSPITAL IN THE CITY

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	1	1
Agree	3	3
Neutral	21	19
Disagree	53	48
Strongly Disagree	32	29
Total	110.00	100.00

Chart:4.1.29



INFERENCE

Majorities (48%) of the respondents disagree that they were taken medical fitness test in a reputed hospital in the city and 29% of the respondents strongly disagree that they were taken medical fitness test in a reputed hospital in the city.

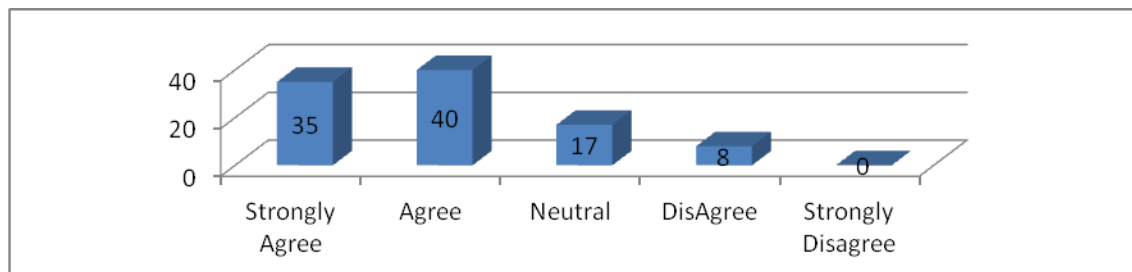
Most of the respondents disagree that they were taken medical fitness test in a reputed hospital in the city.

Table-4.1.30

THE MEDICAL TEST IS STRINGENT AND TO THE EXPECTATIONS AND DEMANDS OF THE POSITION

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

Chart:4.1.30



INFERENCE

Majorities (40%) of the respondents agree that the medical test is stringent and to the expectations and demands of the position and 29% of the respondents strongly agree that the medical test is stringent and to the expectations and demands of the position.

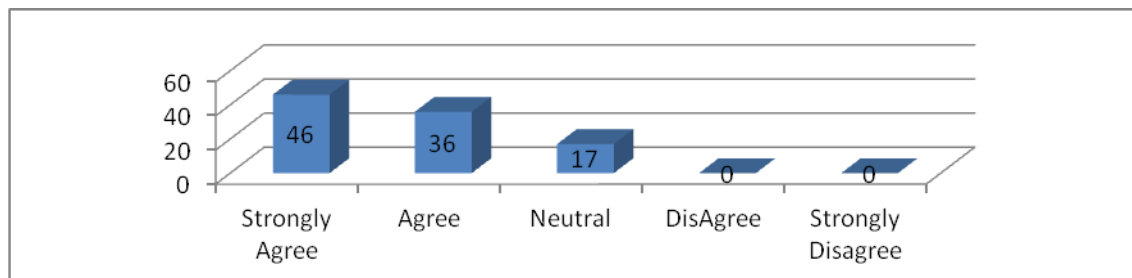
Most of the respondents agree that the medical test is stringent and to the expectations and demands of the position.

Table:4.1.31

THE SELECTION CHANNEL IDENTIFIES THOSE WITH GREATER LIKELIHOOD OF SUCCESS IN THE JOB

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	51	46
Agree	40	36
Neutral	19	17
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.31



INFERENCE

Majorities (46%) of the respondents strongly agree that the selection channel identifies those with greater likelihood of success in the job and 29% of the respondents agree that the selection channel identifies those with greater likelihood of success in the job.

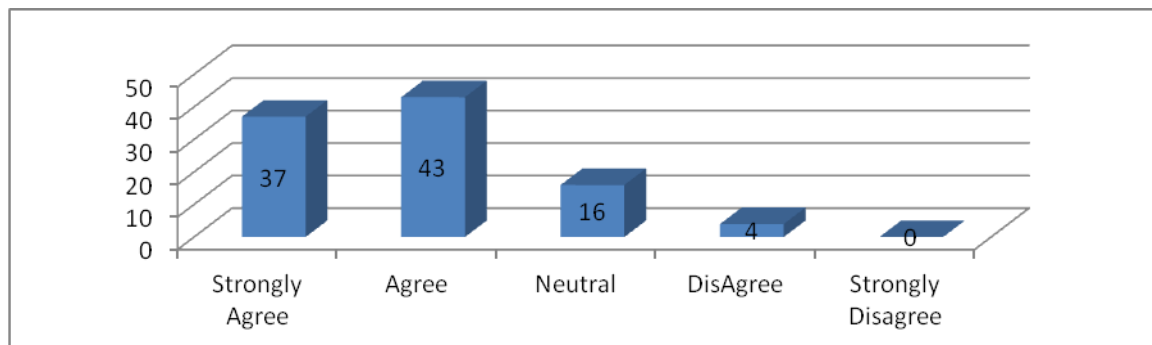
Most of the respondents strongly agree that the selection channel identifies those with greater likelihood of success in the job.

Table:4.1.32

DURING THE RECRUITMENT PROCESS THE QUERIES WERE EFFECTIVELY ANSWERED

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	41	37
Agree	47	43
Neutral	18	16
Disagree	4	4
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.32



INFERENCE

Majorities (37%) of the respondents strongly agree that during the recruitment process their queries were effectively answered and 29% of the respondents agree that during the recruitment process their queries were effectively answered.

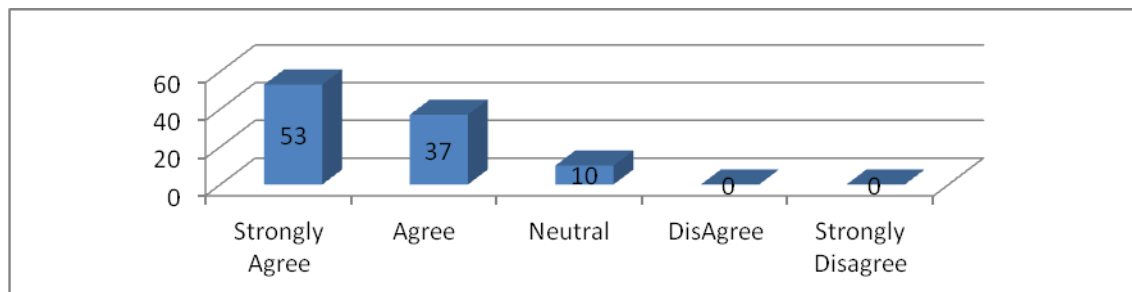
Most of the respondents strongly agree that during the recruitment process their queries were effectively answered.

Table-4.1.33

**THE PROCESS OFFERS ENOUGH OPPORTUNITIES TO DEMONSTRATE
UNIQUE KNOWLEDGE**

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	58	53
Agree	41	37
Neutral	11	10
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.33



INFERENCE

Majorities (53%) of the respondents strongly agree that the process offers enough opportunities to demonstrate unique knowledge and 37% of the respondents agree that the process offers enough opportunities to demonstrate unique knowledge.

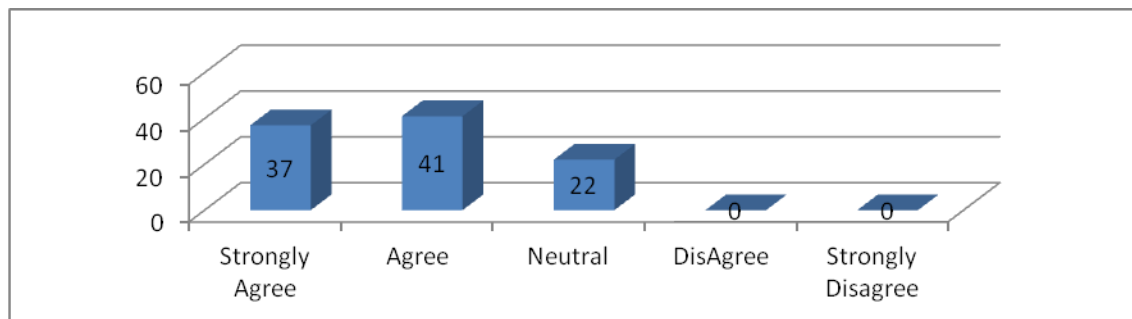
Most of the respondents strongly agree that the process offers enough opportunities to demonstrate unique knowledge.

Table-4.1.34

THE DURATION OF THE ENTIRE RECRUITMENT PROCESS WAS APPROPRIATE

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	41	37
Agree	45	41
Neutral	24	22
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.34



INFERENCE

Majorities (41%) of the respondents agree that the duration of the entire recruitment process was appropriate and 37% of the respondents strongly agree that the duration of the entire recruitment process was appropriate.

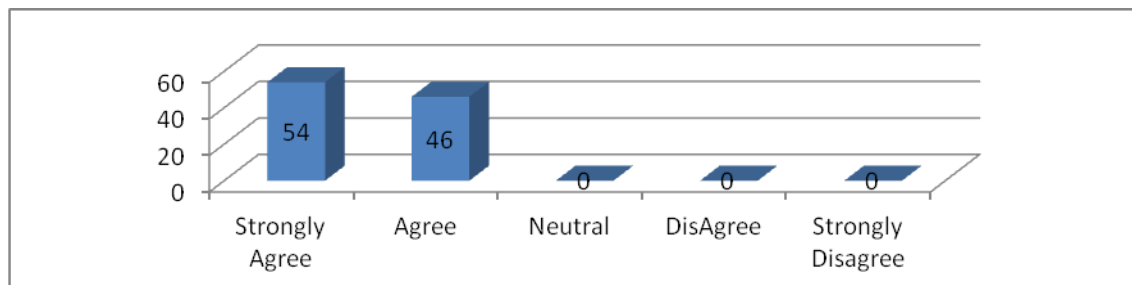
Most of the respondents agree that the duration of the entire recruitment process was appropriate.

Table-4.1.35

NONE OF THE INTERVIEW SESSIONS TESTED PERSONAL PREFERENCES SUCH AS RELIGIOUSTIC, IDEOLOGICAL BELIEFS ETC

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	59	54
Agree	51	46
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.35



INFERENCE

Majorities (54%) of the respondents strongly agree that none of the interview sessions tested personal preferences such as religious, ideological beliefs etc.. and 46% of the respondents agree that none of the interview sessions tested personal preferences such as religious, ideological beliefs etc.

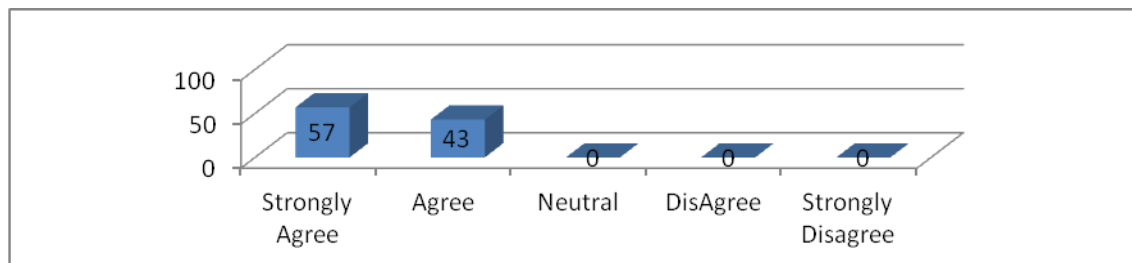
Most of the respondents strongly agree that none of the interview sessions tested personal preferences such as religious, ideological beliefs etc.

Table-4.1.36

RECRUITMENT PROCESS INVOLVED EVALUATING ONLY THE SKILL SETS, ATTITUDE, TECHNICAL PROFICIENCY AND COMMUNICATION SKILLS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	63	57
Agree	47	43
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.36



INFERENCE

Majorities (57%) of the respondents strongly agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills and 43% of the respondents agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills.

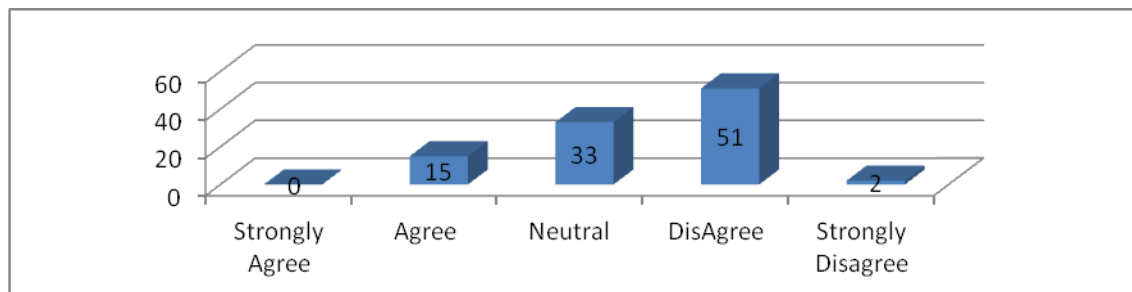
Most of the respondents strongly agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills.

Table-4.1.37

OFFER LETTER SHARED HAD ALL THE INFORMATION CORRECTLY AND THERE WAS NO DATA DISCREPANCY

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	0	0
Agree	16	15
Neutral	36	33
Disagree	56	51
Strongly Disagree	2	2
Total	110.00	100.00

Chart:4.1.37



INFERENCE

Majorities (51%) of the respondents disagree that offer letter shared had all the information correctly and there was no data discrepancy and communication skills and 33% of the respondents partially agree that offer letter shared had all the information correctly and there was no data discrepancy.

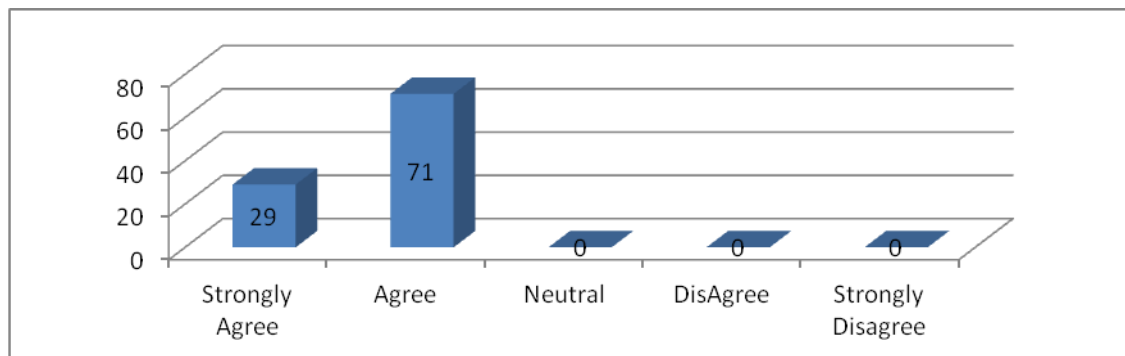
Most of the respondents disagree that the offer letter shared had all the information correctly and there was no data discrepancy.

Table-4.1.38

THE COMPENSATION OFFERED WAS COMPETITIVE

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	32	29
Agree	78	71
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.38



INFERENCE

Majorities (71%) of the respondents agree that the compensation offered was competitive and 29% of the respondents strongly agree that the compensation offered was competitive.

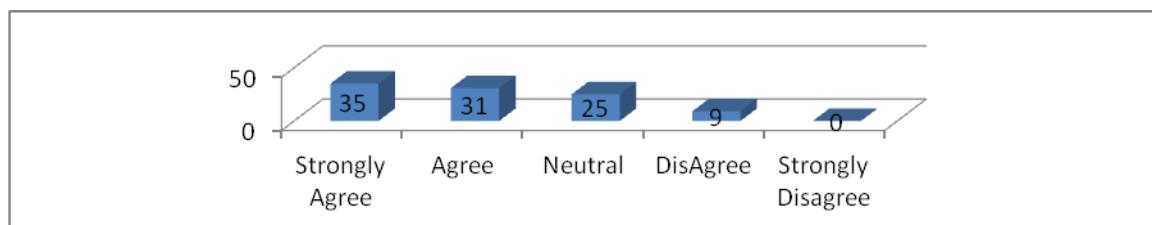
Most of the respondents agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills.

Table-4.1.39

APART FROM DIRECT COMPENSATIONAL BENEFIT, THE FRINGE BENEFITS SUCH AS EDUCATION ASSISTANCE, VACATION PAY, FOOD, EMPLOYEE DISCOUNTS ETC WERE MAJOR POINT TO CONSIDER THE JOB OFFER

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	39	35
Agree	34	31
Neutral	27	25
Disagree	10	9
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.39



INFERENCE

Majorities (35%) of the respondents strongly agree that apart from direct compensational benefit, the fringe benefits such as education assistance, vacation pay, food, employee discounts etc were major point to consider the job offer and 43% of the respondents agree that apart from direct compensational benefit, the fringe benefits such as education assistance, vacation pay, food, employee discounts etc were major point to consider the job offer.

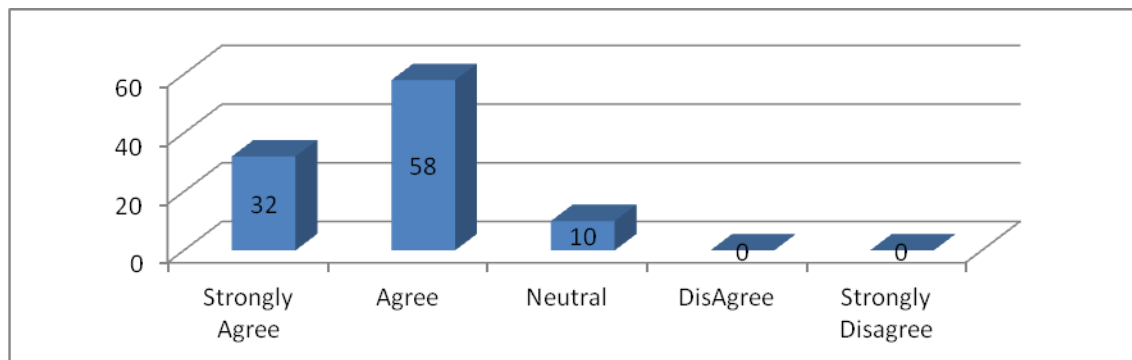
Most of the respondents strongly agree that apart from direct compensational benefit, the fringe benefits such as education assistance, vacation pay, food, employee discounts etc were major point to consider the job offer.

Table-4.1.40

FINDING THEY ARE PROFESSIONALLY GROWING IN THIS COMPANY

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	35	32
Agree	64	58
Neutral	11	10
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.40



INFERENCE

Majorities (58%) of the respondents agree that finding they are professionally growing in this company and 32% of the respondents strongly agree that agree that finding they are professionally growing in this company.

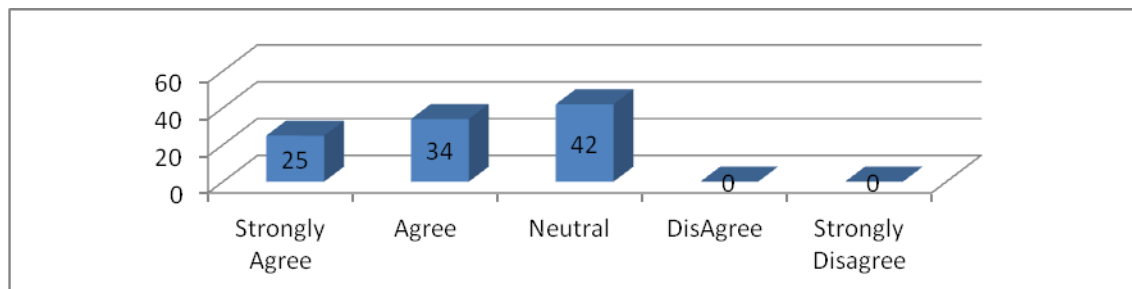
Most of the respondents agree that agree that finding they are professionally growing in this company.

Table-4.1.41

HAVING A METICULOUSLY DRAFTED CAREER PLAN AT SIGNWARE TECHNOLOGIES

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	27	25
Agree	37	34
Neutral	46	42
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.41



INFERENCE

Majorities (42%) of the respondents agree that they are having a meticulously drafted career plan at Signware Technologies and 34% of the respondents strongly agree that they are having a meticulously drafted career plan at Signware Technologies.

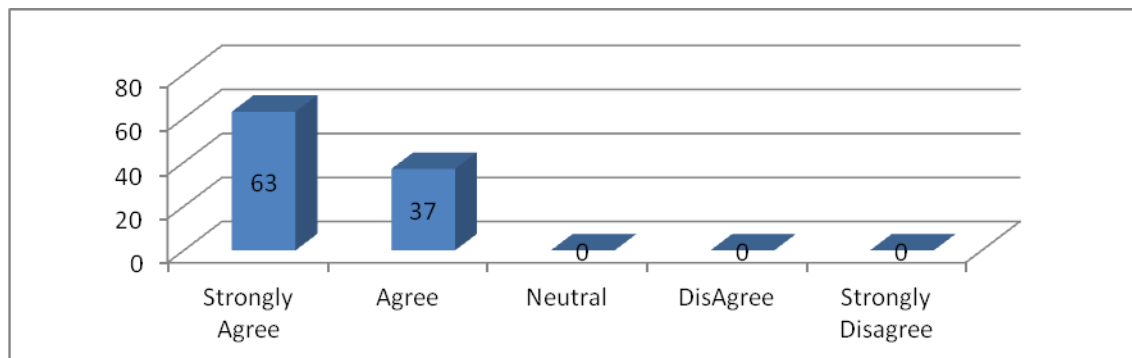
Most of the respondents agree that they are having a meticulously drafted career plan at Signware Technologies.

Table-4.1.42

THE COMPANY STRICTLY FOLLOWS THE RECRUITMENT PROCESS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	69	63
Agree	41	37
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.42



INFERENCE

Majorities (63%) of the respondents strongly agree that the company strictly follows the recruitment process and 37% of the respondents agree that the company strictly follows the recruitment process.

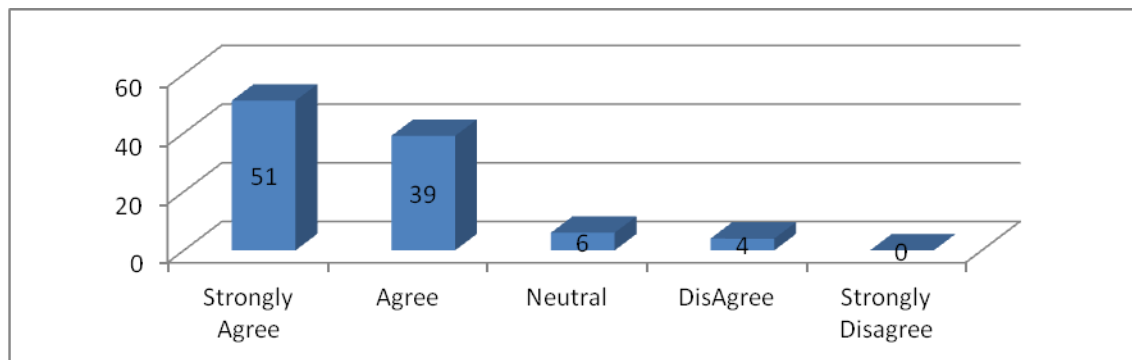
Most of the respondents strongly agree that the company strictly follows the recruitment process.

Table-4.1.43

THE OVERALL SELECTION CHANNELES WAS CHALLENGING

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	56	51
Agree	43	39
Neutral	7	6
Disagree	4	4
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.43



INFERENCE

Majorities (51%) of the respondents strongly agree that the overall selection channels was challenging and 39% of the respondents agree that the overall selection channels was challenging.

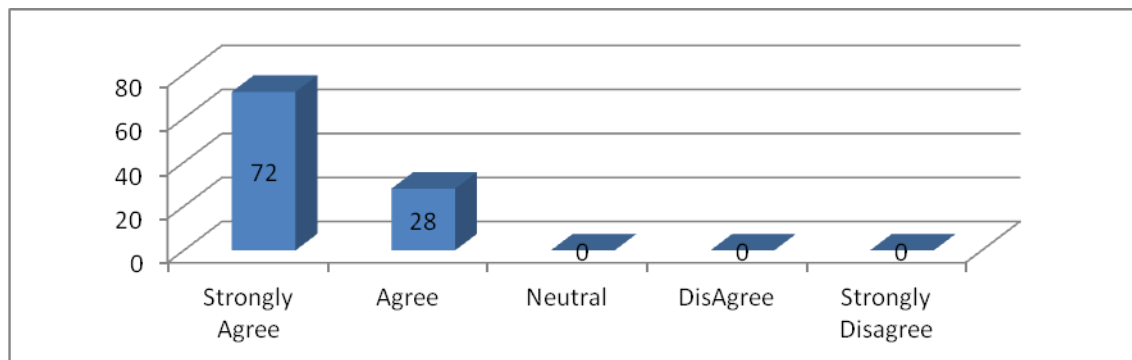
Most of the respondents strongly agree that the overall selection channels was challenging.

Table-4.1.44

RECOMMENDING SIGNWARE TECHNOLOGIES TO FRIENDS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	79	72
Agree	31	28
Neutral	0	0
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.44



INFERENCE

Majorities (72%) of the respondents strongly agree that they will recommend Signware Technologies to their friends and 28% of the respondents agree that they will recommend Signware Technologies to their friends.

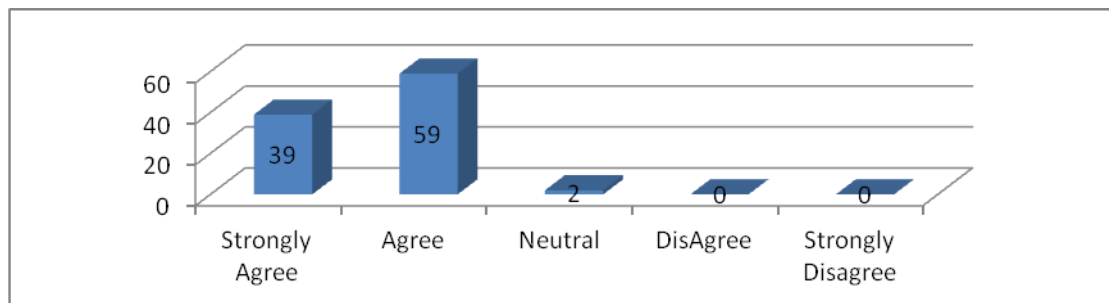
Most of the respondents strongly agree that they will recommend Signware Technologies to their friends.

Table-4.1.45

GIVEN ALL INFORMATION REGARDING THE ROLE AT SIGNWARE TECHNOLOGIES DURING THE INTERVIEW PROCESS

Particulars	No Of Respondents	Percentage of Respondents
Strongly Agree	43	39
Agree	65	59
Neutral	2	2
Disagree	0	0
Strongly Disagree	0	0
Total	110.00	100.00

Chart:4.1.45



INFERENCE

Majorities (59%) of the respondents agree that they given all information regarding their role at Signware Technologies during the interview process skills and 39% of the respondents strongly agree that they given all information regarding their role at Signware Technologies during the interview process skills.

Most of the respondents agree that they given all information regarding their role at Signware Technologies during the interview process skills.

STATISTICAL TOOLS

4.2 CHI- SQUARE TEST I – (ψ^2)

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 (Ho):

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 (H1):

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

Expected frequency = Row Total * Column Total

Grand Total

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%

Internal Job posting provide career development opportunities in different teams within the organization * The Interviewer probed and clarified answers to the doubts he had Crosstabulation

		The Interviewer probed and clarified answers to the doubts he had					Total
		Strongly Agree	Agree	Partially Agree	Disagree	Strongly Disagree	
Internal Job posting provide career development opportunities in different teams within the organization	Count	29	32	0	0	0	61
	% within Internal Job posting provide career development opportunities in different teams within the organization	47.5%	52.5%	0.0%	0.0%	0.0%	100.0%
	% within The Interviewer probed and clarified answers to the doubts he had	100.0%	59.3%	0.0%	0.0%	0.0%	55.5%
	% of Total	26.4%	29.1%	0.0%	0.0%	0.0%	55.5%
	Count	0	22	1	0	0	23
	% within Internal Job posting provide career development opportunities in different teams within the organization	0.0%	95.7%	4.3%	0.0%	0.0%	100.0%
	% within The Interviewer probed and clarified answers to the doubts he had	0.0%	40.7%	9.1%	0.0%	0.0%	20.9%
	% of Total	0.0%	20.0%	0.9%	0.0%	0.0%	20.9%
	Count	0	0	10	7	0	17
	% within Internal Job posting provide career development opportunities in different teams within the organization	0.0%	0.0%	58.8%	41.2%	0.0%	100.0%
	% within The Interviewer probed and clarified answers to the doubts he had	0.0%	0.0%	90.9%	77.8%	0.0%	15.5%

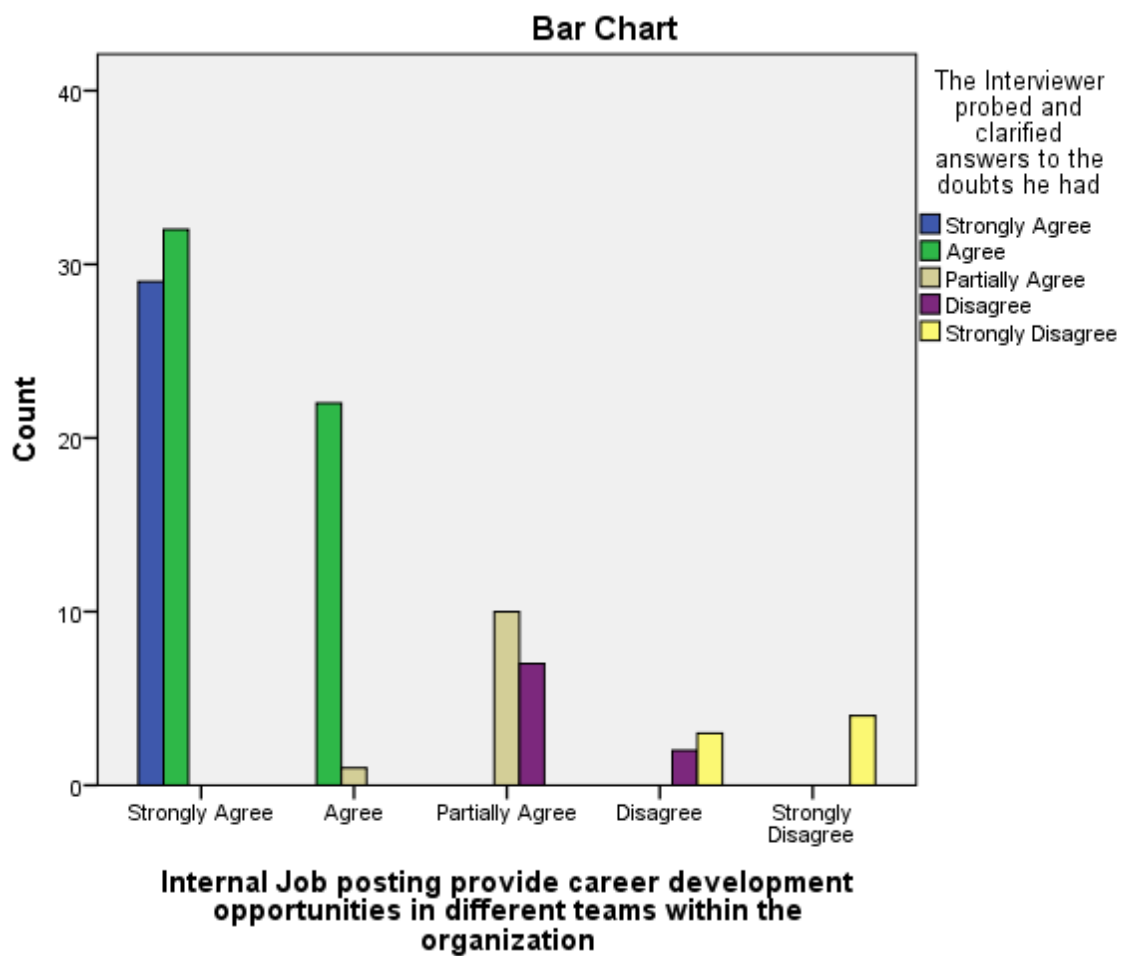
Total	% of Total	0.0%	0.0%	9.1%	6.4%	0.0%	15.5%
	Count	0	0	0	2	3	5
	% within Internal Job posting provide career development opportunities in different teams within the organization	0.0%	0.0%	0.0%	40.0%	60.0%	100.0 %
	% within The Interviewer probed and clarified answers to the doubts he had	0.0%	0.0%	0.0%	22.2%	42.9%	4.5%
	% of Total	0.0%	0.0%	0.0%	1.8%	2.7%	4.5%
	Count	0	0	0	0	4	4
	% within Internal Job posting provide career development opportunities in different teams within the organization	0.0%	0.0%	0.0%	0.0%	100.0%	100.0 %
	% within The Interviewer probed and clarified answers to the doubts he had	0.0%	0.0%	0.0%	0.0%	57.1%	3.6%
	% of Total	0.0%	0.0%	0.0%	0.0%	3.6%	3.6%
	Count	29	54	11	9	7	110
	% within Internal Job posting provide career development opportunities in different teams within the organization	26.4%	49.1%	10.0%	8.2%	6.4%	100.0 %

% within The Interviewer probed and clarified answers to the doubts he had	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
% of Total	26.4%	49.1%	10.0%	8.2%	6.4%	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.



Degree of Freedom= $(r-1) * (c-1) = (5-1)*(5-1)$

= $4*4 = 16$

Calculated value = 214.765

Tabulated value = 7.815

$Z = Z_{cal} > Z_{tab}$ **$Z = 214.765 > 7.815$**

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE:

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.

4.3 ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho):

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

Descriptives

First-hand information on the Job vacancy was seen from Signware Technologies 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

Test of Homogeneity of Variances

First-hand information on the Job vacancy was seen from Signware Technologies Job Portal

Levene Statistic	df1	df2	Sig.
29.968	4	105	.000

ANOVA

First-hand information on the Job vacancy was seen from Signware Technologies 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			

Calculated value = 176.404

Tabulated value = 2.46

$F = F_{cal} > F_{tab}$ $F = 176.404 > 2.46$

Hence, the Alternate hypothesis [H1] is accepted.

INFERENCE:

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 Signware Technologies Job Portal and the Interview environment was comfortable

4.4 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	1	.698**
Pearson Correlation		
Sig. (2-tailed)		.000
N	110	110
The Interviewer was empathetic and kind throughout the process	.698**	1
Pearson Correlation		
Sig. (2-tailed)	.000	
N	110	110

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

$$r = \frac{N\sum XY - \sum X \sum Y}{\sqrt{N\sum X^2 - (\sum X)^2} \sqrt{N\sum Y^2 - (\sum Y)^2}}$$

$$r=0.698$$

INFERENCE:

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.

CHAPTER 5: FINDINGS, SUGGESTIONS AND CONCLUSION

5.1 FINDINGS

1. Most of the respondents are between 18 to 25 years old.
2. Most of the respondents in the company are Male.
3. Most of the respondents have completed UG(A&S).
4. Most of the respondents have less than 2 year experience.
5. Most of the respondents got placement through Naukri.
6. Most of the respondents agree that the direct interview is time consuming.
7. Most of the respondents partially agree with the statement that the employee referral plays key role in more successful recruitment and retention of top talent.
8. Most of the respondents agrees that the company uses location specific job portals for E-recruitment.
9. Most of the respondents strongly agrees that the advertisement gives sufficient information about the vacancy.
10. Most of the respondents disagree that the ex-employees are considered for any candidature when that had less expected number of applicants.
11. Most of the respondents strongly agree that the first-hand information on the Job vacancy was seen from Signware Technologies Job Portal.
12. Most of the respondents agree that the recruitment through Job Consultancy is mostly preferred by the organization.
13. Most of the respondents agreeing that recruitment of fresh graduates is done through campus interview on nationally acclaimed Tier 1 and Tier 2 colleges.
14. Most of the respondents agree that the Internal Job posting provide career development opportunities in different teams within the organization.
15. Most of the respondents strongly agree that they received all Information about the recruitment process during the Initial discussion.
16. Most of the respondents agree that they are clear on their job profile during the interview process.
17. Most of the respondents agree that the interviewer was making notes, though actively listening during the discussion.
18. Most of the respondents agree that their interview environment was comfortable.

19. Most of the respondents agree that the interviewer probed and clarified answers to the doubts he had
20. Most of the respondents agree that the interviewer gave enough time to answer for the questions.
21. Most of the respondents agree that the interviewer was empathetic and kind throughout the process.
22. Most of the respondents agree that they got timely feedback from the recruiter after the technical session.
23. Most of the respondents agree that the standard of technical session was up to the Signware Technologies benchmark and the job specification.
24. Most of the respondents agree that the technical session was effective and constructive to expose his/her abilities to the panel.
25. Most of the respondents strongly agree that the final and the HR discussion was about fitness of respondent's attitude towards the culture of the company.
26. Most of the respondents agree that there was enough time provided before and after every discussion
27. Most of the respondents partially agree that the response time was swift for all clarifications with the recruiter.
28. Most of the respondents partially agree that the background verification was smooth and there was no private hindrances faced by the references.
29. Most of the respondents disagree that they were taken medical fitness test in a reputed hospital in the city.
30. Most of the respondents agree that the medical test is stringent and to the expectations and demands of the position.
31. Most of the respondents strongly agree that the selection channel identifies those with greater likelihood of success in the job.
32. Most of the respondents strongly agree that during the recruitment process their queries were effectively answered.
- 33.** Most of the respondents strongly agree that the process offers enough opportunities to demonstrate unique knowledge.
- 34.** Most of the respondents agree that the duration of the entire recruitment process was appropriate.
35. Most of the respondents strongly agree that none of the interview sessions tested personal preferences such as religious, ideological beliefs etc.

36. Most of the respondents strongly agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills.
37. Most of the respondents disagree that the offer letter shared had all the information correctly and there was no data discrepancy.
38. Most of the respondents agree that the recruitment process involved evaluating only the skill sets, attitude, technical proficiency and communication skills.
39. Most of the respondents strongly agree that apart from direct compensational benefit, the fringe benefits such as education assistance, vacation pay, food, employee discounts etc were major point to consider the job offer.
40. Most of the respondents agree that agree that finding they are professionally growing in this company.
41. Most of the respondents agree that they are having a meticulously drafted career plan at Signware Technologies.
42. Most of the respondents strongly agree that the company strictly follows the recruitment process.
43. Most of the respondents strongly agree that the overall selection channels was challenging.
44. Most of the respondents strongly agree that they will recommend Signware Technologies to their friends.
45. Most of the respondents agree that they given all information regarding their role at Signware Technologies during the interview process skills.

5.2 SUGGESTIONS

1. Most of the respondents need modifications in the recruitment and selection channel. The company has to make some modifications like using new techniques for recruiting and to increase the time spent for selecting the employees.
2. 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.
3. The company can increase their candidate pool through internal sources.
4. 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.
5. The company can take more measures to improve the recruiting and selection channel.
6. Most of the employees are not aware of video conferencing and the company should make use of video conferencing of candidates in the future to reduce their time.
7. Organization can make use of web to large extent to make recruitment simpler, faster, cheaper and effective.
8. The recruitment and selection procedure should not to lengthy and time consuming
9. 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.
10. Time management is very essential and it should not be ignored at any level of the process.
11. Company should extend its scope of selection from reference of employees, campus placement to other like advertisements, e-recruitment etc.

12.95.5% of companies are using E-Recruitment to pool the candidates. The company can also focus on other sources for recruiting the employees.

13. While recruiting the employees of junior level the qualification factor is alone taken into consideration it is suggested to consider other factors like experience, leadership qualities and communication.

14. While recruiting the employees of middle level the experience factor is alone taken into consideration it is suggested to consider other factors like qualification, leadership qualities and communication

5.3 LIMITATIONS OF THE STUDY

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

5.4 CONCLUSION

Since there are ample opportunities for growth and expansion the Company must take proactive measures to be prepared for the same. In order to be prepared for the expansion of its business, they must acquire the best human resource in this competitive environment. As it is known for its quality products the Company should recruit the highly skilled candidates and find ways to retain them in order to attain its goals.

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 dept 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 channel 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 channel in the organization and its performance will increase.

ANNEXURE

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**A STUDY ON EFFECTIVENESS OF RECRUITMENT PROCESS IN SIGNWARE
TECHNOLOGIES , CHENNAI**

Dear Respondent,

I am undergoing a project work on the above mentioned topic, thereby please fill the questionnaire which will be used for academic purpose. There is no right or wrong answer. No individual will be revealed during the analysis and confidentiality will be highly maintained. Your fair answers are highly solicited.

EMPLOYEE PERSONAL DETAILS

Name (Optional) :

Designation :

Age :

18 -25 Yrs ☐ 26-35 Yrs ☐ 36 -45 Yrs ☐ Above 45 Yrs ☐

Gender:

Male ☐ Female ☐

Educational Qualification:

Below +2 ☐ +2 ☐ ITI or Diploma ☐ B.E or B.Tech ☐

M.E or M.Tech ☐ UG (A&S) ☐ PG (A&S) ☐

Years of Experience:

0 – 2 Yrs ☐ 3 – 5 Yrs ☐ 6 – 8 Yrs ☐ Above 8 Yrs ☐

Sources through which you got placed into Signware Technologies:

Employee Referral ☐ Campus Recruitment ☐

Advertising in Newspaper ☐ Consultancy ☐

Signware Technologies Career Portal ☐ IJP ☐

Naukri ☐ LinkedIn ☐

(SA-Strongly Agree, A-Agree, PA-Partially Agree, D-Disagree, SD-Strongly Disagree)

		SA	A	PA	D	SD
1	Direct Interview is Time Consuming.					
2	Employee Referral plays key role in more successful recruitment and retention of top talent.					
3	Company uses location specific job portals for E-recruitment.					
4	Advertisement gives you sufficient information about the vacancy.					
5	Ex-Employees are considered for any candidature when that had less expected number of applicants					
6	First-hand information on the Job vacancy was seen from Signware Technologies Job Portal.					
7	Recruitment through Job Consultancy is mostly preferred by the organization.					
8	Recruitment of fresh graduates are done through Campus Interview on Nationally acclaimed Tier 1 and Tier 2 Colleges.					
9	Internal Job posting provide career development opportunities in different teams within the organization.					
10	I received all Information about the Recruitment process during the Initial Discussion.					
11	I was clear on my job profile during the Interview Process.					
12	The Interview environment was comfortable.					
13	The Interviewer was making notes, though actively listening during the discussion.					
14	The Interviewer probed and clarified answers to the doubts he had					
15	The Interviewer gave enough time to answer for the questions.					
16	The Interviewer was empathetic and kind throughout the process.					
17	I got timely feedback from the recruiter after the technical session.					
18	I believe the standard of technical session was up to the Signware Technologies benchmark and the Job Specification.					

19	The technical session was effective and constructive to expose my abilities to the panel.					
20	The Final and the HR discussion was about fitness of my attitude towards the culture of the company.					
21	There was enough time provided before and after every discussion.					
22	Response time was swift for all clarifications with the Recruiter.					
23	Background verification was smooth and there was no private hindrances faced by the references.					
24	I did undergo Medical Fitness test in in a reputed hospital in the city.					
25	The Medical Test is stringent and to the expectations and demands of the position.					
26	The Selection channel identifies those with greater likelihood of success in the job.					
27	My queries during the recruitment process were effectively answered.					
28	The process offers enough opportunities to demonstrate my unique knowledge.					
29	The duration of the entire Recruitment process was appropriate.					
30	None of the Interview sessions tested personal preferences such as Religious, Ideological beliefs etc.,					
31	Recruitment process involved evaluating only my skillsets, attitude, technical proficiency and communication skills.					
32	Offer letter shared had all the Information correctly and there was no data discrepancy.					
33	The compensation offered was competitive.					
34	Apart from Direct Compensational benefit, The fringe benefits such as Education assistance, Vacation Pay, Food, Employee discounts etc were major point to consider the job offer.					
35	I find myself professionally growing in this company.					
36	I have a meticulously drafted career plan at Signware Technologies.					
37	The company strictly follow the recruitment process.					

38	The overall selection channels was challenging.					
39	I will recommend Signware Technologies to friend.					
40	I was given all information regarding my role at Signware Technologies during the interview process					