

THE ROLE OF RECRUITMENT AND SELECTION WITH REFERENCE TO HYUNDAI PVT LTD, HYDERABAD

SK.GALEEB¹, Assistant Professor, MBA Department, QIS College of Engineering and Technology, galeeb.shaik@qiscet.edu.in, 7671070199.

P.Girija sree², Assistant Professor, MBA Department QIS College of Engineering and Technology, girija.p@qiscet.edu.in, 9985286123.

ABSTRACT:

Human resources planning means deciding the number and type of the human resources required for each job, unit and the total capacity for a particular future date in order to carry out organizational activities. Human resources planning as "a process by which an organization should move from its current man power position to its desired manpower position. Though planning management strives to have the right number and right kind of people at the right place at the right time, doing things, which result in both the organization and the individual receiving maximum long run benefit.

Once the required number and the kind of human resources are determined, the management has to find places where required human resources are available and also work out strategies for attracting them towards the organization before selecting suitable candidates for jobs. This process is generally known as recruitment. Technically speaking the function recruitment precedes the selection function and it includes only finding, developing the sources of prospective employees and attracting them to apply for jobs in an organization.

Key words: Recruitment procedure, selection process, techniques.

REVIEW OF LITERATURE:

Edwin flippo defines recruitment and selection process as "a process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization".in similar terms recruitment and selection are concurrent processes and are void without each other.

According to korsten and jones et al human resource management theories emphasize on the techniques of recruitment and selection and outline the benefits of interview assessment and examinations as employee selection process.

Alan price 2007 in his work human resource management in a business context,formally describes it's the procedure of retrieving and attracting able applications for the purpose of employment.he defines that the procedure of recruitment is not a simple task.it needs management decision making and employers attempting to hire the best applicants who would be the best fit for the corporate culture an ethics to the company.

RESEARCH METHODOLOGY:

The study is descriptive, analytical and exploratory in nature. The sample size is 50. The data has been collected using well-structured questionnaires. The data tabulated and interpreted using percentages so that to get findings.

The data for the study was collected through primary and secondary methods

Primary Methods:

Primary methods are those methods that provide first hand information. The methods followed were interview methods and questionnaire method

Secondary methods:

Secondary methods are those methods that provide already existing information of the past, also called as second hand information. The information was obtained from the different HR journals published by the organization for various purposes like HR 'department personal use, reference by any other department about the performance of various activities that have been started by the HR department.

SAMPLE SIZE : The respondent of my study is 50 employees out of 150 employees.

ANALYSIS TOOLS

Based on the data collected through an exhaustive questionnaire the following analysis has been done using appropriate statistical tools like

T - test Compare
means
Chi -
square

OBJECTIVES OF THE STUDY:

The purpose of the study is to learn the practical applicability of the theoretical knowledge gained about recruitment and selection process.

- To gain knowledge about the process of recruitment and selection
- To know the effectiveness or ineffectiveness of the process of recruitment and selection
- To provide suggestions if any, for having an effective recruitment and selection process
- To prepare the employees to move higher in their jobs

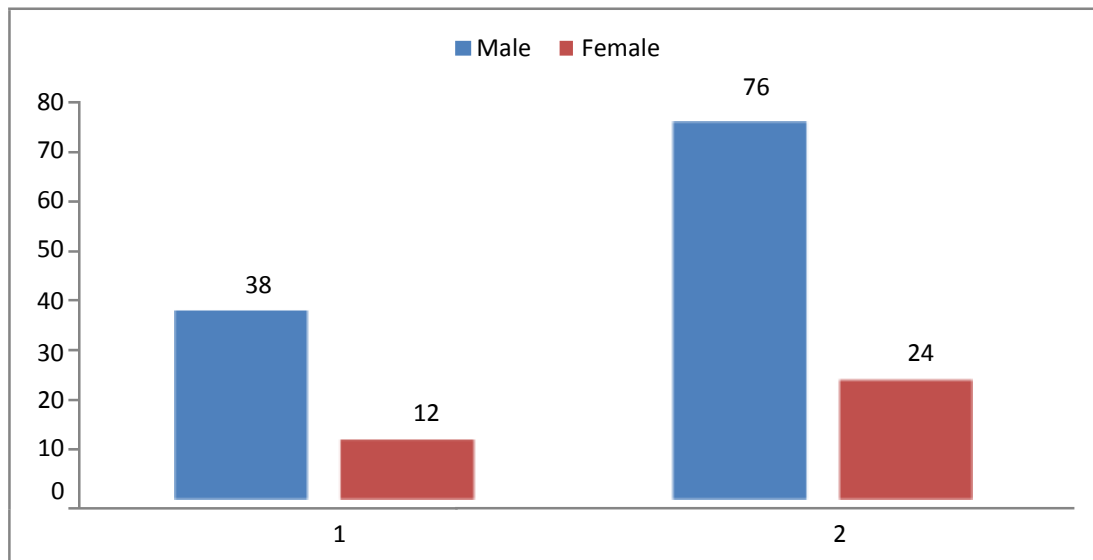
DATA ANALYSIS AND INTERPRETATION

The study deals with the analysis of recruitment and selection process. The responses from the respondents were subjected to simple percentage method, in order to know the inferences out of the collected data.

Q1:GENDER OF THE RESPONDENTS

GENDER	RESPONDENTS	PERCENTAGES
Male	38	76
Female	12	24
Total	50	100

Graph.1:GENDER OF THE RESPONDENTS



SOURCE: primary data

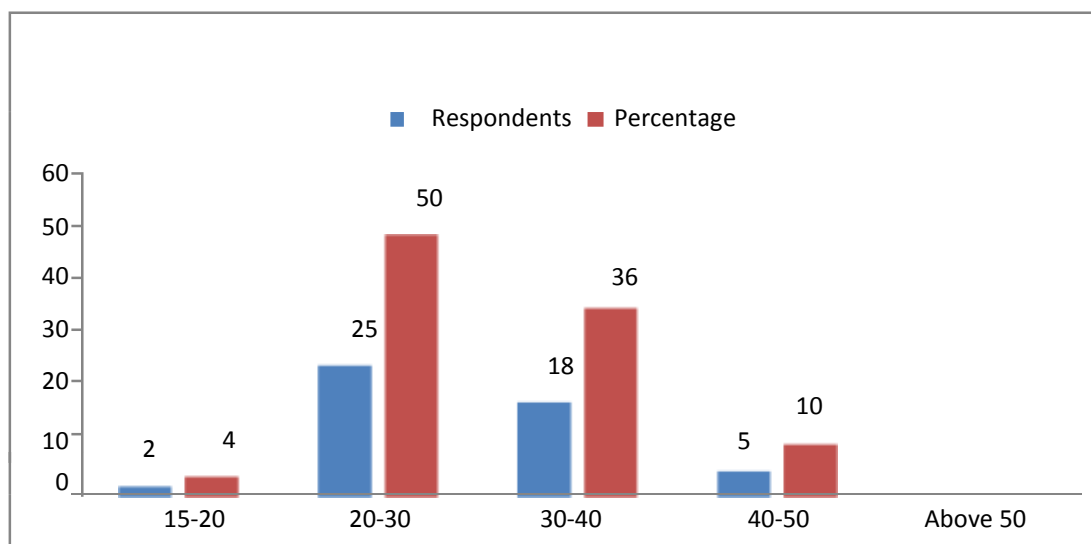
INTERPRETATION:

From the above graph, it is observed that 38(76%) members of the respondents are Male and 12(24%) members of the respondents are Female.

Q2: RESPONDANCE AGE

AGE	RESPONDENTS	PERCENTAGE
15-20	2	4
20-30	25	50
30-40	18	36
40-50	5	10
Above 50	NIL	NIL
Total	50	100

Graph. 2: Age of the respondents



SOURCE: primary data

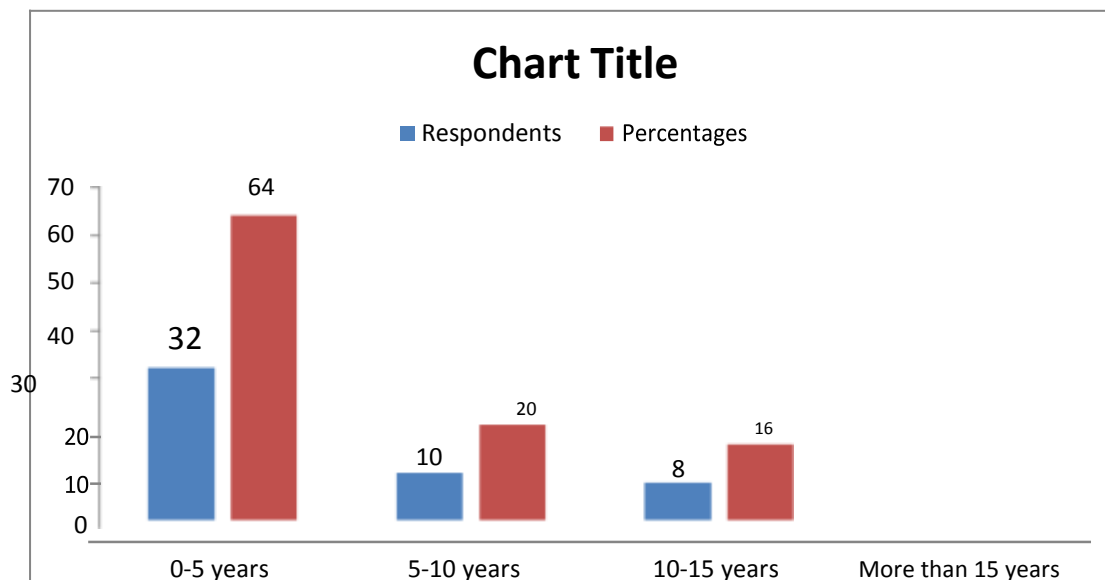
INTERPRETATION OF THE DATA:

According to the above graph the 2 (4 %) respondents are between the age of 15-20, 25 (50%) members of the respondents are between the ages of 20-30. And 18 (36 %) respondents are between the age of 30-40. And 5 (10%) respondents are between the age of 40-50.

Q3: Since how many years you have been associated with this organization?

OPTIONS	RESPONDENTS	PERCENTAGES
0-5 years	32	64
5-10 years	10	20
10-15 years	8	16
More than 15 years	NIL	NIL
Total	50	100

Graph .3: Since how many years you have been associated with this organization?



SOURCE: primary data

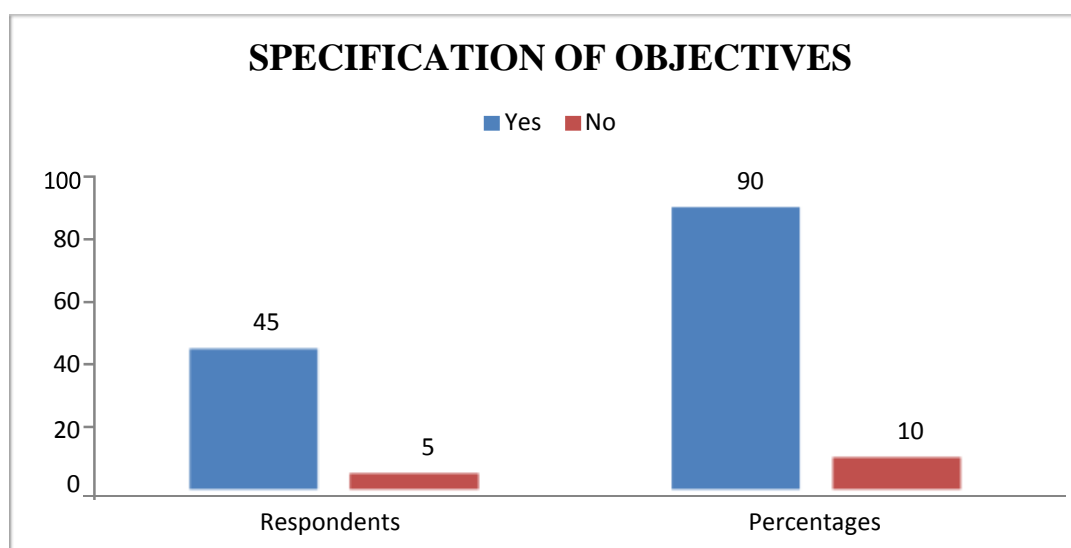
INTERPRETATION:

From the above graph, it is observed that 32(64%) members of the respondents are associated with the company between 0-5 years, 10 (20%) remaining 20% are associated with the company between 5-10 years and the remaining 8(16%) members are between 10-15 years.

Q4: Does the organization clearly mentioning the job position objectives, requirements and candidate specifications in the Recruitment Process?

OPTIONS	RESPONDENTS	PERCENTAGES
Yes	45	90
No	5	10
Total	50	100

Graph 4: Does the organization clearly mentioning the job position objectives, requirements and candidate specifications in the Recruitment Process?



RESOURCE: primary data

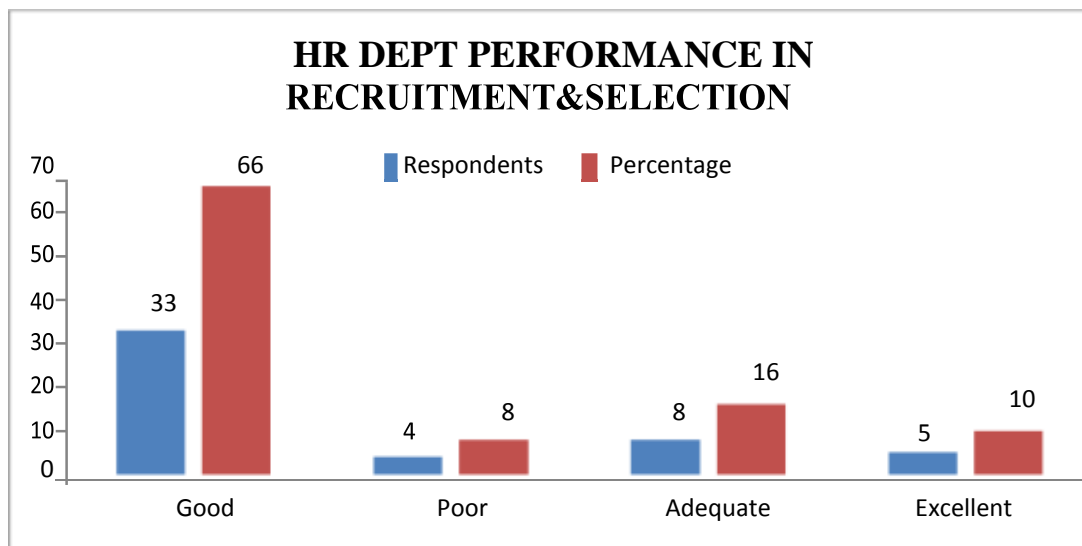
INTERPRETATION:

As per the above graph 90% of the people are able to agree with the organization job position objectives, requirements and candidate specifications in the recruitment process and 5(10%) members of the respondents are not able to agree with the organization job position objectives etc.

Q5: How would you rate the HR department’s performance in Recruitment and Selection?

OPTIONS	RESPONDENTS	PERCENTAGE
Good	33	66
Poor	4	8
Adequate	8	16
Excellent	5	10
Total	50	100

Graph.5: How would you rate the HR department’s performance in Recruitment and Selection?



SOURCE: primary data

INTERPRETATION:

From the above it is observed that, 33(66%) members are given the rate to HR department’s performance in Recruitment and Selection as good, 4(8%) respondents are given that Poor, 8(16%) respondents are Adequate and 5(10%) respondents are Excellent.

Findings

This chapter deals with the major findings of the study as follows:

- Based on the observation 76% of the people are Male.
- From the above graph it is observed that 25 (50%) members of the respondents are between the ages of 20-30.
- It is observed that 32(64%) members of the respondents are associated with the company between 0-5 years,
- 45(90%) members of the respondents are able to agree with the organization job position objectives, requirements and candidate specifications in the recruitment process.
- 33(66%) members are given the rate to HR department's performance in Recruitment and Selection as Good,

SUGGESTIONS:

- 1) While it is a fact that HYUNDAI is deploying a good number of recruitment methods. What is important is that the traveling public should further explore and install such recruitment methods, which go to improve public handling methods especially by Marketing Executives. It is suggested a sensitivity training method tailored to enable dealing with commuters should be evolved in consultation with management experts and social psychologists.
- 2) Employees who are on 'long sick', 'or long absent' should be included in the recruitment need analysis. They should be directed to undergo training at the training college. This is all the more important when it is realized that Work is skill oriented and time on and off the job has its impact on the effectiveness or otherwise of the working performance.
- 3) The top management should consider giving strict instructions to the management to relieve the employees due for refresher the recruitment.
- 4) Hyundai cars are one of the important public utility vehicles, the requirements of the customers should be taken periodically and that they are factored into the training programmers. This is all the more important that the traveling public as a customer of the organization can always bank up on the assistance and guidance of the consumer protection councils.

CONCLUSION

Thus, I finally concluded that this project on recruitment selection in **Hyundai private ltd, Hyderabad**. For this project I prepared questionnaire and collected data from the respondents. Sample size is 50. Recruitment is a process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization. Selection can be defined as process of choosing the right person for the right job from a pool of different candidates who applied for a certain job. In this project employees are satisfied with recruitment& selection process

- The Recruitment process helps to maintain adequate manpower to fill up the vacancies.
- Communications and subject knowledge are important for an employee before recruiting into the job

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References:

QUESTIONNAIRE

RECRUITMENT AND SELECTION IN HYUNDAI

(Hyderabad)

Demographical profile:

1. Name:

2. Gender

a. Male () b. Female ()

3. Age

a. 15-20 () b. 20-30 () c.30-40 () d.40-50 () e. Above 50 ()

4. Since how many years you have been associated with this organization?

a. 0-5 year's b. 5-10 years c. 10-15 years d. More than 15 years

5.Does the organization clearly mentioning the job position objectives, requirements and candidate specifications in the Recruitment Process?

a. Yes b. No