

A Study On Recruitment Process At Msys Technologies

S.Sasirekha¹, Leelavathy B², Manjusri B³

Assistant Professor, Department of Management Studies, Easwari Engineering College

Student, Department of Management Studies, Easwari Engineering College

Student, Department of Management Studies, Easwari Engineering College

Student, Department of Management Studies, Easwari Engineering College

Chennai, Tamilnadu, India.

1Sasirekha.s@eec.srmrmp.edu.in

2leelabala7@gmail.com

3manjusribalachandar@gmail.com

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ABSTRACT

The purpose of this study was to find the effectiveness of the employee satisfaction level towards the recruitment processes of organization and also to assess the impact of recruitment process on organizational performance. The findings of the study helps to improvise the strategies to make the recruitment process effective. The sample for this study is collected nearly from 100 employees at MSys Technologies were personally surveyed with a structured questionnaire. Based on the investigation in recruitment, research questions were answered. In this study Descriptive Research Design and inferential analysis was used as the sampling procedure and data obtained were statistically analyzed using Chi-square test, one way Anova, Co-efficient of correlation. The analysis and interpretation helps to identify the findings and suggestions of the workers. The more objective the recruitment criteria, the better the organization's performance.

KEY WORDS: Recruitment, Organization, Effectiveness, Recruitment process outsourcing (RPO), Performance.

INTRODUCTION:

Recruitment is the process of searching and attracting the right candidates for vacant jobs in an organization. Recruitment are important functions of human resource management. It is the first stage in the process which continues with selection and ends with the placement of candidate. There are two sources of recruitment which is internal sources and External sources. It refers to the process of searching the potential employees and influencing them to work for their organization. The main purpose is to find talented and qualified individuals for the growth and development of their organization. Recruitment are important functions of human resource management (HRM).

SCOPE OF THE STUDY

The scope of the study is to analyze the employee satisfaction level towards the recruitment process and to find out the impact of recruitment process on Organizational performance and the effectiveness. This also helps the management to formulate suitable policy to recruit the employees which helps for developing Organization by increasing their productivity level it helps the employees to get more interested towards their work by improving their self-development.

OBJECTIVES OF THE STUDY

The **primary objective** of this study is to analyze the recruitment process following in each project mapping.

Secondary Objective

- To find out the various recruitment sources used by MSys Technologies.
- To find out the employee satisfaction level towards the recruitment process.
- To find out the impact of recruitment process on Organizational performance and the effectiveness.
- To develop and promote the employer brand.

COMPANY PROFILE

About MSys:

MSys Technologies orchestrates software products with the DNA of digital. We enable core modernization and digital transformation initiatives for ISVs and Enterprises.

Underlining Our Clients’

Vision for the Future

It is a matter of pride, and responsibility to work with clients who are defining the future of business operations and customer experience management. We ensure they are able to create an impact by making technology as an enabler for them. For this, we offer our niche engineering skills and design software products, which are multi-layered in complexities in the area of product architecture, product development, integration and interplay of products.

Bringing Software Products to Life by Imparting Digital Readiness

We empower our clients to leapfrog the competition by stitching advanced technologies like Big Data Analytics, Artificial Intelligence/Machine Learning, Automation, Robotics, Internet of Things (IoT), among others with their software products. Our Technical Architects ensure that clients experience the true value of these technologies without compromising on costs. For this, they make the cloud as an enabler that ensures maximum responsiveness and business scalability.



REVIEW OF LITERATURE

1. AE Selase - Journal of Public Administration and Governance, 2018 The Impact of Recruitment criteria on organizational performance.

This study investigates the impact of recruitment process on organizational performance. The outcome on the trial of theories demonstrated that recruitment have huge impact on firm's execution. "The more goal the recruitment criteria, the better the firm's execution.

2. H Gilani, S Jamshed - Strategic Outsourcing: An International Journal, 2016 "An Exploratory study on the impact of recruitment process outsourcing on employer branding of an organisation".

This study aims to focus on "Recruitment Process Outsourcing" (RPO) as a key element of improvement in brand of organisation through using the talent and capabilities of employees. The key findings include talented employees' in improving the brand image of any organisation and the development of customers' perceptions through their attitude and behaviours.

3. Sangeetha, K Effective Recruitment (Mar 20, 2010)IUP Journal of Business Strategy, Vol. 7 Issue 1/2, p93-107.

This study finds out the effectiveness in the current recruitment process. The study also revealed that there will be a direct impact on company's future based on the decisions made in recruitment process. Bad decisions made in the process can create serious costs for an organization.

4. Ekwoaba, Ikeije, and Ufoma (2015) A study of the impact of recruitment criteria on organizational performance.

This study revealed that recruitment criteria have a significant effect on organization's performance that the more objective the recruitment and selection criteria, the better the organization's performance.

RESEARCH METHODOLOGY

Research Design

The type of research chosen for the study is descriptive research and inferential analysis.

Sampling Techniques

Simple random sampling method

Research Instrument

The research instrument used in the study is a structured Questionnaire.

Data Design

The two types of data are,

- Primary Data
- Secondary Data

Primary Data collected from respondent by survey method and **secondary Data** collected from Journals and web sources.

DATA ANALYSIS TOOLS:

- Chi-square
- One-way Anova
- Correlation

DATA INTERPRETATION AND ANALYSIS

CHI-SQUARE TEST

HYPOTHESIS:

Ho: There is no relationship between the impact on organizational performance and quality of services improving.

H1: There is a relationship between the impact on organizational performance and quality of services improving.

CROSSTABS

```

/TABLES=Impact BY Quality
/FORMAT=AVALUE TABLES
/STATISTICS=CHISQ
/CELLS=COUNT EXPECTED
/COUNT ROUND CELL.
    
```

Crosstabs

Case Processing Summary

	Valid		Cases Missing		Total	
	N	Percent	N	Percent	N	Percent
Impact of recruitment process on organizational performance * Quality of service improvement by current recruitment process	103	100,0%	0	0,0%	103	100,0%

Impact of recruitment process on organizational performance * Quality of service improvement by current recruitment process Cross tabulation

		Quality of service improvement by current recruitment process			Total	
		Neutral	Agree	Strongly Agree		
Impact of recruitment process on organizational performance	Yes	Count	6	9	80	95
		Expected Count	7,4	11,1	76,6	95,0
	No	Count	0	3	2	5

	Expected Count	,4	,6	4,0	5,0
	May be Count	2	0	1	3
	Expected Count	,2	,3	2,4	3,0
Total	Count	8	12	83	103
	Expected Count	8,0	12,0	83,0	103,0

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	26,822 ^a	4	,001
Likelihood Ratio	14,707	4	,005
Linear-by-Linear Association	11,364	1	,001
N of Valid Cases	103		

a. 6 cells (66,7%) have expected count less than 5. The minimum expected count is ,23.

INFERENCE:

From the above test,

P-value $0.001 < 0.05$

Hence, H_1 is accepted.

There is a relationship between the impact on organizational performance and quality of services improving.

CORRELATION

HYPOTHESIS:

Ho: There is no relationship between the effectiveness of recruitment process and recommending to friends/colleagues.

H1: There is relationship between the effectiveness of recruitment process and recommending to friends/colleagues.

CORRELATIONS

```

/VARIABLES=Effectiveness Recommendations
/PRINT=TWOTAIL NOSIG FULL
/STATISTICS DESCRIPTIVES
/MISSING=PAIRWISE.
    
```

Correlations

Descriptive Statistics

	Mean	Std. Deviation	N
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Effectiveness of recruitment process	2,7864	,43500	103
Recommending recruiter to friends/colleagues	4,6408	,68391	103

Correlations

		Effectiveness of recruitment process	Recommending recruiter to friends/colleagues
Effectiveness of recruitment process	Pearson Correlation	1	,498**
	Sig. (2-tailed)		,001
	N	103	103
Recommending recruiter to friends/colleagues	Pearson Correlation	,498**	1
	Sig. (2-tailed)	,001	
	N	103	103

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

INFERENCE:

From the above test,

Significant value 0.001(calculated) and Correlation value = 0.498

So, both the variables are **positively correlated**.

There is relationship between the effectiveness of recruitment process and recommending to friends/colleagues.

ONE WAY ANOVA TEST

HYPOTHESIS:

Ho: There is no relationship between the gender and improving employer brand of an organization.

H1: There is relationship between the gender and improving employer brand of an organization.

ONEWAY Gender BY Brand
 /STATISTICS DESCRIPTIVES
 /MISSING ANALYSIS

One-way

Descriptives

Gender

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Disagree	4	1,7500	,50000	,25000	,9544	2,5456	1,00	2,00
Disagree	2	1,0000	,00000	,00000	1,0000	1,0000	1,00	1,00

Neutral	13	1,5385	,51887	,14391	1,2249	1,8520	1,00	2,00
Agree	32	1,4375	,50402	,08910	1,2558	1,6192	1,00	2,00
Strongly Agree	52	1,4423	,50151	,06955	1,3027	1,5819	1,00	2,00
Total	103	1,4563	,50052	,04932	1,3585	1,5541	1,00	2,00

ANOVA

Gender

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	,871	4	,218	,864	,488
Within Groups	24,683	98	,252		
Total	25,553	102			

INFERENCE:

From the above test,

P-value = 0.488 > 0.05

Hence, H_0 is accepted.

There is no relationship between the gender and improving employer brand of an organization.

FINDINGS OF THE STUDY

DESCRIPTIVE ANALYSIS:

- According to the study, 97.1 % respondents are from the age group of 20-30 in which 54.4% are male and 45.6 % are female.
- It clearly explains that the effectiveness of recruitment process undergone are 79.6% felt excellent and 19.4% adequate.
- The result shows that 78.6% strongly agree, 18.4% agree to the fact of satisfaction level during the recruitment process.
- It is inferred that 92.2% agree to the fact of recruitment process create an impact on organizational performance.
- As per the result, 75.7% very likely and 12.6% likely to the fact of recommending our recruiter to friends/colleagues.
- It has been found that 80.6% strongly agree and 11.7 % agree to the fact that quality of services are improved when right candidates are recruited.
- It says that 50.5% strongly agree, 31.1% agree, 12.6% in neutral to the fact that talented employees helps in improving brand image of an organization.

INFERENCE ANALYSIS:

Chi Square: It is found that, P-value 0.001 < 0.05. Hence, H_1 is accepted. There is a relationship between the impact on organizational performance and quality of services improving.

Correlation: It is inferred that, significant value 0.001 (calculated) and Correlation value = 0.498. So, both the variables are **positively correlated**. There is relationship between the effectiveness of recruitment process and recommending to friends/colleagues.

One-way Anova: It is found that, P-value = 0.488 > 0.05. Hence, H_0 is accepted. There is no relationship between the gender and improving employer brand of an organization.

SUGGESTIONS:

- Company should specialize in future consistent performance instead of short term. The emphasis towards training and enhancing skills of recruiters must be more and also consistent.
 - The organization shall concentrate and conduct workshops, training programs to the workers so as to mold their career growth.
- The organization shall increase the response level to the work seekers via e-mail or call.
 - The organization shall focus on internal recruitment in order to promote and motivate the employees.
 - Instead of only using employee referral and advertisement source, it is also better to use placement consultancies.

CONCLUSION:

In every organization, recruitment processes plays a vital role. The study also reveals that the recruitment process offered is very much effective. Concluded with the help of analysis, feedback generated through questionnaire found that the company is following an effective Recruitment process to maximum extent. The study also reveals that the recruitment process create an impact on organizational performance and also talented employees helps in improving brand image of an organization.

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