

A Research on Recruitment and Selection

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Abstract: Good Affiliation Is Necessary For The Smooth Running Of Any Business. The Term 'Industrial Relations' Means The Relationship Between Employers And Employees, Good Communication Between An Employer And Its Employees Is Important For Building A Positive Work Place Culture. In Order To Improve The Work Performance, An Employee Must Receive Feedback, Both Positive And Critical. Gratitude And Appreciation Is Very Important. Spending Time With The Employees, Listening To Employees Is Important. The Negative Effects Of Employer –Employee Relation, An Employer Who Fails To Understand Issues Concerning His Employees Might Not Achieve Long-Term Success In His Enterprise. The Business Has Become More Competitive In The Present Era. Globalization, Privatization And Liberalization Have Brought The Sea Change In The Business Organization. The Employee's Relationship Management Has Emerged As One Of The Important Tool For Motivating Employees And Enhancing Their Satisfaction.

I. INTRODUCTION OF THE STUDY

Recruitment is a process of influencing candidates to apply for a vacancy in an Organization. It is more of a positive approach. Whereas, Selection is considered a negative approach as it involves rejecting more number of candidates to accept the most fit candidate to fill in the vacancy in the Organization. Recruitment methods includes both Internal and External sources, While Selection is a process that is customized according to the need and type of Organization and Job Vacancy.

II. OBJECTIVES

Primary Objectives

To know about the recruitment and selection process in Franklin Templeton.

Secondary Objectives

- i. To comprehend the method of recruitment and selection
- ii. To recognize the bases of recruitment & selection at different intensities and different jobs
- iii. To examine the working of recruitment & selection measures
- iv. To categorize the scope of development to make recruitment procedure more real

Research Design:

The research design used in this study was descriptive research design.

Statistical Tools:

Sample size

The sample size selected for this study is 110.

$$\text{Sample Size} = \left[Z^2 \times P \times Q \right] \div E^2$$

III. DATA COLLECTION

Primary data

Primary data was collected through questionnaire.

Secondary Data

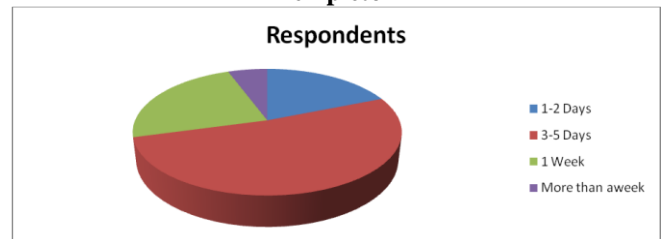
Secondary data was gathered from journals.

IV. SAMPLING METHOD

The calculation for this study was convenient sampling method.

It was rounded of to 110.

Fig- 1 Issuing offer letter to candidates in Franklin Templeton



V. INFERENCE AND RESULT:

Table and Figure we can observe that 20% of the respondents had received their offer letter within 2 days, 55% of the respondents had received their offer letter within 3-5 days and 24% of the respondents had received their offer letter within a week. This clearly evident that 94% of the offer letter were issued to the candidate within a week at Franklin Templeton.

Table 1 The Effectiveness of Overall Recruitment Process

Sl.No.	Effectiveness	No.of Respondents	Percentage
1.	Highly Satisfied	19	16%
2.	Satisfied	41	39%
3.	Neither Satisfied or Dissatisfied	30	25%

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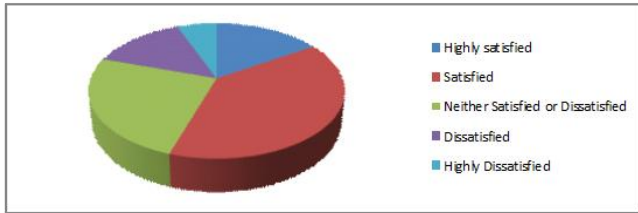
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4.	Dissatisfied	15	14%
5.	Highly Dissatisfied	5	6%
	Total	110	100%



Chi-square

Age distribution of the candidates in Franklin Templeton

41	35
27	7

Solution:

(1) Null hypothesis :

They do not have proper recruitment idea of age distribution to Franklin Templeton

Alternative hypothesis:

They have a proper recruitment idea regarding the age distribution of the candidates

41	35	76
27	7	34
68	42	110

O	$E = \frac{R.t \times C.t}{G.t}$	$[O - E]$	$[O - e]^2$	$\frac{(O - E)^2}{E}$
41	$\frac{76 \times 68}{110} = 46.98$	-5.98	35.7604	0.761
35	$\frac{76 \times 42}{110} = 29.01$	5.99	35.8801	1.236
27	$\frac{34 \times 68}{110} = 21.01$	5.99	35.8801	1.707
7	$\frac{34 \times 42}{110} = 12.98$	-5.98	35.7604	2.755
				6.459

$$\chi^2 = \sum \left[\frac{(O - E)^2}{E} \right] = 6.459$$

Calculated value = 6.459

Degree of freedom:

$$V = [r-1] [c-1]$$

$$V = [2-1] [2-1]$$

$$V = 1 * 1 \quad V = 1$$

Table value = 3.84 (constant)

Calculated value > table value

It is not significant

So alternative hypothesis is accepted

Conclusion: They do have a proper recruitment idea regarding age distribution of the candidates

Experience of the candidates attending interview in Franklin Templeton

20	45	65
30	15	45

50	60	110
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Solution:

(1) Null hypothesis:

The professional experience of the candidates can differ according to the designation in Franklin Templeton

(2) Alternative hypothesis:

The professional experience of the candidates does not differ based on the designation in Franklin Templeton

O	$E = \frac{R.t \times C.t}{G.t}$	$[O - E]$	$[O - e]^2$	$\frac{(O - E)^2}{E}$
20	$\frac{65 \times 50}{110} = 29.5$	-9.5	90.25	3.059
45	$\frac{65 \times 60}{110} = 35.45$	9.55	91.20	2.572
30	$\frac{45 \times 50}{110} = 20.45$	9.55	91.20	4.459
15	$\frac{45 \times 60}{110} = 20.45$	-9.5	90.25	3.683
				13.773

$$\chi^2 = \sum \left[\frac{(O - E)^2}{E} \right] = 13.733$$

Calculated value = 13.733

Degree of freedom:

$$V = [r-1] [c-1]$$

$$V = [2-1] [2-1]$$

$$V = 1 * 1 \quad V = 1$$

Table value = 3.84 (constant)

Calculated value > table value

It is not significant

So alternative hypothesis is accepted.

Conclusion: The professional experience of the candidates does not differ

Effectiveness of scrutinizing the resumes of the candidates

28	21	49
23	3	26
51	24	75

Solution:

(1) Null hypothesis: The effective recruitment and selection is not preferred in scrutinizing the resume

(2) Alternative hypothesis:

The effective recruitment and selection is preferred for scrutinizing the resumes

O	$E = \frac{R.t \times C.t}{G.t}$	$[O - E]$	$[O - e]^2$	$\frac{(O - E)^2}{E}$
28	$\frac{49 \times 51}{75} = 33.32$	-5.32	27.64	0.8295
21	$\frac{49 \times 24}{75} = 15.68$	5.32	27.64	1.7627
23	$\frac{26 \times 51}{75} = 17.68$	5.32	27.64	1.5633



3	$\frac{26 \times 24}{75} = 8.32$	-5.32	27.64	3.3221
				7.4776

$$S^2 = \sum \left[\frac{(O - E)^2}{E} \right] = 7.4776$$

Calculated value = 7.4776

Degree of freedom:

$$V = [r-1] [c-1]$$

$$V = [2-1] [2-1]$$

$$V = 1 \times 1$$

V = 1

Table value = 3.84 (constant)

Calculated value > table value

It is not significant

So alternative hypothesis is accepted

Conclusion: The effective recruitment and selection is preferred in scrutinizing the resumes

VI. FINDINGS

- Majority of respondents Recruitment in Franklin Templeton differs for each category.
- Majority of the respondents revealed that the recruitment team has effectively scheduled their interview.
- Majority of the candidates were clearly informed about their compensation package at the time of recruitment
- The company can increase the transport facility for the candidates from long distance areas.

VII. CONCLUSIONS

- Policies adopted by Franklin Templeton are lawful and systematic.
- Recruitment is just in Franklin Templeton

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