A Research on Recruitment and Selection

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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.

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.

Sample Size \[ Z^2 \times P \times Q \div E^2 \]

DATA COLLECTION

Primary data
Primary data was collected through questionnaire.

Secondary Data
Secondary data was gathered from journals.

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

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.

Table 1 The Effectiveness of Overall Recruitment Process

<table>
<thead>
<tr>
<th>Sl.No</th>
<th>Effectiveness</th>
<th>No.of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Highly Satisfied</td>
<td>19</td>
<td>16%</td>
</tr>
<tr>
<td>2</td>
<td>Satisfied</td>
<td>41</td>
<td>39%</td>
</tr>
<tr>
<td>3</td>
<td>Neither Satisfied or</td>
<td>30</td>
<td>25%</td>
</tr>
<tr>
<td></td>
<td>Dissatisfied</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Dissatisfied</td>
<td>15</td>
<td>14%</td>
</tr>
<tr>
<td>5</td>
<td>Highly Dissatisfied</td>
<td>5</td>
<td>6%</td>
</tr>
</tbody>
</table>

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A RESEARCH ON RECRUITMENT AND SELECTION

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

<table>
<thead>
<tr>
<th>O</th>
<th>E = R.t × C.t</th>
<th>[O - E]</th>
<th>[O - e]²</th>
<th>(O - E)²²E</th>
</tr>
</thead>
<tbody>
<tr>
<td>20</td>
<td>65 × 50 / 110 = 29.5</td>
<td>-9.5</td>
<td>90.25</td>
<td>3.059</td>
</tr>
<tr>
<td>45</td>
<td>65 × 60 / 110 = 35.45</td>
<td>9.55</td>
<td>91.20</td>
<td>2.572</td>
</tr>
<tr>
<td>30</td>
<td>45 × 50 / 110 = 20.45</td>
<td>9.55</td>
<td>91.20</td>
<td>4.459</td>
</tr>
<tr>
<td>15</td>
<td>45 × 60 / 110 = 20.45</td>
<td>-9.5</td>
<td>90.25</td>
<td>3.683</td>
</tr>
</tbody>
</table>

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

Calculated value = 13.733

Degree of freedom:
V = [r-1] [c-1]
V = [2-1] [2-1]
V = 1*1 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

(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

<table>
<thead>
<tr>
<th>O</th>
<th>E = R.t × C.t</th>
<th>[O - E]</th>
<th>[O - e]²</th>
<th>(O - E)²²E</th>
</tr>
</thead>
<tbody>
<tr>
<td>28</td>
<td>49 × 51 / 75 = 33.32</td>
<td>-5.32</td>
<td>27.64</td>
<td>0.8295</td>
</tr>
<tr>
<td>21</td>
<td>49 × 24 / 75 = 15.68</td>
<td>5.32</td>
<td>27.64</td>
<td>1.7627</td>
</tr>
<tr>
<td>23</td>
<td>26 × 51 / 75 = 17.68</td>
<td>5.32</td>
<td>27.64</td>
<td>1.5633</td>
</tr>
<tr>
<td>3</td>
<td>26 × 24 / 75 = 8.32</td>
<td>-5.32</td>
<td>27.64</td>
<td>3.3221</td>
</tr>
</tbody>
</table>

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

Calculated value = 7.4776
Degree of freedom:
\[ V = [r-1] [c-1] \]
\[ V = [2-1] [2-1] \]
\[ V = 1*1 \]
\[ V = 1 \]

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

**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 interviews.
- 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.

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

**REFERENCES**
1. P. SubbaRao, Essentials of HRM and IR
2. C.B. Memoria, Personal Management
3. C.R. Kothari., Research Methodology