

A Study on Recruitment Research Selection Process

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Abstract: A company's employees are its most valuable resource. A company's greatest asset is its talented employees. An organization cannot grow if its members cannot think creatively and provide useful feedback. To ensure that a company can meet its current and future needs, it is essential to hire people with the right skills, qualifications and experience. Companies will only receive positive responses if they adopt innovative measures to attract jobseekers and provide jobseekers with the information, they need to make their own choices. Recruiters review resumes and contact qualified candidates to fill vacancies. The recruiter's duties include speaking with potential new recruits, finding out about their employment history, and advising on compensation and promotion. While interning for a well-known organization during the recent pandemic, I took the following steps, which I describe in this report.

Keywords: recruitment, selection.

1. Introduction

After careful consideration, I have decided to take "Human Resource Management" as the subject of my report. During my acting assignment here, I worked hard to bridge the knowledge gap between the HR theories I learned in college and the HR practices I observed in the real world.

I did my best to cover the basics of human resource management (HRM), such as recruiting and retaining talented employees. In my temporary role, I have attempted to provide advice based on what I know. Human resource departments are innovations in the 21st century workplace. Large companies often neglect their HR departments.

Human resource management practices have become a major concern for most organizations.

Unlike computer programs, human resources (HR) professionals play a vital role in running a business. Therefore, the long-term success of a business depends critically on the consistency of its HR practices.

This internship report is mainly used to describe the different stages of the human resources department. Today's workplace is changing faster than ever. Human Resource Management (HRM) is essential for any business and must adapt to the dynamic nature of the modern workplace.

Globalization, technological advancements and a more diverse workforce are all factors to consider.

Dispersed workplaces, lack of employee unity, and fluctuating skill requirements due to continuous improvement

can all cause problems. Human Resource Management (HRM) strives to help companies quickly find the most qualified candidates for open positions.

Spotting opportunities and being prepared to seize them is great work. Attracting the attention of the best and brightest candidates and selecting the most qualified can be a difficult task. The price of membership is a major consideration.

Therefore, a more egalitarian and organized approach is needed to accomplish the legal preparation and formation of these arrangements. The search for equal freedom is essential. This company delivers on its promise.

Company Profile:



Since its inception in 1999, MINDLANCE has become one of the largest diverse staffing companies in the United States, earning a spot-on SIA's annual list of companies to the fastest growing in the United States of America. For its Managed Service Provider (MSP) program, MINDLANCE was named Top Performer by Allegis, Kelly, TAPFIN, PRO Unlimited, Pontoon, GRI, Workforce Logiq and Agile-1. Initially focusing on temporary workers, has developed a full suite of workforce solutions.

In addition to managed recruitment services (RPO and Direct + Diversity Sourcing) and Pay+ services (EoR/Payroll, IC Compliance and AoR) (Technical, Engineering, Scientific, Clinical Research, Digital, Creative, Marketing, Professional).

2. Recruitment and Selection Process

The selection process paves the way for expanding the agent network, engaging existing agents, and breaking the status quo in HR management. There is a direct link between admissions communication and principal satisfaction with the services provided by human resources. Registration and verification are often used for purposes related to strengthening the affiliate's market dominance, increasing their access to the best talent the gig economy has to offer, or both. A company's ability to quickly identify and promote qualified candidates is critical to managing the high volume of applications.

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Fig. 1.

Having a dedicated check-in software system can greatly improve check-in interactions. Although the software can be used locally, it is mainly managed remotely. Many companies offer recording software solutions. Companies should therefore be careful when choosing.

Choose your course of action and handle its problems carefully. The relationships between admission cycles require detailed description.

It is unreasonable to expect inexperienced workers to take all the responsibility themselves.

Recruiters working in HR need to stay on top of things and communicate a candidate's compliments to the right people so they can get a clear picture and make a decision as quickly as possible. Collaboration has been shown to improve drawing quality and lead to more precise lines. The evaluation, analysis and development of new creative selection strategies are essential to the application of the integration cycle.

The selection process uses a significant portion of the human resources budget.

Now is the time to register multiple branches as it is not expensive. HR must maintain management satisfaction by organizing companies to effectively accommodate the recruitment process.

Cruel HR bosses always prioritize integrity when recruiting. The collective efforts of its members have propelled them to the top. The system should conduct extensive market research to determine which sources are the most reliable before beginning the hiring process.

HR managers and recruiters need to make the right decisions quickly. The application process is organized as follows:

3. Literature Review:

"In business terms, 'recruitment and selection' describes the process of finding and attracting suitable candidates to apply for open positions. In simple terms, the recruitment and selection are two separate things, but they are According to the definition of Harvard Business Review, recruitment is "the process of identifying, attracting and evaluating a pool of qualified personnel who meet the needs of the 'organization on the basis of the evaluation of job opportunities and the skills, qualifications and experience of candidates' And the process of selecting qualified employees is called 'recruitment and selection' and it involves many stages.

Thiruvengkraj T. R. and Nirmal Kumar. The only job of HR is to find and hire the best people to fill vacancies. HR needs to

standardize prerequisites and hiring practices.

The "war for talent" is the biggest challenge facing HR managers.

John T. Delaney and Mark A. (1996) Using data from the National Survey of Profit and Nonprofit Organizations, human resource management (HRM) practices such as training and Staff selection are positively associated with perceived strong performance Measure. Methodological considerations must be made when analyzing the correlation between HRM and business success revealed by the results.

D. Asif, A. Kamran, and J. Dawood. The findings of this study are rooted in the day experiences of HR professionals, such as salary and personnel issues, staff turnover, & changes in job and organizational demands.

By Jerome Baladad, some companies even speak of "recruitment and selection".

"However, certified HR professionals agree on the best way to hire new employees and execute the hiring process so that the company can achieve its goals. The author uses his experience in recruiting and hiring HR to suggest ways to describe how companies can improve their own Ways to find and select new employees.

A. Objectives of Study

- Find out how satisfied or dissatisfied current & former employees are with the company hiring practices.

4. Research Methods

Research methods can be defined as the steps taken to collect and analyze data in order to find solutions to problems.

It provides a step-by-step guide to conducting a search. It serves as a roadmap for researchers to follow in the years to come. Also discusses in detail the techniques used to collect the data.

Research:

The term "research" is used to describe a systematic and comprehensive investigation of a subject from different perspectives.

Extensive research is needed to refine the facts presented, revise the conclusions of previous researchers, find solutions to new or existing problems, and develop new theories.

Research objective:

Find out something about the subject to find out what was not known before. Previously was the main driver of this study. But beyond that, some of the most important research goals are.

Finding problems and developing plans to solve them is the purpose of research (scientific, non-scientific and social).

This is done to establish cause and effect. Discover/Research is a means of discovering new knowledge.

Research design:

Also deliberately draws attention to specific members of groups or individuals with unique characteristics. This document serves as an outline of the research project. Scientific research requires researchers to develop a plan for how they will collect and analyze data. Research results can only be reliable if they are carefully planned.

Data Collection Methods:

- Primary sources
- Secondary sources

Primary Data

Information collected by researchers for their own purposes; also called "primary sources" Probing representative samples, conducting in-depth interviews, observing natural phenomena, conducting experiments, etc. are common methods of gathering first-hand information.

Marketers and consumers alike contributed to its data set by filling out questionnaires. The survey began with questions about respondent demographics, such as gender, age range, and occupation, and then moved on to more in-depth questions about the impact of SMM.

Secondary Data:

This term refers to information collected for reasons not originally intended.

Secondary sources often come from libraries, newspapers, academic journals, research articles and the World Wide Web. Information extracted from the Internet and academic articles for this study.

These possibilities were considered due to low production costs and quick turnaround times.

Research methods used:

My investigation, including protocols, data collection strategies and analysis procedures, was conducted in Mindlance. Preparing for a survey involves making choices, such as who to interview. The following primary and secondary sources were used to compile this data: Space's Boundaries

Survey Results:

- Maximum number of respondents selected through recruitment portals such as LinkedIn, Naukri.com, etc.
- The majority of respondents indicated that recruitment channels were appropriate.
- Most respondents indicated yes, the organization uses the most recent method of recruitment, i.e., the Internet.
- Most respondents believe online recruiting is effective. Respondents felt that the process of selecting the right person for the right job was accurate.
- Most respondents agree that the organization provides all relevant information related to job profile, salary, compensation, etc.
- The majority of respondents believe that the agency's recruitment and selection methods are reliable.
- Most respondents agree that recruiting is a largescale

development, a few disagree and the rest have no say.

- The majority of respondents are satisfied with the job profile/responsibilities.
- Most respondents are satisfied with the company's recruitment process.
- Most of them are comfortable with the online interview process amid covid-19.

Almost everyone is satisfied with their role in the company.

Limitations:

- 1) Deadlines are extremely strict.
- 2) Employees are reluctant to raise concerns about working conditions.
- 3) Specifically, they are reluctant to answer questions publicly.
- 4) We were unable to find out the identity of the person we were interviewing by phone or online.
- 5) Respondents' perceptions were used to compile the data.
- 6) Some of them didn't even bother to fill out the questionnaire.

5. Conclusion

Mindlance uses its personal portal to track its employees. Quotations are also taken into account. Experience is more valuable than credentials when looking for candidates who meet the requirements of sales positions. In marketing, practical experience is more valuable than theoretical knowledge. Information about potential employees is gleaned from sites like naukri.com and timesjob.com, employers consider more than education level when making decisions. The business is still in its infancy, so extra care is taken during the interview process to ensure that only the most qualified candidates are contacted for further consideration. Applicants should understand the history of the company and the nature of the position itself. Once candidates have answered their questions to their satisfaction, they can try to negotiate a higher salary. When people ask about possible increases, the standard answer is 30%. If you are still on the sidelines, an interview will be arranged, and if all goes well, then the salary will be discussed with the HRD.

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