Effectiveness of Discovering Competent Employees using Technology with Reference to Shivashakti Group of Companies

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Abstract

One of the key responsibilities of any human resource executive is discovering competent employee. The term "ability securing" refers to the usage of the procedure the manager uses for recruiting, following, and interviewing job applicants as well as on boarding and training new representatives. It typically belongs to the (HR) office. The recruitment and hiring cycle are frequently automated with the aid of stand-alone software or modules in bigger Human Capital Management (HCM) systems. Systems for managing hiring are a name sometimes given to products in this software category. It has been demonstrated that by incorporating e-recruitment technologies into their HR management infrastructure businesses can boost the effectiveness of the hiring process and dramatically reduce expenses. Based on the research done conclude that using modern technologies in the hiring and selection process not only ensures that a project will have the desired outcome, but also actually improves the hiring process allowing for cost and time saving, especially for the business sector. This has a numerous advantage for firms.

Introduction

HR is used to represent both the employees of a company or association and the department in charge of managing the assets specified with representatives. The phrase HR was originally used in the 1960s, a time when work relations were beginning to receive attention and ideas like inspiration, hierarchical behavior, and choice evaluations were beginning to take hold. The executives are a human resource that comprises both essential and exhaustive methods for managing people, along with details about workplace culture and conditions. It is the responsibility of HR professionals to ensure that an organization's most valuable assets are human capital which is maintained and strengthened through the development and implementation of projects, strategies, and techniques as well as by promoting a positive work environment through strong employee business relations.

Problem Statement

When it comes to discovering competent employee, it plans ahead. A discovering competent employee team on the potential employee's career path inside the company rather than just employing someone to fill an unfilled position. Therefore, discovering competent

employees makes sure the company selects individuals who may one day become managers and senior managers inside the company. Consequently, the focus of discovering competent employees has shifted away from just filling available positions and toward developing a long-term strategic strategy for future job opportunities. The organization will always benefit from doing what is right in order to survive.

Objectives of the Study
- To identify how technology affects applicant tracking system.
- To evaluate technology's role in crowd sourcing.
- To analyze the use of technology for hiring, interviewing and on boarding.

Conceptual Framework
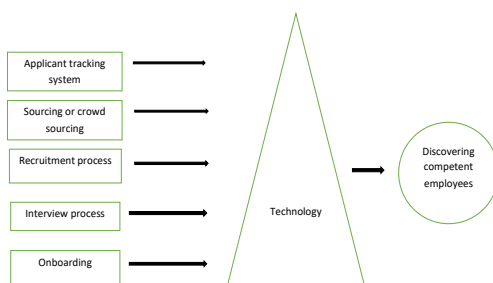
Hypothesis
ANOVA

H0 There is no significance difference between technology and crowd sourcing.
H1 There is a significance difference between technology and crowd sourcing.

Limitations
- This study is restricted to SHIVASKATHI GROUP OF COMPANIES which uses various technologies for discovering competent employees.
- The study's scope is limited to the use of technology by the HR staff to identify competent employees.

Review of Literature
Rao 2021
A Study on Recruitment and Selection Process
The ultimate goal of the recruitment process is for the human resource manager to identify the ideal candidate at the ideal time. This activity may be prolonged by utilizing additional sources or numbers. We would use a variety of channels to locate and place the best applicants in order to fill the designated vacancies. The efficiency of each organization's recruitment process which uses a variety of methods and procedures depends on the two main aspects of recruitment or internal factor and external factor. When strong aspirants who are ready to perform well on the job are selected and stimulated the recruiting process is successful. It is more successful when information, data and sources are developed and delivered specifically for each applicant.

Dale Finn 2021
The Effects of Information Technology on Recruitment
It is widely accepted that an organization's human resources are its most important assets and may provide the only non-imitating competitive advantage out of all the resources available. Thus

one of the most important factors affecting the efficiency of a structure is an organization's capacity to recruit and retain qualified people. As the point of entrance for employee the enlisting function is essential to a structure's survival and performance in the fiercely competitive and unstable business environment.

Maja Wilczewska 2021
New Technologies in the Recruitment Process

The promise of higher production heightened efficiency, safety and convenience come with the advancement of automation made possible by technologies combined with AI and computing. However, these innovations also bring up difficult issues regarding the broader effects of automation on employment, skills, pay and the nature of work itself.

Sania Usmani 2020
Recruitment and Selection Process at Workplace: A Quantitative Qualitative and Experimental Perspective of Physical of Physical Attractiveness and Social Desirsbility

The most significant findings and suggestions from this review analysis of three research on the topic of workplace selection and recruiting come from a quantitative, qualitative and experimental perspective on physical attractiveness and social desire. All three research analyses of the data came to the same conclusion. Physical attractiveness has no bearing on the hiring and promotion decision. Each evaluation will contribute to clarifying theories about the variables influencing the hiring process. The findings of this review will also serve as a blueprint for all future research on the importance of appearance, confidence, communication skills, and resume clarity in the hiring process as opposed to physical or facial attractiveness.

History

Shivashakti group of companies – India is established in 1996 in the form of agriculture organic inputs. The last 16 years have seen a tremendous benefit being delivered to the Indian farmer. It is estimated that in 2013 about 10m acres of teak was planted in the country. The yields of teak have gone up 10% in the last 16 years essentially because of the benefits bought by the technology.

However, the business environment in the country for organic agriculture inputs currently poses serious challenges in spite of the technology so far. The challenges are related to the ability of the technology providers to charge the right price for their technology, the ability of companies to have the freedom to operate in different states of the country, the emerging regulatory framework for organically produced crops.

One-Way Anova Analysis
Crowd Sourcing

- It presents a new creative approach to produce more applicants at a decreased investment.
- It aids in creating a pipeline of capable prospects for your funnel.
- Instead of sourcing it is beneficial to interact with qualified candidates.
- Making use of technology can speed up the hiring process.

Between Technology and Crowd Sourcing 1

Technology	df	F	Sig.
How effective do you believe the use of technology was in identifying and attracting qualified candidates?	4	1.384	.243
How efficient do you feel the technology-based recruitment process was compared to traditional methods?	4	2.136	.080

How satisfied were you with the data and analytics provided by the technology-based recruitment platform?	4	3.514	.009
Technology-based discovering competent employees guarantees that the proper candidates are hired.	4	10.521	000

Source: Primary Data

H0 is accepted, hence there is no significance difference between effectiveness of technology in recruiting candidates and crowd sourcing 1.

H1is accepted, hence there is a significance difference between satisfaction of data and analytics provided by the technology and crowd sourcing 1.

Between Technology and Crowd Sourcing 2

Technology	df	F	Sig.
How effective do you believe the use of technology was in identifying and attracting qualified candidates?	4	.516	.724
How efficient do you feel the technology-based recruitment process was compared to traditional methods?	4	.772	.545
How satisfied were you with the data and analytics provided by the technology-based recruitment platform?	4	1.118	.351
Technology-based discovering competent employees guarantees that the proper candidates are hired.	4	5.968	.000

Source: Primary Data

H0 is accepted, hence there is no significance difference between effectiveness of technology in recruiting candidates and crowd sourcing 2.

H1 is accepted, hence there is a significance difference between technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 2.

Between Technology and Crowd Sourcing 3

Technology	df	F	Sig.
How effective do you believe the use of technology was in identifying and attracting qualified candidates?	4	.742	.565
How efficient do you feel the technology-based recruitment process was compared to traditional methods?	4	1.034	.392
How satisfied were you with the data and analytics provided by the technology-based recruitment platform?	4	.762	.552
Technology-based discovering competent employees guarantees that the proper candidates are hired.	4	9.457	.000

Source: Primary Data

H0 is accepted, hence there is no significance difference between effectiveness of technology in recruiting candidates and crowd sourcing 3.

H1 is accepted, hence there is a significance difference between technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 3

Between Technology and Crowd Sourcing

Technology	df	F	Sig.
How effective do you believe the use of technology was in identifying and attracting qualified candidates?	4	.779	.541
How efficient do you feel the technology-based recruitment process was compared to traditional methods?	4	.571	.684
How satisfied were you with the data and analytics provided by the technology-based recruitment platform?	4	2.456	.049
Technology-based discovering competent employees guarantees that the proper candidates are hired.	4	7.374	.000

Source: Primary Data

H0 is accepted, hence there is no significance difference between effectiveness of technology in recruiting candidates and crowd sourcing 3.

H1 is accepted, hence there is a significance difference between technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 3

Between Technology and Crowd Sourcing

Technology	df	F	Sig.
How effective do you believe the use of technology was in identifying and attracting qualified candidates?	4	.779	.541
How efficient do you feel the technology-based recruitment process was compared to traditional methods?	4	.571	.684
How satisfied were you with the data and analytics provided by the technology-based recruitment platform?	4	2.456	.049
Technology-based discovering competent employees guarantees that the proper candidates are hired.	4	7.374	.000

Source: Primary Data

H0 is accepted, hence there is no significance difference between effectiveness of technology in recruiting candidates and crowd sourcing 4.

H1 is accepted, hence there is a significance difference between satisfaction of data and analytics provided by the technology and crowd sourcing4 .

Between Technology-Based Discovering Competent Employees that the Proper Candidates are Hired and Recruitment Process

Recruitment Process	df	F	Sig.
It enables HR to concentrate on their strategic objectives.	4	14.313	.000
It facilitates the recruitment of idle and underutilized competent employee pools.	4	16.419	.000
It offers worldwide compliance.	4	7.255	.000
It benefits from the most recent technology.	4	11.514	.000

Source: Primary Data

H1 is accepted, hence there is a significance difference between recruitment process and technology based discovering competent employees guarantees that the proper candidates are hired

- As per one-way anova crowd sourcing 2 is compared with all the technologies from that it is concluded that there is no significance difference between effectiveness of technology in recruiting candidates, efficiency of technology-based recruitment vs traditional methods, satisfaction of data and analytics provided by the technology and crowd sourcing 2. And there is a significance difference between technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 2.
- As per one-way anova crowd sourcing 3 is compared with all the technologies from that it is concluded that there is no significance difference between effectiveness of technology in recruiting candidates, efficiency of technology-based recruitment vs traditional methods, satisfaction of data and analytics provided by the technology and crowd sourcing 3. And there is a significance difference between technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 3.
- As per one-way anova crowd sourcing 4 is compared with all the technologies from that it is concluded that there is no significance difference between effectiveness of technology in recruiting candidates, efficiency of technology-based recruitment vs traditional methods, and crowd sourcing 4. And there is a significance difference between satisfaction of data and analytics provided by the technology, technology based discovering competent employees guarantees that the proper candidates are hired and crowd sourcing 4.
- As per one-way anova recruitment process is compared to technology. From that it is concluded that there is a significance difference between recruitment process and technology based discovering competent employees guarantees that the proper candidates are hired.

Suggestions

The above findings demonstrate that the study's independent variables, including crowd sourcing, the recruitment process, the interview process, and on boarding, have a significant impact on discovering competent employee.

- The recruitment process should be improved and monitored as efficiently as feasible by the high-performance team of an organization.
- The businesses should be able to recruit fresh competent employee via digital platforms like social media.
- To comprehend their position regarding the use of their technology in the discovering competent employee process, they should be able to examine the present and existing job hiring procedures.
- It may also be utilized on a mobile device, which speeds up candidate screening and makes the discovering competent employee process more efficient.
- They must be able to create comprehensive discovering competent employee plans that are both successful and efficient in acquiring new competent employee and retaining existing personnel

Conclusion

Due to its critical and efficient role in recruiting or retaining competent employee, discovering competent employee is currently the most crucial function of human resources management in an organization. They achieve organizational effectiveness by utilizing both current and new competent employee. In order to fully utilize discovering competent employee, the company should have access to the relevant technology. Consequently, discovering competent employee is significantly impacted by technology.

The dynamic of how businesses attract and retain competent employee are changing as a result of the technology revolution that is currently affecting discovering competent employee. The discovering competent employee function   is evolving rather than fading although going through significant alterations. After all, discovering competent employee should utilize technology as a tool to enhance and improve the employee experience rather than as a way to minimize costs. Like

any tool technology may hurt a company's bottom line if it is misused. But if used wisely it may expedite procedures employees the best possible experience

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