

## EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS IN VARIOUS INFORMATION TECHNOLOGY COMPANIES IN CHENNAI

**Dr. S. Ramamoorthy**

*Associate Professor and Head, Department of Economics, NMS S Vellaichamy Nadar College, Madurai*

### **Abstract**

*Recruitment is the discovering of potential candidates for actual or anticipated organizational vacancies. Or, from another perspective, it is a linking activity bringing together those with jobs to fill and those seeking job. The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also provide information so that unqualified applicants can self select themselves out of job candidacy; this is, a good recruiting program should attract the qualified and not attract the unqualified. This dual objective will minimize the cost of processing unqualified candidates. Recruitment is nothing but the process of searching the candidates for employment and then stimulating them for jobs in the organization. It is the activity that links the employees and the job seekers. It is also defined as the process of finding and attracting capable applicants for employment. It is the pool of applicants from which the new employees are selected. It can also be defined as a process to discover sources of manpower to meet the requirement of the staffing schedule and to employ effective measures for attracting the manpower in adequate numbers in order to facilitate the effective selection of an efficient working force.*

**Keywords:** *potential candidates, recruiting program, seeking job, campus placements, selection practices, HR executives*

### **Importance of Recruitment and Selection**

The success of organizations in this modern business environment depends on the calibre of the manpower that steers the day to day affairs of the organizations. The process of recruiting and selecting all categories of employees into both private and public companies has been a matter of concern to many and needs attention. Even though it is the wish of every organization to attract the best human resource in order to channel their collective effort into excellent performances, unconventional selection practices can mar any business plan.

Managing people is a definite challenge both at strategic or even organizational levels. Thus, human resources are well managed and developed in alignment with the organizational goals and strategies. It has been observed that for any organization to achieve its stated objectives and goals there is the need for management to put in place policies or strategies that will help attract the best of employees to strive towards the achievement of organizational objectives.

**Methodology**

The study is conducted among 50 Human Resources executives working in various IT companies in Chennai city.

**Objectives**

1. To study the existing recruitment and selection process the organisations are using
2. To study the effectiveness of recruitment and selection process
3. To study the factors influencing the recruitment and selection procedure.

**Findings**

1. Majority of the respondents are working for the company for a period between 2 to 5 years.
2. Majority of the respondents are in the age group of 20-29 years
3. Most of the respondents are having professional qualification
4. All the respondents are aware of the formal recruitment policy of the company.
5. Most of the respondents feel that the current recruitment and selection practices at the company is good
6. Most of the respondents report that job vacancies are made open to public.
7. Most of the respondents report that campus placement is a source of recruitment and selection.
8. 42% got selected to their current job due to promotion and 32% of the respondents got selected through campus placement mode.
9. Regarding best recruitment and selection modes campus placements gets first rank and second rank goes to intra company transfer and promotion.
10. 75% of the HR executives feel that the current recruitment and selection practices are very effective and 25% feel that it is good.
11. 95% of the respondents strongly approve that that attitude of the prospective applicant to work as a team is an important criteria in the selection of employees.
12. All the respondents strongly approve that that problem solving attitude of the prospective applicant is an important criteria in the selection of employees.
13. Most of the respondents strongly approve that that values held by prospective employees is an important criteria in the selection of employees.
14. Majority of the HR executives feel that the recruitment and selection process if carried out rightly will lead to lower employee turnover and better performance of employees

**Conclusion**

The conclusions drawn from the responses establish that most respondents have thoroughly understood the selection process. The results imply the correct implementation of most aspects of the selection. All the HR executives indicated that they understood the

recruitment and selection policy of the company by either strongly agreeing or agreeing with all the statements. The only uncertainty was whether all units used the same policy. Campus recruitment is considered as the best source of recruitment

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