

A STUDY ON THE EFFECTIVENESS OF PLACEMENT ASSISTANCE PROVIDED TO CLIENT COMPANIES OF YOUTH POINT

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ABSTRACT

This research work titled “A study on the Effectiveness of placement assistance provided to client companies youth point”, was done with the main objective to study on Factors influencing staffing process in E-recruitment and to know the candidates needs and preferences in order to assess their satisfaction levels. To provide the suggestion for the organization in evaluation of the effectiveness placement in terms of time & cost efficiency comparison to staffing methods. It is descriptive research design. The Primary data has been used to collect data with the help of Questionnaire. The sample size is 120. Tools used in this study is Correlation and Chi square. The major findings are the majority 69.5%% of the respondents are Post Graduates. The majority 53.3% of respondents are Strongly agree about placement experience in the class. The suggestions for the betterment of the company is provide the candidate feedback collection to create new candidates and to retain the existing candidates from the competitors. The company should go for campus selection as it helps to get fresh candidates who contribute new and innovative ideas which increase the organization effectiveness. Providing a positive experience for candidates can lead to long-term relationships and increased business success for lenders in the competitive recruitment industry. Create a supportive and inclusive workplace culture where everyone feels valued

Keyword: - Factors Influencing Staffing process, E-Recruitment, Retention, Growth opportunities, Working environment, Candidate management, Employee engagement

1. INTRODUCTION

A study on the effectiveness of placement assistance provided to client companies of Youth Point, Karur" Students can receive placement aid, which is a sort of direction and support provided by the institution, to help students find relevant jobs when they complete their course. It includes providing students with various relevant career opportunities, assisting them in choosing the best employment possibilities, getting them ready for job interviews, providing workshops for resume building and engaging them in other career-related activities. In order to help students find the ideal employment opportunities, placement assistance programs also entail advising and guiding students on how to maximize their educational background and professional experiences

OBJECTIVES OF THE STUDY

- Assess the specific job requirements and preferences of clients to understand their expectations regarding job placements.
- Determine the level of satisfaction among clients with the quality and suitability of job placements provided by the organization
- Identify any discrepancies between clients expectations and the actual job placements received, including factors such as job role, industry, salary and location

SCOPE OF THE STUDY

- The scope of this study is to understand clients' expectations for job placements and assess their satisfaction levels once they're employed. This involves evaluating factors like job role alignment, salary expectations, work environment preferences, and career growth opportunities. By gathering client feedback, we identify any gaps between expectations and reality, aiming to enhance overall satisfaction.

NEED FOR THE STUDY

- Regularly assessing expectations and satisfaction helps in identifying areas for improvement in our job placement services, leading to enhanced quality and efficiency

LIMITATIONS

- Limited time period is the one of the constraints of the study.
- Some of the information of the company was confidential and hence unable to include in this report.
- Despite the above limitations, I tried to give the best attempt to fulfill the objectives and topic as far as possible

2. REVIEW OF LITERATURE

Abu-Arab A., Parry A(2021)

Fieldwork experiences can be particularly challenging for international, higher education students, as they face language and cultural difficulties, which can affect their academic progress and their fieldwork interactions with supervisors and clients. This review synthesized findings from 27 studies referring to higher education courses that employed fieldwork placements. The aims were to examine the effectiveness of placement support programs and to collate strategies that international students and/or placement supervisors felt might improve placement outcomes. Results identified a large number of activities that could be used to improve placement outcomes

Jones, S., Smith & Johnson, M (2021)

The article introduces a systematic comparison of video-based dyadic interviews and focus groups using newly developed tools for evaluating the success of one way of doing focus groups over another. We conducted a series of online discussions using a video conferencing tool, half of which consisted of four-person focus groups and the other half were two-person dyadic interviews.

Lisa A Razzano (2021)

Individual Placement and Support (IPS) is the evidence-based model of supported employment that increases employment rates in adults with severe mental illness. Although IPS is largely successful, over 80% of adults with SMI remain unemployed. An enhancement to high fidelity IPS could be an evidence-based job interview training component. To meet this training need, our group recently completed a series of randomized controlled efficacy trials funded by the National Institute of Mental Health to develop and test virtual reality job interview training in a lab setting. The results demonstrated that the intervention was efficacious at helping trainees improve their job interview skills and receive job offers within six months of completing compared to non-trainees.

John Prestipino Adrienne Brown (2021)

Virtual Reality Job Interview Training is a computerized interview simulator with efficacy at enhancing interview skills and employment outcomes. A randomized controlled trial assessed effectiveness for participants in individual placement and support in which approximately 55% of individuals with serious mental illness obtain employment.

3. RESEARCH METHODOLOGY

RESEARCH DESIGN

A research design is the plan or framework used to conduct a research study. It involves outlining the overall approach and methods that will be used to collect and analyze data to answer research questions or test hypotheses.

This paper has employed a descriptive research method. "A study on the effectiveness of placement assistance provided to client companies of Youth Point, Karur"

METHOD OF DATA COLLECTION

This paper is solely based on the primary data. A well-structured questionnaire have been used to collect the data. The interview method was employed while the data was collected

SAMPLE SIZE

In research, sample size is the number of individuals, items, or data points chosen from a larger population to represent it statistically. It's an important consideration because it directly impacts the reliability and extent of the study's findings. The Sample size is 120 taken across the employees of the company.

TOOLS FOR DATA ANALYSIS

SPSS software was employed to conduct Descriptive Statistics, chi-square and correlation analysis. This method was chosen to investigate the potential relationship between various factor affecting employee engagement.

4. DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE

Chi-square (χ^2) is a statistical test used to determine the relationship between categorical variables or the goodness of fit of observed data to an expected distribution. It calculates a test statistic by comparing observed and expected frequencies, with degrees of freedom based on the table dimensions. Interpretation involves comparing the calculated χ^2 value to a critical value, usually at a significance level of 0.05. If the calculated value exceeds the critical value, it suggests a significant association between variables. Widely applied across disciplines, chi-square analysis aids in understanding patterns and associations in categorical data.

HYPOTHESIS STATEMENT

H0 - There is no significant relationship between the Age of the respondent and understand your role and responsibility on placement

H1 - There is a significant relationship between the Age of the respondent and understand your role and responsibility on placement

Table No: 4.1

There is a significant relationship between the Age of the respondent and understand your role and responsibility on placement

Particulars	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	5.94	2	.051
Likelihood Ratio	6.47	2	.039
Linear-by-Linear Association	2.08	1	.149
N of Valid Cases	120		

Inference

From the above Table No: 4.1, it was found that the Pearson Chi-Square significant value is .051 which is greater than 0.05. Hence Null hypothesis (H0) is accepted. and Alternative hypothesis (H1) is rejected. Therefore, it

is inferred that there is a significance relationship between the Age of the respondent and understand your role and responsibility on placement.

Table No: 4.2

HYPOTHESIS STATEMENT

H0: There is no significant relationship between Age of the response and the knowledge you learnt in relevant to your role on placement..

H1: There is no significant relationship between Age of the response and the knowledge you learnt in relevant to your role on placement

Age of the response and the knowledge you learnt in relevant to your role on placement

Particulars	Value	df	Asymptotic Sig. (2-tailed)
Pearson Chi-Square	14.06	3	.003
Likelihood Ratio	20.54	3	.000
Linear-by-Linear Association	5.00	1	.025
N of Valid Cases	120		

Inference

From the above Table No: 4.2, it was found that the Pearson Chi-Square significant value is .003 which is less than 0.05. Hence Null hypothesis (H0) is rejected and Alternative hypothesis (H1) is accepted. Therefore, it is inferred that there is a no significance relationship between Age of the response and the knowledge you learnt in relevant to your role on placement.

CORRELATION

Correlation is a statistical measure that indicates the extent to which two or more variables fluctuate together. A positive correlation indicates the extent to which those variables increase or decrease in parallel; a negative correlation indicates the extent to which one variable increase as the other decreases.

Table No: 4.3

HYPOTHESIS STATEMENT

H0 - There is no statistically significant correlation between receive any payment for your placement and reference check as an integral part of recruitment

H1 - There is a statistically significant correlation between receive any payment for your placement and the reference check as an integral part of recruitment

Receive any payment for your placement and The reference check as an integral part of recruitment

		Receive any payment for your placement	The reference check as an integral part of recruitment
Are you satisfied with your current role and responsibilities	Pearson Correlation	1.000	0.323
	Sig. (2-tailed)		0.020
	N		
Do you feel that your skills and talents are utilized to their full potential	Pearson Correlation	0.323	1.000
	Sig. (2-tailed)	0.020	
	N		

Inference

From the above correlation table 4.3., it can be seen that the correlation coefficient value is 0.323 which lies in the High correlation region $(0.02) < 0.05$, we accept the alternate hypothesis. It can be concluded that there is a statistically significant correlation between Receive any payment for your placement and the reference check as an integral part of recruitment.

Table No: 4.4

HYPOTHESIS STATEMENT

H0 – There is no statistically significant correlation between your placement experience to class/teachers at the end of your placement and the E-recruiting as a suitable way of recruiting.

H1 - There is no statistically significant correlation between your placement experience to class/teachers at the end of your placement and the E-recruiting as a suitable way of recruiting.

Your placement experience to class/teachers at the end of your placement and E-recruiting as a suitable way of recruiting

		Your placement experience to class/teachers at the end of your placement	The E-recruiting as a suitable way of recruiting
The company supported in managing stress and maintaining mental health	Pearson Correlation	1.000	.347
	Sig. (2-tailed)		.000
	N		
The company supported in managing stress and maintaining mental health	Pearson Correlation	.347	1.000
	Sig. (2-tailed)	.000	
	N		

Inference

From the above correlation table 4.3.2, it can be seen that the correlation coefficient value is 0.347 which lies in the low correlation region. $(0.00) < 0.05$, we accept the alternate hypothesis. It can be concluded that there is statistically significant correlation between I am willing to say positive things about the company to other people and the Brand instills confidence in your business.

5. FINDINGS

- The majority that 50.0% of respondents are Strongly agree about the knowledge learn in the classroom
- The majority 45.8% of respondents are Agree about did you keep a reflective log diary while on placement
- The majority 41.7% of respondents are Agree about the support provided by the placement assistance during placement
- The majority 49.2% of respondents are Agree about did you feel supported by the supervisor from placement

6. SUGGESTIONS

- All the recruitment and selection activities are coordinated and controlled in such a manner that all demands are met. But still the questionnaire analysis gave some loopholes regarding the functions of the HR department. According to these loopholes following suggestions were put forth to the HR department.
- Challenges can be nullified while engaging and guiding candidates.
- Through staffing candidate retention rates can be achieved.
- Organization should inculcate staffing and encourage employees to promote it to retain candidates and also to maintain their brand identity for their future scope.
- The e-recruiting officials should undergo training in order to improve their communication skills.

7. CONCLUSION

In summary, this study highlights the importance of labor welfare measures in fostering employee satisfaction at youth point-Karur. By addressing specific areas such as communication, flexibility, and recognition, the organization can further improve the workplace experience and drive employee engagement. Continuous monitoring and adaptation of welfare strategies are crucial for sustaining a positive work environment

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