The Factor Affecting Hiring Process in Recruitment

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Abstract

If a company takes the time to perfect its recruiting practises, it will reap the benefits in the form of increased productivity. The term "recruitment" refers to the process of locating and attracting prospective new employees to apply for open jobs inside an organisation. A company's "selection" of a candidate represents the process by which it determines which of many applicants it thinks would do best in a particular job. In order to thrive in today's competitive business environment, companies must change to meet the increasing demands on their human resources. A corporation needs a well-defined hiring policy if it expects to achieve its goals. The study's goal was to learn more about the recruitment and selecting procedure so that the company could be guided to fix the weak spots and improve the process overall. This study takes use of a readily available data set. One hundred people are going to be a part of the study overall. Many companies now use third-party providers for human resources functions including hiring, payroll, and benefits administration. Many companies choose to outsource their hiring procedures because it allows them to save money, get access to the best candidates on the market, boost productivity, and relieve some of the pressure on the HR department.

Keywords: Selection, Recruitment, Human resource, Development.

1. INTRODUCTION

Human Resource Management is a methodical strategy for resolving workplace issues. Human resource management is concerned with identifying desirable employees, providing them with the education and experience they need to do their jobs well, and fostering their personal and professional development. The people that work for a firm are its most valuable resource. It assures a consistent supply of the correct sort of products in the proper quantity, and also makes excellent use of people. Planning ahead for the requirement, the sources, etc. in human resources is crucial for any organisation. The firm could have to advertise for new workers, evaluate applicants, and decide which ones to hire. Human Resources Management comprises the inventory of present workers in the firm. To supplement their lack of in-house talent, businesses often look outside for new employees. Human Resources Management provides emphasis on better working condition and also secures the hiring of competent work force. Helping with staffing is a part of human resource management. The staffing process is a series of actions that ends with the organisation being managed effectively and efficiently at every level, from upper management down to the operatives. There are several steps in this process, such as manpower planning, approval for planning, candidate source development, application evaluation, job offer, acceptance, induction, orientation, transfers, demotions, promotions, and separations.

Candidates are evaluated in light of the job's specifications, and selection criteria are established and implemented. Included in this procedure are application forms, accurate and trustworthy examinations, interview techniques, employee reversal systems, evaluations, and staff selections based on work needs. practise of making recommendations to employers, which may include making offers and following up on rejections.

2. LITERATURE REVIEW

Chavan Sachin U et.al (2019) The efficiency of different recruitment strategies has been studied for half a century. a person's potential in terms of their production, longevity, and other relevant indicators. Word of mouth from current workers, internal job postings, and rehiring previous employees are the most effective strategies to find new staff.

Even if the emphasis of interview research has shifted over the last decade, the amount of attention paid to this topic has remained high. Therefore, let's begin with a quick review of the most common interview questions and discussion points. Tec Mahindra's BPO recruitment strategy relies on a wide variety of channels, and we'll explain why in the next section. The RMG (Recruitment Management Group) team in the BPO sector will profit from your work. I used the % method to calculate what subset of the data was necessary to produce a usable graph.

Poornima Sehrawa et.al (2018) The fast advancement of technology is now the most visible change in the business sector. Hiring practises are becoming more technologically advanced in a variety of sectors, including information technology (IT), manufacturing, telecommunications, and retail. Many companies are using technological tools like chatbots, video conferencing, smartphone applications, and online and computer-based tests to speed up the hiring and selection process. With the help of various technological advancements, companies have been able to simplify their employment processes, therefore saving both time and money. In light of the fast evolving technological world, this research hopes to provide a picture of what the future of the recruitment and selecting process in businesses will look like. Additionally, the various internal and external factors that affect these technology developments throughout the employment process are discussed in the research. Current technical recruitment and selection patterns, as well as the elements that affect these trends, are gleaned from online journals and other sources. The research indicates that technology developments are a key factor that might improve recruitment efficiency by enabling organisations to employ the finest applicants in less time and at lower costs.

Annette Muthoni Kalange (2017) It is generally agreed that a company's HR policies and procedures may have a significant effect on its fortunes. From the CEO on down to the front desk, managers make the decisions that shape how an organisation functions on a daily basis. Decisions made by management and how people are treated have an impact on the business as a whole. Awareness of these effects may serve as a catalyst for managerial success. There should be rigorous processes in place for finding and employing senior management due to the importance of the roles they play in the company. The purpose of this study was to investigate the selection processes employed by Utalii College to choose senior administrators. Closed-ended questions were used to collect data from high management. Employers consider a number of factors when making hiring decisions, including but not limited to a candidate's level of experience and education, knowledge and skills, self-confidence, salary expectations, and physical appearance, as well as the candidate's health and the demands of the position itself, as shown by the survey results. Since this research focused on only one firm, the author recommended expanding the scope of such studies in the future.

Martha Mwangi et.al (2014) High vacancy and turnover rates, widespread use of temporary employees, widespread absenteeism, and excessive overtime are problems that affect all aspects of human resources, including recruitment. The purpose of this study was to analyse the advantages and disadvantages of healthcare recruitment. A descriptive survey was conducted, and 8 big private hospitals in Eldoret were chosen at random for this study. An approach similar to a census was utilised to collect the samples. SPSS version 17 was used to input the data for coding and analysis. Conclusions were drawn from both the qualitative and quantitative data using inferential statistics including Pearson's Product Moment Correlation, Analysis of Variance (ANOVA), and Multiple Regression Analysis (MRA). The results of the multiple regression analysis provide light on how much the independent variables affected the dependent variable. Pearson's Product Moment Correlation was used to examine the associations between the variables. Positive and statistically significant correlations were found between policy and procedure characteristics and successful staff recruitment ($r = 0.507$, $p = 0.00$); between thorough job analysis and successful hiring ($r = 0.421$, $p = 0.000$ (p 0.005)); and between the labour market and successful hiring ($r = 0.593$, $p = 0.000$ (p 005)). Future research might build on the findings of this study to reaffirm the importance of elements like policy and procedure, job analysis, the labour market, and competitiveness in the recruiting process. The study's results highlighted the need of private hospital management understanding the benefit of effective recruitment. For the company to prosper, it required hardworking employees. This would make it less likely that the company's efforts would be impeded by employees who lacked the requisite abilities. The company reaped the benefits of the swift and effective filling of open jobs.

3. SELECTION PROCESS

This process applies for external hires only.

- Human resource managers who want to employ the finest individuals should conduct efficient and comprehensive interviews in a short amount of time. Recruiters may consult HR for guidance on how to structure interviews and make hiring choices.
- This candidate evaluation form will be used to help us make a final hiring choice once we've met with all of the applicants and conducted our interviews.
- After a candidate is chosen, the human resources department and the recruitment manager will collaborate to create a market-competitive offer of employment (including position title, compensation, etc.).
- A verbal job offer will be made by the human resources department or hiring manager to the successful candidate. The HR department will write out a conditional employment offer letter based on the candidate's successful completion of all required background checks.
- Once an applicant is selected, Human Resources will verify references and conduct a background check.
- After an applicant accepts a job offer and all required background checks have been conducted, human resources will label the requisition as "closed" on the tracking report.

4.   IMPORTANCE OF THE SELECTION PROCESS

- When executives take the effort to strategically place their employees, their businesses thrive and grow. Similarly, a company is only as strong as its employees.
- A company may be able to achieve its goals considerably more rapidly if it hires employees who possess the requisite set of skills and expertise.
- Accident rates in the workplace will reduce significantly when skilled technicians are sent to fix problems.
- Both production and input improve when workers are put in places where they can succeed because of the positive effect on workers' well-being that comes from performing work they find meaningful.
- Employees with high morale and determination are more common among those who like their work.

Figure 1. Talent Acquisition Steps

5.   RESEARCH METHODOLOGY

The research procedure is rigorously scientific and systematic, yielding reliable results. What we mean when we say "research" is an in-depth investigation of a subject, typically with the intention of learning something new. This scholarly analysis is a must-read for all college students. Learning via research is systematic, therefore it's helpful to understand the thought processes and arguments that went into a particular researcher's approach to a subject.

Research Design

This research may be characterised as descriptive in style given that an attempt was made to discover relationships between variables.

Source of Data

Primary and secondary sources are used to compile the data.

Sample Size

Number of units randomly chosen from a larger population to serve as a part of the study's sample. One hundred people will serve as the study's sample size.

Sampling Method

Sampling in which a representative sample is selected only on the basis of how relevant and accessible the data will be in the given context.

6. ANALYSIS AND INTERPRETATION

Table 1 Sources of recruitment

Sources of recruitment	No of respondents	% of respondent
Direct hiring	20	20
Advertisement	10	10
Campus interview	5	5
Private and public agencies	15	15
All the above	50	50
Total	100	100

Inference:

The data shown above suggests that although direct hiring accounts for 20% of responders, other sources account for 10%, ads account for 5%, campus interviews account for 15%, and both private and governmental agencies account for 50%.
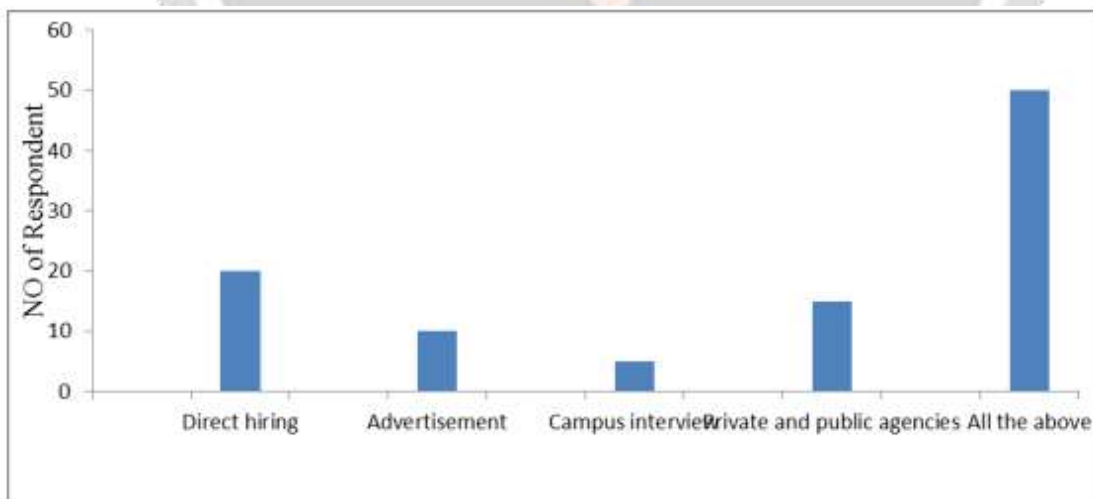
Figure 1 Sources of recruitment

There is a statistically significant correlation between age and overall selection process satisfaction.

Observed frequency	Expected frequency	(O-E)	(O-E) 2-----	(O-E)-- 2/E
34	36.4	2.4	5.76	0.1582

36	33.6	2.4	5.76	0.1714
5	7.8	2.8	7.87	1.0051
10	7.2	2.8	7.87	1.0889
3	2.6	0.4	0.16	0.0615
2	2.4	0.4	0.16	0.0667
8	5.2	2.8	7.84	1.5077
2	4.8	2.8	7.84	1.633
				5.6928

$X^2 = \Sigma \ (0 - E)^2/E$

Calculated Value =5.6928.

Table Value =16.92

Degrees of freedom =9

Estimates come in lower than what's shown in the table. Consider the current situation to be correct.

Someone's level of satisfaction with the selection process is not affected by their age.

Figure 2: quality of hire from RPO

Outsourcing the recruiting process is a popular strategy since it allows companies to tap into the market's best talent pool and make more competent recruits. Outsourcing brings in high-quality employees, according to 80% of respondents and 50% of recruiters, however only 20% of recruiters strongly agree with this assertion. Since none of the two opposing views was selected, we may infer that most people see recruitment outsourcing positively.
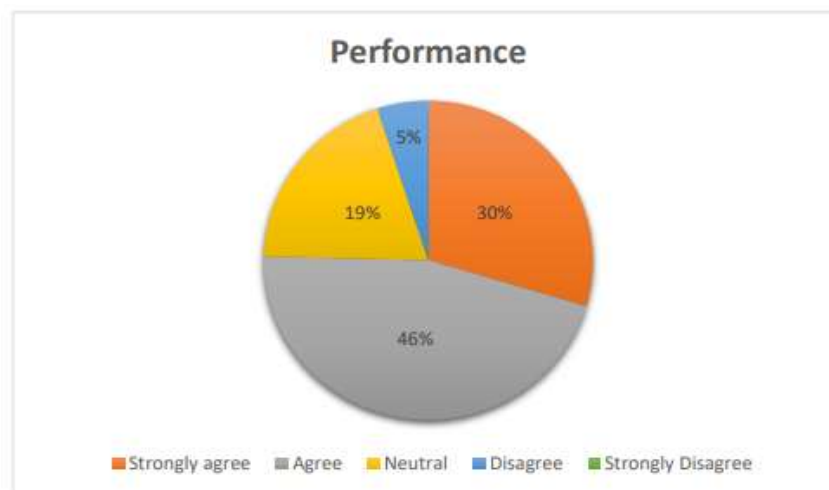
Figure 3: performance of candidates recruited through RPO.

The new ideas and experiences that come with hiring new people may be a boon to any company. Seventy-six percent of respondents agree that outsourcing makes it easier to find qualified workers, and that this improves the company's performance. Among recruiters, 30% are firm believers while 46% are also on board with this viewpoint. Only one in twenty hiring managers thinks outsourcing improves productivity in terms of candidates found. Less than one-fifth (5%) of all recruiters disagree that outsourcing helps find qualified individuals who can improve company outcomes.

7. CONCLUSION

Recruiting and selecting new employees is a major challenge for human resource professionals. A further need is constant vigilance. All employees should get consistent and fair feedback from the organisation. It has been said that "the biggest difficulty for an HR manager is the search for talent." The researcher has also calculated percentages based on the responses of the sample. This method was chosen because it is the most effective resource for establishing relationships, contrasting outcomes, offering context, and drawing inferences. Statements about the data and conclusions about the relationships between variables may be drawn after doing data analysis, which involves collecting a collection of recorded observations and open-ended questions and analysing them.

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