



STUDY ON RECRUITMENT AND SELECTION PROCESS IN L&T CONSTRUCTION

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Better recruitment and selection strategies improve organizational performance. Recruitment is the process of finding potential employees and encouraging them to apply for employment in the organization. You can choose is defined as the process by which an organization selects from applicants those people, they know would best meet the workplace requirements of the current environmental situation. In today's competitive business organizations must meet the demands set by people. This is important for organizational acceptance a well-structured recruitment policy that can be effectively implemented for best results. This research helps the organization to identify the problem set and suggest ways to improve recruitment and hiring. In the selection process, this study focuses on understanding the recruitment and selection process. The tools used in this study are percentage analysis and inferential analysis are used.

Keywords: Recruitment, Selection, Employees, Efficiency

INTRODUCTION OF THE STUDY:

Organizations cannot function without effective human resource management. The fundamental function of recruitment in human resources is the introduction of new employees into organizations. The process of looking for potential employees to apply for a job posting at a recruiting agency is called recruitment. The process of selecting an ideal candidate from the pool of applicants for a position is called selection. After the recruitment process is finished, the selection process begins. The positive aspect of HR practices is recruitment, while the negative aspect is selection.

According to a large number of researchers, in order for organizations to continue operating in a competitive environment, their recruitment and selection policies need to be ethical. The systematic and comprehensive management of employees within an organization is known as HRM. Staffing (hiring people), employee retention, pay and benefits management, performance management, change management, and handling exits from the business round out the activities.

PROBLEM STATEMENT:

Recruitment and selection are the most critical and significant human resource functions, unless the organization has the best available employees, it will not be able to grow and flourish in the market. The drive and motivational levels of the employees need to be high to enable the company to attain its goals. All the steps of the recruitment and selection processes are equally important in attracting and retaining the right talent. Recruiting staff is a very costly exercise. It is also an essential part of any business and it pays to do it properly. When organizations choose the right people for the job train them well and treat them appropriately, these people not only produce good results but also tend to stay with the organization longer.

An organization may have all of the latest technology and the best physical resources, but if it does



not have the right people it will struggle to achieve the results it requires. This is true across the whole spectrum of business activity.

NEED & SCOPE OF THE STUDY:

- This study aids in the selection of the right people for the right job.
- The goal of this research is to better understand the recruitment and selection process.
- This in turn helps the management to formulate suitable policy to recruit the employees which helps for developing Organization by increasing their productivity level
- It helps the employees to get more Interested towards their work by Improving theirself-development.

OBJECTIVE OF THE STUDY:

PRIMARY OBJECTIVE

To study the Recruitment & Selection Process In L&T

SECONDARY OBJECTIVE

- To study the various sources of recruitment & selection.
- To study the effectiveness of recruitment and selection of employees.

RESEARCH METHODOLOGY:

A methodical approach to resolving a problem that lays out the procedures for conducting research is known as the research methodology. It includes portraying the issue, making sense of and foreseeing the peculiarities, by which the response to the issue is found out. Research strategy is likewise characterized as the investigation of techniques by which information is acquired. Its objective is to provide a research work plan.

LIMITATION OF THE STUDY:

- ✓ The time limitations of the study were only 3 months.
- ✓ The administration and management activities reported here are based on the direct observation carried out during the internship period.
- ✓ The sample was collected from the restricted cadre working in the office.
- ✓ An in-depth study may not be possible because of the limitations of resources and the disposal of investigation in terms of time, resource.
- ✓ The study is based on the opinion of employees, there are possibilities of biased responses influencing the finding and conclusions.

REVIEW OF LITERATURE:

Navdeep Singh Gill (2006) Recruitment is the method in which individuals are located and attracted by an organization to fill job vacancies. After recruitment, selection procedure follows. In this paper, we have discussed various recruitment and selection methods in detail. It is concluded that recruitment and selection play important role in the successful employment rate.

Alan Price et., al., (2007) Investigated that the formal definition of recruitment and selection in his book Human Resource Management in a Business Context is the process of finding and attracting qualified applicants for employment.

Vibin Geroje et., al., (2008) Inquired that enlistment is the most common way of looking for planned workers and animating them to go after positions in the association. The process by which an organization selects applicants who, in light of the current environment, they believe best meet the

requirements for the position is known as selection.

Neeraj Kumari et., al., (2012) Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process

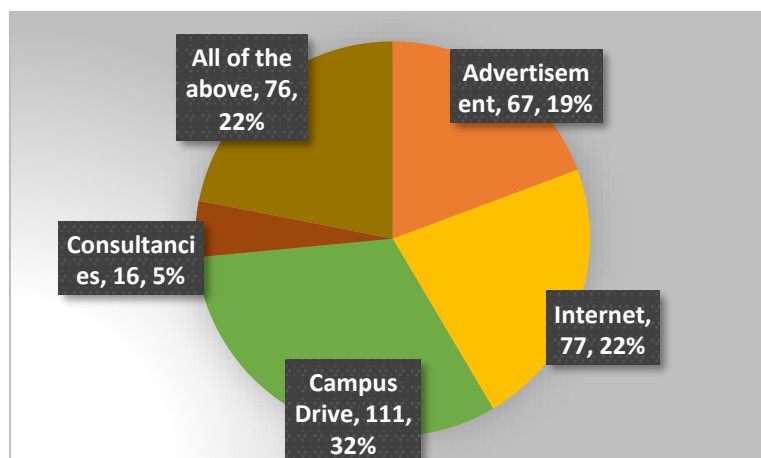
Sudhamsetti Naveen et., al., (2014) The main objective of this paper is to identify general practices that organizations use to recruit and select employees. The study also focuses its attention to determine how recruitment and selection practices affect organizational outcomes.

DATA ANALYSIS AND INTERPRETATION:

Distribution of the respondents for external sources of recruitment used in the process of recruitment

| S.NO | OPTION | RESPONDENTS | PERCENTAGE % |
|------|------------------|-------------|--------------|
| 1 | Advertisement | 67 | 19 |
| 2 | Internet | 77 | 22 |
| 3 | Campus Drive | 111 | 32 |
| 4 | Consultancies | 16 | 5 |
| 5 | All of the above | 76 | 22 |
| | Total | 193 | 100 |

Graphical presentation of data Analysis



INFERENCE:

From the above analysis, it is inferred that 32% of the respondents choose Campus Drive as an external source of recruitment, 22% as Internet & all of the above, 19% as advertisement, and 5% as from consultancies for the external sources used in the company.

CORRELATION TEST:

Null Hypothesis (H₀): There is no significant correlation between an individual's level of work experience and their perception of the effectiveness of the organization's selection policy

Alternative Hypothesis (H₁): There is a significant correlation between an individual's level of work experience and their perception of the effectiveness of the organization's selection policy

| Correlations | | | |
|---|---------------------|--------------------------------|---|
| | | Experience in the organization | Does the selection policy practice by the organization effective? |
| Experience in the organisation | Pearson Correlation | 1 | -.054 |
| | Sig. (2-tailed) | | .454 |
| | N | 193 | 193 |
| Does the selection policy practice by the organization effective? | Pearson Correlation | -.054 | 1 |
| | Sig. (2-tailed) | .454 | |
| | N | 193 | 193 |

INFERENCE:

From the above table, it is inferred that the Pearson correlation coefficient between the two variables is -0.054, which indicates a weak negative correlation. This means that as the experience in the organization increases, the effectiveness of the selection policy decreases, and vice versa. However, the correlation coefficient is 0.454, which is greater than the significance level of 0.05. Therefore, it is proven that null hypothesis is accepted and alternative hypothesis is rejected and conclude that there is no significant correlation between the two variables.

FINDINGS:

- Most of the respondents choose that the source of recruitment done are both internal and external
- Maximum of the respondents choose campus Drive as an external source of recruitment and minimum of them choose consultancies.
- Majority of the respondents choose employee Referral as an internal source of recruitment and minority of them choose promotions.
- Most of the respondents choose as personal interview during the selection process and least of them choose group discussion.
- Superior of the respondents agree that the resume screening & shortlisting method used by the organization is satisfactory and inferior of them disagree.

CONCLUSION:

The study on recruitment and selection in HR professional is having big responsibility to hire a best person from the available talent pool. At the same time, one needs to be conscious. The employer should judge on individual merits and set the same standards for all. In the present scenario, "It is the biggest challenge for a HR manager to hunt for talent"

Based on the above result, we can draw the following conclusion that the data was collected by means of questionnaire and the majority of the respondents believe that the recruitment and selection process is quite effective at L&T. Mostly all the respondents were satisfied but changes are required according to the changing scenario as recruitment process has a great impact on the working of the company as a fresh blood, new ideas enter in the company.



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WEBSITE:

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- [3] HR Dive - <https://www.hrdive.com/>
- [4] HR Technologist - <https://www.hrtechnologist.com/>