STRONG DECISIONS ON EFFECTIVENESS SELECTION OF HR RECRUITMENT PROCEDURE

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ABSTRACT

This research is totally about the recruitment selection and training of good employees by sorting them during conducting process with the help of some strong decisions. 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. The main objective is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes at Electronics Industry, In Krishna DtAp, and India. Successful recruitment and selection practices are key components at the entry point of human resources in any organization. The main objective of this paper is to identify general practices that organizations use to recruit and select employees .The study also focus its attention to determine how the recruitment and selection practices affect the organizational outcomes and provide some suggestions that can help. The main objective of this research is to put the right employee on his belonging profile with respect to his interest, skills & capabilities. In this research we'll get to know how do we check the skills and capabilities with the help of strong decisions and will also check other objectives belonging to strong decisions. Now the global trend towards the recruitment selection and training in private and government sections focused on the attention of policymakers and its consequences. This can be daunting, because the range of issues is expensive and the economic literature is by no means conclusive. This research is all about the satisfaction of individual's employee, and policymakers must need to consider how it effect minimized and better the recruitment selection and training. This research is mainly focusing on that decision which is conducted by HR for better recruitment in the growth of organization. These decisions are considered on the behalf of employee's satisfaction and organization requirements.

***KEYWORDS**: HR, KSAOs, Recruitment Strategies, Skills & Capabilities, Economic Trends.*

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Introduction

Selection and Recruitment is the process in which employees are hired against the vacant post. This process of selection and recruitment has the same age as organizations themselves .The first ones who are considered to be the pioneers in documented selection when they started with the idea of selection tests for civil servants. Knowledge, skills, ability, and other characteristics which are the requirements identified by the psychologists are also known as KSAOs. It is a very sensitive matter for an organization to attain hundred percent results in selecting the most perfect candidate against their vacant post. Candidates are also in an effort to search the best job which fulfills their expectations and suits their skills, ambitions and expertise .So keeping above in view recruitment can be explained as: "The process

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in which an organization explore, develop, hunts, and pulls to itself most right individuals for the right job (Nadler, 1984). The process of recruitment and selection and Human Resource Management are directly related to the planning of human resources. Due to the importance and knowledge gained about the recruitment process, organizations reveal the importance of selection and recruitment in their success.

Selection and recruitment process got appreciation by achieving the best and also leads towards experience and empirical research. It is also a matter of great importance for every organization to keep in view some important points relevant to the strategies and other environmental factors of the organization. Following are the internal factors, most likely to be: status of the organization in the surrounding environment, targets of recruitment and increase the charm of job (Nadler, 1984). Labor market conditions, government, policies, economic trends and labor unions are the external factors (Sims, 2002). Many organizations are selecting the right people for their vacant posts. Because of research, study and experience, there is very high rate of success in HRM due to the recruitment and selection efforts. Shortage of applicants is still one of the major issues which employers are experiencing to be resolved carefully in the recruitment of skilled professional posts. In this article, used to be the part of the mentioned organization, I am trying to highlight the issue of selection of the right persons on the right job and in an effort to develop policies that may address the alarming shortage of skilled individuals (Nadler, 1984).The said issue will be discussed briefly, possessing the following mentioned headings, in a literature review study. Usually recruitment management has evolved a great procedure. There are few main steps which are common in most of the organizations for planning and conducting recruitment.

One of the most important factor about which all HRM knows very well and which has drastic impact on organization and also unacceptable to the management is the wrong decision of selection (Nadler, 1984). These advances evolved Selection and recruitment and has also been strongly influenced by legislation passed from the 1960"s–1990"s.Much legality was taken into consideration for a job description and asking appropriate questions in the interview. The evaluation of candidates is based on their bio-data, personal attributes, and performance on cognitive tests. They can also be evaluated by giving them task in a simulated work environment to evaluate their capabilities. Phone interviews, one-on-one or even panel interviews are also in practice by the recruiters. The hiring process is very difficult, lengthy and hectic for perfect candidate, the "right-fit". The information on the Selection and Recruitment page will help guide you through this process (Nadler, 1984).Or the exact words are, right "people for the right job are not easily available and is the most crucial phase (Jlyn, 2008). Human resources is a term used to who finds out the perfect candidate for the vacancies in an organization, although it is also applied in labor economics. Human resources can also be explained as the department of an organization which implements recruitment and selection strategies and policies and possess complete authority and responsibility in this regard. "HR" initials are used to abbreviate this function (Nadler, 1984).The different style of management of Multinational business tycoons like Microsoft and (GMC) General Motor Company which belongs to United States, and Honda and Samsung which are from Japan both situated at extreme opposite geographic locations of the world, one in the east and other is in the west, made themselves successful (Jlyn, 2008). Basically Strong Decisions Of HR Recruitment are based on four pillars.

Need

Strong Decisions are based on Employee needs what they are expecting from organization because appropriate selection of good employees can only take place with the full fill of employee needs because then they would showcase their skills and abilities in company growth which is very important for growing organization. There are several types of needs –

Environment Factor

There should be good working environment and management should systematic so employee can easily work there without any interruption. Good environment also brings interest in work for the employees.

Health & Safety

There should be medical services like medical claim insurance and instant medical facility for any accident in organization for the employee

Physical Factor

There should be use of skills and abilities of employee in working profile that helps to employee in job satisfaction. All the given tasks should be related to employee interest so employee can work on that with full of efforts.

Safety

There should be job safety for employee so employee can work in office easily without any doubt because if there is no job safety then employee work with doubts which reduce the interest in work and with job also so this is very compulsory for each and every employee to have job safety which boost the employee to do hard work towards the organization growth.

Belongingness

The working profile of employee should belong to their interest so employee can put all their efforts to bring better output which helps in company growth. Perhaps the work belongs to employees interest than employees can showcase their skills and abilities in organization growth.

Love

The employees should love their jobs and organization which make employees able to stay in same organization for long period so employees can put the organization at the top in the market after hard working for long period.

Objectives

- The primary objective of the study is to analyze the process of Recruitment and Selection in the industries.
- To observe the procedure to select the candidates from internal as well as from external sources in the industries
- To find out the various recruitment sources used by the selected industries.
- To study the employee satisfactory level with the existing recruitment policy in the industry.

Literature Review

Recruitment and Selection

All the techniques and ways which are used in process of recruitment are being critically evaluated in this research. For the selection of the employees, every organization uses different ways and techniques for selection. All the theories, methods and techniques which are used in process of recruitment, will be analyzed critically, in this research. Investigation, validity and reliability will be completely defined in this research. Data, interviews and selection of principal application process will also be describe. Identification of methods which are helpful during the assessment of candidates will be analyzed in upcoming chapter. The goals, which are important for the success of an organization, now both internal and external techniques are being used by the organization in the recruitment process (Saurabh, 2008).

Recruitment Draft of ABC Courier

Recruitment process of ABC is discussed here. Orientation and recruitment of new work force is described in this research. The process of recruitment in small companies is discussed. Different techniques of recruitment from advertisement, recommendation and final selection of a candidate are also stated here. The process of recruitment is of great importance for the success of any organization. There will be suffering if selection of employees will be based on wrong decisions. Small business lacks behind instead of large business during recruitment, but on the other hand. Low needs, low cost, less expertise, specific in needs and less time are some of the plus points of small organization (Williams, 2008).

Recruitment & selection in UK

The researcher also researches on evaluating the selection and recruitment process of organizations conducted. Different techniques and ways are used for selection and recruitment process by every organization. Air call is an organization which is using different methods, ways and techniques during recruitment process and the research is about it. Investigating the idea of reliability and validity in the Air call centers during the process of recruitment is also explained. CV"s references methods, application process and conduction of interviews will be evaluated in second research. Tests, interviews, assessment and personality of the candidate will be evaluated and in the last, selection of applicant will be finalized in third section. Different recruitment challenges are in the way of organizations, using internal recruitment and external recruitment process in achieving the goals. Recruitment and selection process provides for the success of any of the organization, narrated by the researcher. Identification and selection of candidate should be appropriate (Williams, 2008).

Selection and Placement of the Personnel

The 30 years of rational changes in the educational market has been observed by the researcher. Promotion, termination and selection of the employee have direct impact by the state law and federal law

on the selection and recruitment process in the educational system. It has also mentioned that, how necessary is the scrutiny process. All biasness and discrimination will be eliminated by the base provided by the teacher. It also allows specified pay structure for the teachers. Collective bargaining process should not be bypassed in legislation about compensation which was highlighted by NEA. Qualification, experience, placement responsibilities are the basic criteria for setting up the pay structure of an employee. Discrimination is effected in the process of bargaining process (Bartram, 2000).

E-recruitment

Technology affects every organization and with economic, political and social changes, employees relations also affects. Profitability, growth, leverage, efficiency, management, capital and continued changes are in the focus of every organization in this modern world. Therefore, new competencies and challenges are evolving in an organization. Market structure, culture and environment can be improved by the positive impact of all the changes .Excellent customer services, cost effectiveness and targets are focused by human resource policies. Electronic media allows HR to fulfill its needs and take full advantage of the strategies available. Electronic recruitment is the process which is being used by many companies in today's environment to gain maximum share of the profit from the market. There are also some disadvantages in Electronic recruitment process. The electronic recruitment is more unsuitable, costly and time taking process. A collection and gathering of candidate which selection of suitable candidates becomes easier. Earlier, managers of human resource consume about Earlier 80% of the time is consumed in short listing the candidates by the earlier mangers of human resource department. A major an important role is being played by electronic recruitment. Now candidates give their information online. Processing of applications is based on the software which is used for processing of applications and pool of candidates is used for the recruitment process of the employees (Chen, 2000).

Conclusion

Every Organization has its HR department which is employing new employs and retaining old. Organizational structure is centralized. Decisions are made on the basis of top to bottom. HR department is not working up to the mark. Organizations are mostly using external recruitment. HR department is providing objectives to its employees, and it is using different plans for better relation between management and employees. The main conclusion of strong decisions by HR is to conduct appropriate employees for company future. Here strong decisions describe that what are requirements need to conduct employees which help to put the right employee on right profile. All the decisions helps to check the skills and capabilities of employee which make effect on company profile so they find the right person for his belonging profile which directly impact of company growth by increasing. All the strong decisions have advantages for both organization and employees. These strong decisions helps the organization to sort the candidates during his conducting process so they can get select only those candidates whose skills, capabilities and interest belongs to job profile so they can showcase their skills and capabilities in company growth.

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