Effect of Recruitment Process on Employees Performance with Specific Reference to IT Sector of Hyderabad City

Effect of Recruitment Process on Employees Performance with Specific Reference to IT Sector of Hyderabad City

Dr L Madan Mohan

Senior Assistant Professor
Padala Rama Reddi College of Commerce and Management, Gandipet, Rangareddi.

Abstract

In rapidly changing business environment, organizations have to respond quickly to requirements for people. Recruitment forms the first stage in the process which continues with selection & ceases with placement of the candidates. Recruitment & selection are critical elements of effective human managements. With the human resource management paradigm they are not simply mechanism for filling vacancies. Recruitment & Selection is a function of major importance to the success of an enterprise. Organizations nowadays are more concentrating on acquiring appropriate human capital because the employees are the most valued and most precious assets of an organization. It is the individual performance of employees that will converge to form the overall performance of the organization. While recruiting the employees, organizations have to devise a strategy to carefully recruit the most suitable employees because they create the competitive advantage for the organizations. The word recruitment has become a thing of concern to many organizations in order to get a rightful candidate that can effectively fill the vacant position in the organizations due to the increase in competitions .In an emerging economy organizations are to advance modern recruiting and selection strategy that will enhance quality of service delivery due to the entries of multinational companies and the growth in communication technology which lead to the development of e-commerce.

Keywords: Business Environment, Organizations, Recruitment , Human Resource Management etc.

Introduction

The companies have been witnessing growth which is manifold for last few years. Many private players have entered the economy thereby increasing the level of competition. In the competitive scenario it has become a challenge for each company to adopt practices that would help the organization stand out in the market. The competitiveness of a company of an organization is measured through the quality of products and services offered to customers that are unique from others. Thus the best services offered to the consumers are result of the genius brains working behind them. Human Resource in this regard has become an important function in any organization. All practices of marketing and finances can be easily emulated but the capability, the skills and talent of a person cannot be emulated. Hence, it is important to have a well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions.

A sound manpower plan programme logically follows a well drawn-up recruitment strategy. In fact, the quality of the organizational performance depends upon the quality of employees which is determined by recruitment policies and practices in the organization. For organization to request for

application, objectives must be established and used for the selection process. The position to be filled must be defined in terms of job description and job specification.

Literature Review

Educational and Training Establishments: Managers of organizations may visit educational institutions such as universities and colleges to attract top students, especially during their final years of study to apply for vacant positions. This method of recruitment is also referred to as campus recruiting and is one of the cheapest methods of recruitment. It introduces final year students to the institution. The recruiter normally makes a presentation to final year students and invites desirable students to visit public institutions exposing them to different areas within the organization (Nel et al., 2009:227).

Selection Stonner, Freeman and Gilbert (2000) see the selection process as the mutual process whereby the organization decides whether or not to make a job offer and the candidate decides whether or not to accept it. In the view of Ejiofor (1989), selection is the process of choosing from the pool of potential employees available those jobs in terms of qualified job and organization requirements. Mondy (2010: 136) refers to selection as the process of choosing from a group of applicants those individuals best suited for a particular position in an organization. One thing that stands apparent from the above is that, selection is typically made from among many applicants that have applied for positions and meet the organization requisite.

The Process of Selection Flippo (1984) sees selection process as hiring procedure. According to him, in the hiring procedure varying methods are used to discover significant information about an applicant, which can then be compared with the job specification. He is of the opinion that there is no standard procedure adopted by all firms, the following is an example of a popular method: Initial or preliminary interview: This initial interview is usually quite short and has as its objective the elimination of the obviously unqualified. In many instances it is a standing interview conducted at a desk or railing.

Objectives

• To Study importance of effective Recruitment and Selection Techniques with Respect to IT Industries in Hyderabad city.

• To Study Impact of Effective Recruitment and Selection Process on employee Work performance

Research Methodology

The purpose of this study was to assess the impact of recruitment and selection on organizational performance. It was to find out the recruitment and selection policy or practice, the impact of recruitment and selection process, the challenges associated with the recruitment and selection practice and ways to help improve human resource planning and development. The study obtained information from 200 respondents from staff of IT Industries in Hyderabad city through the use of questionnaire. The results indicated that, advertising of job vacancies to general public, use of employment agent(s) and employee referrals are mostly the mode for recruiting potential employees, it was also realized that the method used in the recruiting and selection process was very effective

Effect of Recruitment Process on Employees Performance with Specific Reference to IT Sector of Hyderabad City

and moreover helped improve employee performance, the study revealed that the selecting and recruitment process are also characterized with lots of challenges.

The questions in the questionnaire are framed on the basis of the factors related to effective recruitment to collect primary data from employees of selected IT Industries in Hyderabad city. The secondary data is collected from well maintained records in the companies. With the help of convenient sampling data has been collected and analyzed statistically.

Hypothesis

H0: There is no significant relationship between Effective Recruitment & Selection Process and Employees Work Performance in IT Industries in Hyderabad city

H1: There is significant relationship between Effective Recruitment & Selection Process and Employees Work Performance in IT Industries in Hyderabad city.

Data Analysis and Interpretation

To analysis the alternative hypothesis that is "There is significant relationship between Effective Recruitment & Selection Process and Employees Work Performance in IT Industries in Hyderabad city", graphical representation is used.

Table 1: Types of recruitment

| Recruitment Options	Percentage
Centralized Recruitment	10
Decentralized Recruitment	90
Total	100
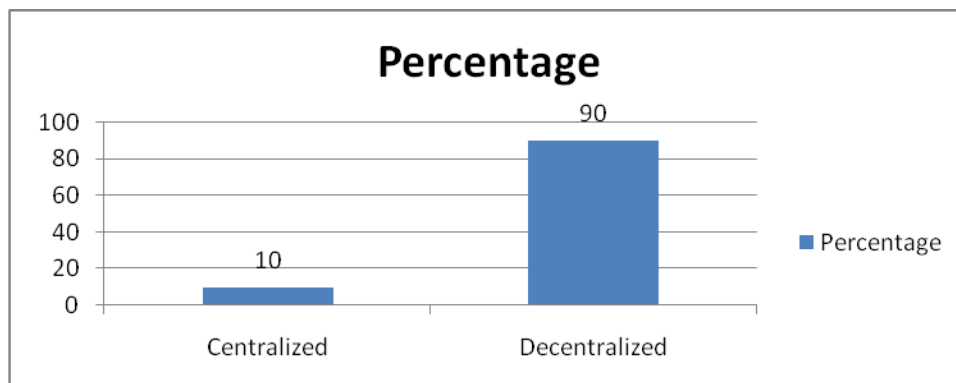
Graph 1: Types of recruitment

Interpretation

In above table 1 and graph 1, 10% of respondents are agree that IT companies use centralize recruitment process and 90% of respondents are agree that IT companies use de-centralize recruitment process.

Table 2: External recruitment brings out the desirable employees in to the organization

External recruitment brings out the desirable employees in to the organization	Percentage
Yes	**80**
No	**20**
Total	100
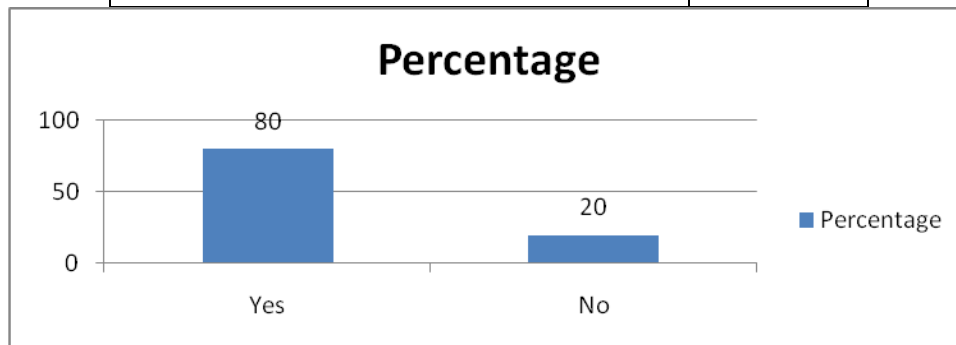
**Graph 2: External recruitment brings out the desirable employees in to the organization**

Interpretation

In above table 2 and graph 2, 80 % of respondents are agree that external recruitment brings out the desirable employees in to the organization and 20 % of respondents are not agree that external recruitment brings out the desirable employees in to the organization. Hence, according to majority of respondents external recruitment is a good selection process to take out the diamond from the coal.

Table 3: External sources of recruitment

| External sources of recruitment	Percentage
Advertisement	25
Internet	15
Campus	40
Consultancies	20
Total	100
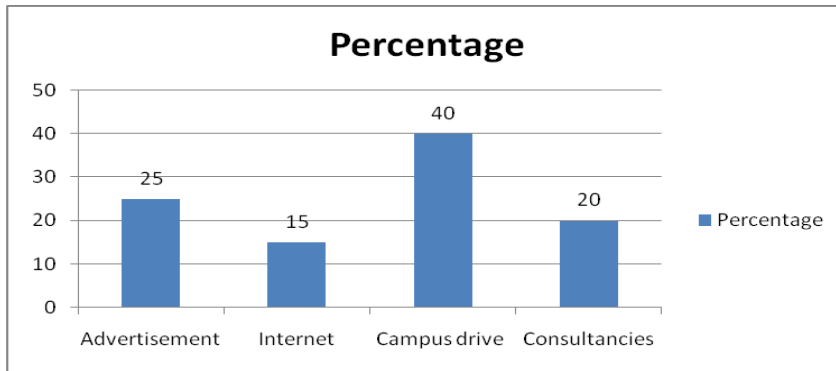
Graph 3: External sources of recruitment

Interpretation

In above table 3 and graph 3, 25% of respondents are agree for advertisement as external source of recruitment to hire employees, 15% of respondents are agree for internet as external source of recruitment to hire employees, 40% of respondents are agree for campus drive as external source of recruitment to hire employees and 20% of respondents are agree for consultancies as external source of recruitment to hire employees. Hence majority of respondent are feeling that campus drive is better way to recruit employees.

Table 4: Different recruitment process for different grades of employees

Different recruitment process for different grades of employees	No. of Respondents	Percentage
Yes	180	90
No	20	10
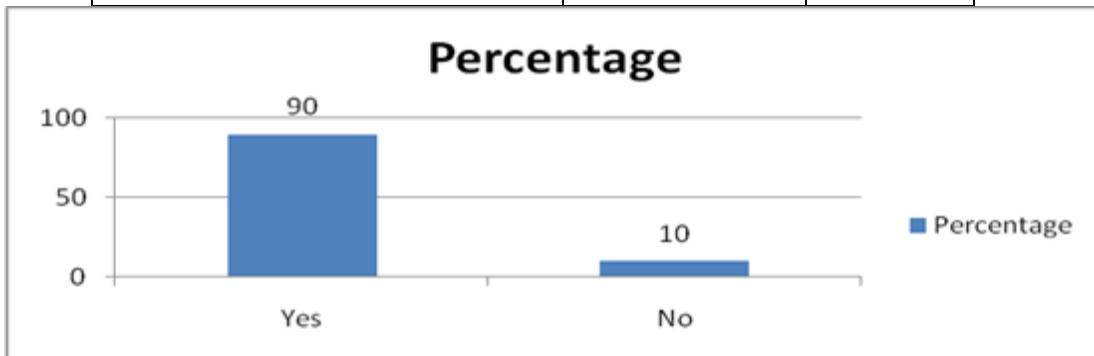
Graph 4: Different recruitment process for different grades of employees

Interpretation

It is found that different recruitment processes are adopted for different grades of employment.

Table 5: Types of Selections

Types of Selections	Yes (percentage)	No (percentage)	Total
Technical Written test	55	45	100
Aptitude test	100	-	100
Group Discussion	70	30	100
Technical Interview	60	40	100
Personal Interview	100	-	100
All of Above	90	10	100

Interpretation

From Above table, according to the majority of respondents all the types of selection process is necessary for recruitment in IT companies in Hyderabad city.

Table 5: Organization is considered as

Options	Percentage
People-Oriented	30
Task-Oriented	25
Combination of Both	45
Total	100
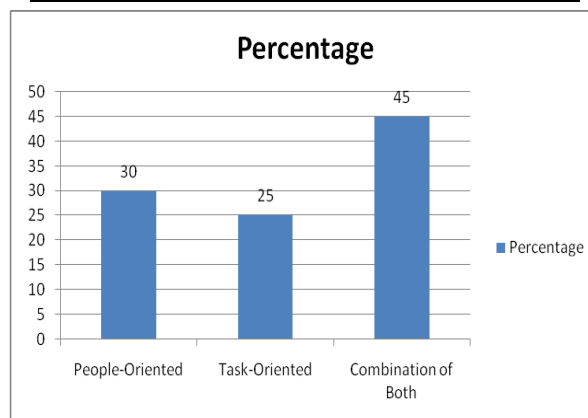
Graph 5: Organization is considered as

1486

Effect of Recruitment Process on Employees Performance with Specific Reference to IT Sector of Hyderabad City

Interpretation

From above table, it is found that IT companies follow both the combination i.e. people oriented and task oriented process for positive impact on employees work performance in IT in Hyderabad city.

Conclusion

The study concluded that Effective Recruitment and Selection Process are having positive impact on Employees Work Performance in IT companies in Hyderabad city. From the analysis of collected data it is observed that employees appointed through proper recruitment and selection process are more satisfied with their work profile and job responsibilities, in turn they are performing excellently and efficiently.

As it was mentioned before, factors which affect employees performance can be personnel or external. These factors can be categorized as following.

- Individual factors- these factors are related to employees personal abilities and qualification which are assessed at beginning by recruitment and selection process like employees skills, qualifications, reliabilities, commitment, educations etc.

- Management factors- these factors are related to the management roles, treatment and behaviors with employees that have a great impact on their performance.

- Team factors- group members put great impression on their colleagues, so support provided by group members and colleague are significant on employees performance.

- System factors- facilities, equipment, environment, and other instrument provided by organization are also influencing factors on employees performance.

- Situational elements- internal and external pressures which are forced to the organization or employees are also remarkable factors on affecting employees performance.

- Study concluded that there is positive impact of effective recruitment and selection policy on employee performance.

References
1. Robins, D (1998): Human Resource Management, Publisher-Prentice Hall, New York.
2. Abraham, Jose P, 1998, "To Grapple With Attrition" ,Publisher- Human Capital
3. Rao, J.M., 1998, "Scouting for Talent ", Publisher- Human Capital
4. Ashwathapa, K, (1997) Human Resource and personnel Management, Tata mcgraw Hill 131- 176.
5. Gupta, C.B. (1996) Human Resource Management, Sultan Chand & Sons.
6. Kothari, C.R, (2008) Research Methodology, Publishers- New Age International
7. Walker, James. 2009. Human Resource Planning. New York: McGraw-Hill Book Co., P95.
8. Weihrich, H. and Koontz H. 1994. Management. A Global Perspective. Tenth Edition, New York McGraw Hill Int. Editions Management Organisation Series
9. Global Journal of Management and Business Research: A Administration and Management Volume 16 Issue 11 Version 1.0 Year 2016 Type: Double Blind Peer Reviewed International Research Journal Publisher: Global Journals Inc. (USA) Online ISSN: 2249-4588 & Print ISSN: 0975-5853 By Akuamoah Worlanyo Saviour, Amedag bui Kofi, Buabasah Daniel Yao & Letsa — Agbozojoseph Kafui