



# Employees Perception On Modern Recruitment & Selection Process In It Sector With Refernce To Bangalore City

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## ARTICLE INFO

## ABSTRACT

The rising profile of human resource management is among the most noteworthy developments in the history of modern organisational theory and practice. People are the lifeblood of every organisation because they bring fresh ideas, principles, and characteristics to the table, all of which, when managed well, can provide substantial benefits to the business. Businesses in both developed and developing nations rely heavily on the performance of its employees. It is the employees that determine whether the company succeeds or fails. It is essential for every organisation to find the right person for the job and help them grow into something great. Employee impressions might be influenced by selection processes. When line managers are able to recruit effectively, the organisation is able to accomplish its core aim. Examining how demographic variables relate to IT sector employees' views on recruiting and selection processes was the major goal of this study.

**Keywords:** Perception, Recruitment, Selection, Employee, Performance etc.,

## INTRODUCTION

In a fast-paced and competitive business landscape, every company must invest strategically to excel in each of its business ventures. The creation of novel business models that encourage expansion into new global markets appears to be the goal of every company. For startups and well-established companies alike, finding and hiring top talent is essential. The company can reach new heights of success with the help of the right team members. A drop in sales, customer alienation and a toxic work environment are just a few ways in which hiring the wrong people can hurt a company's bottom line and its standing in the market. The ability of an organisation to grow depends on its recruitment and selection processes, which bring in qualified and potential employees. Organisational goals recruiting new employees entail searching for and choosing people with the right set of skills to fill open positions inside an organisation.

### Recruitment and selection

Hiring and choosing employees is a fundamental aspect of managing a company and greatly impacts its success and productivity. Many argue that employee selection goes beyond simply filling vacancies or increasing staff numbers, focusing instead on recruiting high-performing individuals who show dedication (Ballantyne, 2009). Because of their frequent interchangeability, it is important to understand the differences between recruitment and selection as well as their interdependencies and connections. Choosing candidates is not the same as recruiting them. According to Walker, Feild, Giles, Armenakis, and Bernerth (2009), recruitment involves attracting a wide range of qualified individuals for job opportunities. The planning process encompasses a wide range of duties, including but not limited to creating a job description, conducting an analysis of the work, and increasing awareness. Organisations decide who will be admitted into the organisation by selecting the proper applicants.

How a company, a position, and a geographic area go about choosing new employees can all have an impact.

If you want to hire the right people, there are two parts of the process that Barbar (1998) says are absolutely necessary. Attracting a large number of applicants is an important first step, but the capacity of the Human Resource Divisions to select the best individuals from all of the applications is as critical (Barbar, 1998). Attracting a sufficient number of qualified candidates to apply for available positions is, according to Cole (2002), the primary objective of recruiting campaigns. The main goal of selection activities is to find the most qualified candidates and convince them to join the organization. It is critical to have efficient and effective methods for hiring. According to Cole (2002), organizations that can hire qualified employees who fit their roles well and are competent can capitalize on opportunities and address threats and competition in their operating environments more effectively than those struggling to build and retain their workforce. Attracting competent, experienced, and well-informed people to apply for a position is what's known as recruitment.

## REVIEW OF LITERATURE

**Aruna S (2021)** "Recruitment and Selection in Public Organizations in Nigeria: A Case Study of university of Nigeria, Nsukka" emphasizes the significance of hiring competent people for clerical and executive positions in order to keep the organization running smoothly and efficiently.

**Tuluan, Mayra Madria (2022)** While hiring for the position of Uniformed Personnel of the Philippine National Police, organizations are more concerned with candidates' strong technical abilities than their softer behavioral abilities. Employees' prospective attributes can be easily developed through training, according to this approach. As stated in the article "The Recruitment and Selection Process of Pharmaceutical Companies in Bangladesh: A Case on GlaxoSmithKline Bangladesh Limited," it is essential to find individuals who can contribute to the organization's strategic objectives while hiring new staff.

**Opayemi and Oyesola's (2023)** studies revealed that people's perceptions of the relationship between selection interviews, exams, and job performance can be influenced by specific personal traits or socio-demographic characteristics. The study found that the average score for comprehending the relationship between selection interviews, selection tests, and employee performance was highest among those in the 20–25 age bracket. Interviews and exams administered during the hiring process, when administered consistently, provide valid insights into potential employees' abilities.

**Stephen, Cowgill, Hoffman and Housman (2023)** researched the results of a referral-based hiring program. They looked at survey and productivity data from nine big companies across three industries and discovered that referrals help businesses choose employees with the right skills for the position, rather than simply the best candidates. Employee referrals enhance supervision and guidance, according to the research. This, in turn, creates a more pleasant work climate, since coworkers often refer people who are similar to them, both in terms of personality and behavior.

## OBJECTIVE OF THE STUDY

The purpose of this study is to analyze the views of IT workers in Bangalore city regarding the current method of hiring, taking into account factors like gender, profession, level of education, and years of experience.

### Hypothesis

Workers' views on hiring practices do not vary much according to respondents' gender, profession, level of education, or years of experience.

## RESEARCH METHODOLOGY

Examining gender, occupation, education level, and experience as well as other demographic variables, this study seeks to comprehend how IT sector employees perceive the hiring and selection procedures. An experimental study within the automotive industry will be used to carry out the investigation. The exploratory research methodology was used to identify the indicators connected to recruitment and selections in this study. This study is descriptive in nature, but it offers an analytical perspective by comparing the discovered parameters with the employees' socio-economic position. For this investigation, we used a non-proportional sampling strategy and picked 200 workers at random. To maintain equity, we use the same sample size for all strata. A validity score of 0.7468 and an established dependability value of 0.8930 were calculated.

**Table 1: Calculating the reliability Co-Efficient and Testing the significance of the questionnaire utilized in the research.**

Sl.No	Test	N	Reliability	Test of Significance	Levels of Significance
1	Views on the Recruiting and selection process	100	0.8930	3.43	0.01

Table 1 shows the results of the test of significance and reliability coefficient for the study's questionnaire.

The 't' test indicates that the recruitment and selection indicator has a highly significant correlation coefficient value of 0.8930, indicating a high liability score.

**Table 2: Calculating the validity coefficient and conducting a significance test for the questionnaire utilized in the research**

Sl.No	Test	N	Validity Correlation Co-Efficient	Test of Significance	Levels of Significance
1	Views on the recruiting and selection process	100	0.7468	7.76	0.01

The results of the significance test and validity coefficient for the study's questionnaire are presented in Table 2. There is some truth to the indications used in recruitment and selection. According to the t-test results, the correlation coefficient is 0.74, which is deemed statistically significant.

## RESULTS AND DISCUSSION

### Socio economic Status

Considerations such as educational attainment, gender, and occupational status, as well as an employee's or families economic and social standing in comparison to others, contribute to the socio-economic state.

**Table 3: Socio – Economic Status**

Gender	Number of Respondents	Percentage
Male	136	68
Female	64	32
Total	<b>200</b>	<b>100</b>
Occupation	Number of Respondents	Percentage
Office employees	33	16.5
General workers	72	36
Casual labor	35	17.5
Total	<b>200</b>	<b>100</b>
Education	Number of Respondents	Percentage
Secondary	59	29.50
Higher Secondary	41	20.50
Diploma	44	22
Under Graduate	36	18
Post Graduate	20	10
Total	<b>200</b>	<b>100</b>
Length of Service	Number of Respondents	Percentage
Upto 5 years	38	19
5-10 years	50	25
10-15 years	34	17
15-20 years	52	26
Above 20 years	26	13
Total	<b>200</b>	<b>100</b>

Source: Computed from Primary data

### Recruitment and Selection

**Null hypothesis:** There is no significant difference between the gender and perception on recruitment and selection.

**Table 4: Gender wise respondents rating of perception on recruitment and selection**

Variables	Male	Female	Mean
Recruits' workers after positions are declared vacant	3.52	3.06	3.29
Internal and external sources of vacancy fulfillment	2.91	2.45	2.68
Recruitment Policy	2.70	2.24	2.47
Publicity for existing job vacancies	2.34	2.08	2.21
The employees are involved in making decisions on employment	3.04	2.58	2.81
Transparency in the short listing of job aspirants	3.68	3.22	3.45
Involvement of heads in the screening process	2.33	1.87	2.10
Job aspirants with right skills were considered	2.59	2.13	2.36
The organization does not encourage the influence of external forces during the selection process	3.31	2.85	3.08
The organization takes into consideration affirmative action during the recruitment and selection procedure of staff	2.79	2.33	2.56
Organisation acknowledges all the application letter	3.16	2.70	2.93
Lack of political influence in selection of workers	3.84	3.38	3.61
Selection of workers based on government rules and regulations	4.12	3.86	3.99
Merits and efficiency is a yard stick in selection process	4.23	3.97	4.10
Selection of employees according to prescribed qualification	4.07	3.61	3.84
Average	3.24	2.82	3.03

Source: Computed from Primary Data

't' Statistical Value 6.86, df 14, 't' Critical Value 1.76

Additionally, we used the t-test, which yielded a t-value of 6.86 at the 5% significance level, which is greater than the value in the table. This means that the genders' perspectives are very different. From this, we can infer that male employees are more satisfied with their company's current hiring practices than their female counterparts. The null hypothesis is rejected since the computed value is greater than the tabular value.

**Null Hypothesis:** There is no significant difference level of education and their perception on recruitment and selection.

**Table 5:** Education-wise respondents rating of recruitment and selection

Variables	Secondary	Higher Secondary	Diploma	Under Graduate	Post Graduate	Mean
Recruits' workers after positions are declared vacant	2.91	3.00	3.23	3.48	3.82	3.29
Internal and external sources of vacancy fulfillment	2.30	2.39	2.62	2.87	3.21	2.68
Recruitment Policy	2.09	2.18	2.41	2.66	3.00	2.47
Publicity for existing job vacancies	1.83	1.92	2.15	2.40	2.74	2.21
The employees are involved in making decisions on employment	2.43	2.52	2.75	3.00	3.34	2.81
Transparency in the short listing of job aspirants	3.07	3.16	3.39	3.64	3.98	3.45
Involvement of heads in the screening process	1.72	1.81	2.04	2.29	2.63	2.10
Job aspirants with right skills were considered	1.98	2.07	2.30	2.55	2.89	2.36
The organization does not encourage the influence of external forces during the selection process	2.70	2.79	3.02	3.27	3.61	3.08
The organization takes into consideration affirmative action during the recruitment and selection procedure of staff	2.18	2.27	2.50	2.75	3.09	2.56
Organisation acknowledges all the application letter	2.55	2.64	2.87	3.12	3.46	2.93
Lack of political influence in selection of workers	3.23	3.32	3.55	3.80	4.14	3.61
Selection of workers based on government rules and regulations	3.63	3.90	4.03	4.18	4.20	3.99
Merits and efficiency is a yard stick in selection process	3.82	4.11	4.14	4.19	4.23	4.10
Selection of employees according to prescribed qualification	3.56	3.65	3.88	4.03	4.07	3.84
Average	2.67	2.78	2.99	3.22	3.49	3.03

Source: Computed from the primary data.

#### ANOVA

Source of Variation	SS	df	MS	F	F crit
Variation due to recruitment and selection process	30.0352	14	2.145371	267.2488	1.872588
Variation due to educational status	6.669053	4	1.667263	207.6909	2.536579
Error	0.449547	56	0.008028		
<b>Total</b>	<b>37.1538</b>	<b>74</b>			

In order to delve deeper into the data, we utilized the ANOVA two-way model. The computed value, 267.24, exceeded its tabular value at the 5% significant level. This means that there is a statistically substantial amount of variation among the selection and recruitment metrics. And just one more thing: at the 5% significant level, the calculated ANOVA value of 207.69 is greater than the tabular value. With a 5% threshold of significance, the calculated value is more than the tabular value, thereby rejecting the null hypothesis.

**Null hypothesis:** There is no significant difference between the occupation and their perception on recruitment and selection process.

**Table 6:** Occupation-wise respondents rating of recruitment and selection

Variables	Office Employees	Technicians	Workers	Casual Laborers	Mean
Recruits' workers after positions are declared vacant	3.68	3.42	3.16	2.90	3.29
Internal and external sources of vacancy fulfillment	3.07	2.81	2.55	2.29	2.68
Recruitment Policy	2.86	2.60	2.34	2.08	2.47
Publicity for existing job vacancies	2.60	2.34	2.08	1.82	2.21
The employees are involved in making decisions on employment	3.20	2.94	2.68	2.42	2.81
Transparency in the short listing of job aspirants	3.84	3.58	3.32	3.06	3.45
Involvement of heads in the screening process	2.49	2.23	1.97	1.71	2.10
Job aspirants with right skills were considered	2.75	2.49	2.23	1.97	2.36
The organization does not encourage the influence of external forces during the selection process	3.47	3.21	2.95	2.69	3.08
The organization takes into consideration affirmative action during the	2.95	2.69	2.43	2.17	2.56

recruitment and selection procedure of staff					
Organisation acknowledges all the application letter	3.32	3.06	2.80	2.54	2.93
Lack of political influence in selection of workers	4.00	3.74	3.48	3.22	3.61
Selection of workers based on government rules and regulations	4.18	4.12	3.96	3.70	3.99
Merits and efficiency is a yard stick in selection process	4.24	4.20	4.07	3.89	4.10
Selection of employees according to prescribed qualification	4.13	4.07	3.71	3.45	3.84
Average	3.39	3.17	2.92	2.66	3.03

Source: Computed from the primary data

#### ANOVA

Source of Variation	SS	df	MS	F	F crit
Variation due to recruitment and selection process	24.02816	14	1.716297	457.9312	1.935009
Variation due to occupational status	4.417187	3	1.472396	392.855	2.827049
Error	0.157413	42	0.003748		
<b>Total</b>	<b>28.60276</b>	<b>59</b>			

Further analysis was conducted using the ANOVAs two-way model. The ANOVA value was computed as 457.93, which is higher than the tabular value at the 5% significant level. This means that there is a statistically substantial amount of variation among the selection and recruitment process outcomes. Furthermore, at the 5% level of significance, the calculated ANOVA value of 392.85 is higher than the tabular value. The alternative theory is dismissed.

**Null hypothesis:** There is no significant difference between the experience and their perception on recruitment and selection process.

**Table 7: Length of service-wise respondents rating of recruitment and selection**

Variables	Upto 5 years	5-10 years	10-15 years	15-20 years	Above 20 years	Mean
Recruits' workers after positions are declared vacant	2.68	3.05	3.18	3.66	3.88	3.29
Internal and external sources of vacancy fulfillment	2.07	2.44	2.57	3.05	3.27	2.68
Recruitment Policy	1.86	2.23	2.36	2.84	3.06	2.47
Made aware of existing job vacancies	1.70	1.97	2.10	2.58	2.70	2.21
The employees are involved in making decisions on employment	2.2.	2.57	2.70	3.18	3.40	2.81
Transparency in the short listing of job aspirants	2.84	3.21	3.34	3.82	4.04	3.45
Involvement of heads in the screening process	1.78	1.86	1.99	2.37	2.50	2.10
Job aspirants with right skills were considered	1.85	2.12	2.25	2.73	2.85	2.36
The organization does not encourage the influence of external forces during the selection process	2.47	2.84	2.97	3.45	3.67	3.08
The organization takes into consideration affirmative action during the recruitment and selection procedure of staff	2.05	2.32	2.45	2.93	3.05	2.56
Organisation acknowledges all the application letter	2.32	2.69	2.82	3.30	3.52	2.93
Lack of political influence in selection of workers	3.00	3.37	3.50	3.98	4.20	3.61
Selection of workers based on government rules and regulations	3.48	3.93	4.08	4.16	4.20	3.99
Merits and efficiency is a yard stick in selection process	3.75	4.06	4.14	4.20	4.24	4.10
Selection of employees according to prescribed qualification	3.33	3.70	3.93	4.11	4.13	3.84
Average	2.49	2.82	2.96	3.36	3.51	3.03

Source: Computed from the primary data

#### ANOVA

Source of Variation	SS	df	MS	F	F crit
Variation due to recruitment and selection process	29.61247	14	2.115177	168.0725	1.872588
Variation due to work experience	10.17553	4	2.543881	202.1375	2.536579
Error	0.704755	56	0.015285		
<b>Total</b>	<b>40.49275</b>	<b>74</b>			

In order to conduct additional tests, The ANOVA value, which was obtained using a two-way ANOVA model, is 168.07, which is more than tabular value at 5% significant level. This means that there is a statistically substantial amount of variation among the selection and recruitment metrics. Furthermore, at 5% level of significance, the calculated ANOVA value of 202.13 exceeds its tabular value. Here, we reject the null hypothesis.

In order to conduct additional tests The ANOVA value, which was obtained using a two-way ANOVA model, is 168.07, which is more than the tabular value at the 5% significant level. This means that there is a statistically substantial amount of variation among the selection and recruitment metrics. Furthermore, at the 5% level of significance, the calculated ANOVA value of 202.13 exceeds its tabular value. Here, we reject the null hypothesis.

## CONCLUSION

As a constant feature of every organization's daily operations, recruitment and selection can become an integral aspect of people management and leadership. As companies see their employees as a key to success, this factor has taken center stage. The use of legitimate, trustworthy, and fair techniques of staff selection appears to have gained more attention recently. Even with the most well-established procedures and guidelines (in recruiting and selection), mistakes can still happen, which is why employers feel let down when an appointment doesn't work out. Instead of analyzing the process and methodology, they tend to place the responsibility on the appointed person. The procedures themselves are partially to blame, but human decision-makers' inherent fallibility is the primary culprit. Good morale and lower employee turnover are two outcomes of thorough hiring processes. Ineffective recruiting is expensive since low-quality hires may underperform or even quit.

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