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A STUDY ON RECRUITMENT AND SELECTION

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ABSTRACT
This study examines the recruitment and selection practices followed at Femtosoft Technologies, Chennai. Recruitment and selection are important functions of Human Resource Management because they help organizations identify and hire suitable candidates for organizational growth. The study mainly focuses on recruitment sources, selection methods, employee satisfaction, and fairness during the hiring process. Data was collected from 102 employees through questionnaires. Statistical tools such as percentage analysis, chi-square test, correlation, and regression were used for analysis. The findings reveal that campus recruitment is the major source of hiring and aptitude tests are widely used during selection. Most employees are satisfied with the recruitment policy and believe that the company follows equal treatment during recruitment. The study concludes that an effective recruitment and selection system improves workforce quality, employee satisfaction, and organizational performance.
KEYWORDS: *Recruitment, Selection, HRM, Employee Satisfaction, Organizational Performance.*

INTRODUCTION

Recruitment and selection are important activities of Human Resource Management. Recruitment refers to the process of attracting qualified candidates for job vacancies, while selection involves choosing the most suitable candidate for the organization. Effective recruitment and selection help organizations improve productivity, reduce employee turnover, and achieve organizational goals.

Modern organizations face challenges in attracting skilled employees due to technological changes and increasing competition. Therefore, companies adopt structured recruitment methods such as campus recruitment, employee referrals, advertisements, and online hiring platforms. Selection methods such as aptitude tests, interviews, and group discussions are used to evaluate candidate skills and suitability.

This study focuses on analysing the recruitment and selection practices followed at Femtosoft Technologies and understanding employee opinions regarding the effectiveness and fairness of the process.

OBJECTIVES OF THE STUDY

Primary Objective

To analyse the recruitment and selection process followed at Femtosoft Technologies.

Secondary Objectives

- To identify the sources of recruitment used by the organization.
- To examine the stages involved in the selection process.
- To evaluate fairness and transparency during recruitment.
- To analyse employee satisfaction regarding recruitment policies.

NEED OF THE STUDY

Recruitment and selection are essential for organizational success because they help companies hire suitable and skilled employees. The study is needed to:

- Evaluate the effectiveness of the current recruitment process.
- Understand employee satisfaction regarding recruitment practices.
- Identify challenges faced during hiring.
- Suggest improvements for better recruitment management.

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SCOPE OF THE STUDY

The study focuses on analysing the recruitment and selection practices followed at Femtosoft Technologies. It covers employee opinions regarding:

- Sources of recruitment
- Selection stages
- Fairness during recruitment
- Employee satisfaction
- Recruitment efficiency

LIMITATIONS OF THE STUDY

- Some employees were hesitant to provide true responses.
- The study was conducted within a limited time period.
- Responses may contain personal bias.
- The study is limited to one organization only.

REVIEW OF LITERATURE

Different researchers have studied recruitment and selection practices in organizations. Barber (2000) explained that recruitment strategies influence the quality and quantity of applicants. Dessler (2005) stated that structured interviews and aptitude tests improve selection effectiveness. Armstrong (2006) emphasized that systematic recruitment reduces employee turnover and improves organizational productivity. Stone (2012) highlighted the growing importance of online recruitment systems. Sharma (2024) concluded that AI and data analytics improve recruitment efficiency and candidate evaluation.

These studies show that recruitment and selection are essential for organizational growth and workforce development.

RESEARCH METHODOLOGY

Research Design

The study uses a descriptive research design to analyse recruitment and selection practices.

Sources of Data

Primary Data: Collected through questionnaires.
Secondary Data: Collected from books, journals, company websites, and reports.

Sample Size

A total of 102 employees participated in the study.

Sampling Technique

Simple random sampling method was used.

Tools Used for Analysis

1. Percentage Analysis
2. Chi-Square Test
3. Correlation Analysis
4. Regression Analysis

DATA ANALYSIS AND INTERPRETATION

Major Findings

- Majority of employees belong to the age group of 20–25 years.
- Female employees are higher than male employees.
- Most employees are undergraduate and postgraduate degree holders.
- Campus recruitment is the major source of recruitment.
- Aptitude tests are commonly used during selection.
- Most respondents believe the recruitment process is fair and transparent.
- Employees are generally satisfied with the existing recruitment policy.

• The organization has a young and educated workforce.
• Recruitment mainly involves multiple stages such as screening, testing, and interviews.
• Knowledge and discipline are considered important qualities during hiring.

Chi-Square Analysis

The chi-square result indicates that there is no significant relationship between recruitment sources and employee satisfaction.

Correlation Analysis

The correlation value ($r \approx 0.02$) shows a very weak positive relationship between the number of recruitment rounds and tests conducted.

Regression Analysis

The regression analysis indicates a positive relationship between legal support and fairness during recruitment.

SUGGESTIONS

• Increase the use of digital recruitment platforms.
• Strengthen employee referral programs.
• Improve communication with candidates during recruitment.
• Introduce advanced technical and behavioural assessments.
• Reduce candidate dropout rates through better engagement.
• Update recruitment policies based on industry trends.

CONCLUSION

The study concludes that the recruitment and selection process at Femtosoft Technologies is systematic and effective. The organization mainly depends on campus recruitment and aptitude testing to identify suitable candidates. Employees generally believe that the company follows fairness and equality during recruitment. The study also reveals that employees are satisfied with the recruitment policy and selection process.

However, improvements such as digital recruitment methods, AI-based hiring systems, and better candidate communication can further strengthen the recruitment process. Overall, effective recruitment and selection practices contribute to employee satisfaction, workforce quality, and organizational success.

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