Study On Effectiveness of Recruitment and Selection System with Reference to A City Based Hospital Jaipur

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Abstract— The purpose of this study is to identify the many sources of recruiting and selection processes in a multi-specialty hospital. In any organization, the recruitment and selection processes are the foundations for success. The reason for this is because human resources (HR) play a crucial impact in an organization's overall performance. The HR department is in charge of redesigning jobs, incorporating job design knowledge into training and management development programs, and implementing them to ensure that solid human resource policies and practices are formed. A well-organized employment policy and plan are essential. As a result, an organization's recruitment process must be effective in order to attract the greatest personnel. In this study the employee satisfaction with the recruitment and selection process was analyzed by collecting surveys from the newly selected employees.

Index Terms- Recruitment, Selection, Human Resource, Employee Satisfaction

I. OBJECTIVES OF THE STUDY

- To understand the current Recruitment Policies being followed at Hospital.
- To study the different methods of recruitment carried out at Hospital.
- To find out whether the employees are satisfied with the recruitment process of Hospital.
- To find the relationship whether jobs offered based on qualification to the employees in the organization.
- To determine key employee skill gauges, like academic record, socio- economic conditions, overall work experience and experience in a specific field.
- To identify the average time spent for selection process carried out.
- To evaluate the various recruitment and selection techniques which include interviews, group tests, psychological tests, intelligence tests, technical tests and others.

II. NEED FOR THE STUDY

- Determine the present and future requirement of the organization personnel planning and job analysis activities.
- Analysis of manpower budget analysis of the for the recruitment in the recruitment process.
- To identify general practices that organizations use to recruit and select employees.
- To determine which recruitment and selection practices are most effective.
- To determine how the recruitment and selection practices affect organizational outcomes .
- To attract people with multi-dimensional skills and experiences that suit the present and future organizational strategies so as to obtain a pool of suitable candidates for vacant posts.
- To infuse fresh blood at all levels of the organization.
- To develop organizational culture that attracts competent people to the company.
- To ensure that all recruitment activities contribute to company goals.
- To conduct recruitment activities in an efficient and cost effective manner.

III. SCOPE OF THE STUDY

This study helps to make decision in selecting the right candidates for the right job. This study helps the organization to study the area of problem and suggest ways to improve the recruitment and selection process. This study focus on understanding recruitment and selection process. The present research is confined to study the recruitment and selection process followed at Adecco India Private limited. The study reveals the recruitment and selection process followed in the organization.

Whether employees are satisfied with the recruitment process?

Is the organization is providing ethical process for recruiting employee?

IV.   METHODOLOGY

DATA COLLECTION METHOD:

1. PRIMARY DATA: A questionnaire had been formulated in order to collect the primary data consisting of close ended questions and open ended questions.

The questionnaire was related to employees' perception regarding interview process. All the questions are related to the objective types based on-

The questionnaire including the questions are given below;

1. Do you have any idea about recruitment and selection?
2. What do you think about the qualifications advised are relevant to the positions advertised?
3. Is online recruitment effective in your opinion?
4. Do you feel that the recruitment process in this hospital is good?
5. Do you think that present recruitment policy is helpful in achieving the goal of hospital?

2. SECONDARY DATA: The secondary data had been collected directly from the hospital, research papers, research articles, with the help of hospital monthly records and other reports along with the association of the hospital authorities.

SAMPLE SIZE

As per this research study the sample size for recruitment process is 58 in number.
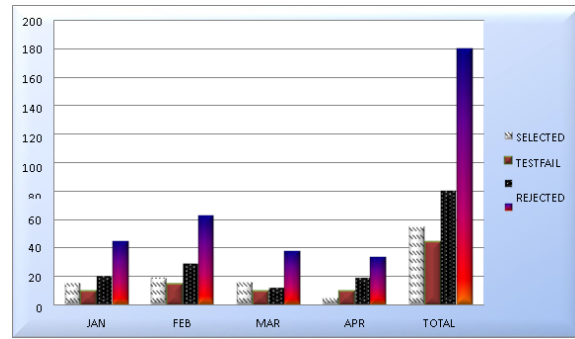
V.   RESULTS AND OVSERVATION (ANALYSIS)

1. Data regarding recruitment

Table of the data regarding recruitment monthly basis for male:

MONTH	NO.OF SELECTED CSANDIDA	NO. OF TEST FAIL CANDIDAT	NO. OF REJECTED CANDIDAT	TOTAL

	TES (Recruit)	ES	ES	
JAN	15	10	20	45
FEB	19	15	29	63
MARCH	16	10	12	38
APRIL	5	10	19	34
TOTAL	55	45	80	180

Graph1 : The graphical representation demonstrates the recruitment rate of male candidates in the Hospital. In the January month only 15 candidates (33.33%) have been selected out of 45 candidates (100%). On the other hand, in the January month 10 candidates (22.22%) have failed in tests and 20 candidates (44.44%) have been rejected. In the February month only 19 candidates (27.53%) have been selected out of 69 candidates (100%). On the other hand, in the February month 15 candidates (21.73%) have failed in tests and 29 candidates (42.02%) have been rejected. In the March month only 16 candidates (39.02%) have been selected out of 41 candidates (100%). On the other hand, in the March month 10 candidates (24.39%) have failed in tests and 12 candidates (29.26%) have been rejected. In the April month till date only 5 candidates (14.72%) have been selected out of 34 candidates (100%). On the other hand, in the April month 10 candidates (29.41%) have failed in tests and 19 candidates (55.88%) have been rejected. Hence, the total no of 55 (30.55%) candidates have been selected, 45 candidates (25%) have failed in tests and 80 (44.44%) candidates have rejected out of all total of 180 candidates. In the interval of the 3 months total 180 male candidates have participated in the recruitment.

Table of the data regarding recruitment monthly basis for female:

| MONTH	NO.OF SELECTED CSANDIDATES (Recruit)	NO. OF TEST FAIL CANDIDATES	NO. OF REJECTED CANDIDATES	TOTAL
JAN	10	9	29	48
FEB	15	20	25	60
MARCH	10	8	23	41
APRIL	5	12	9	26
TOTAL	35	49	86	175
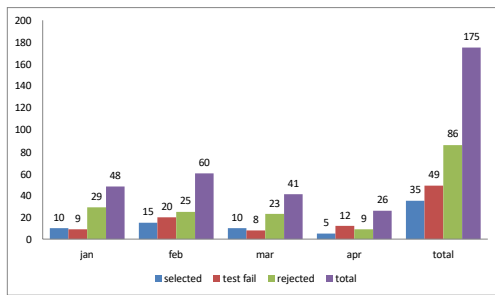
Graph 2: The graphical representation demonstrates the recruitment rate of female candidates in the Hospital. In the January month only 10 candidates (20.83%) have been selected out of 48 candidates (100%). On the other hand, in the January month 9 candidates (18.75%) have failed in tests and 29 candidates (60.41%) have been rejected. In the February month only 15 candidates (25%) have been selected out of 60 candidates (100%). On the other hand, in the February month 20 candidates (33%) have failed in tests and 25 candidates (41%) have been rejected. In the March month only 10 candidates (24%) have been selected out of 41 candidates (100%). On the other hand, in the March month 8 candidates (19.51%) have failed in tests and 23 candidates (56.09%) have been rejected. In the April month till date only 5 candidates (19.20%) have been selected out of 26 candidates (100%). On the other hand, in the April month 12 candidates (46.10%) have failed in tests and 9 candidates (34.61%) have been rejected. Hence, the total no of 35 candidates (20%) have been selected, 49 candidates (28%) have failed in tests and 86 candidates (49.14%) have rejected out of all total of 175 candidates. In the interval of the 3 months total

175 female candidates have participated in the recruitment.

2. DATA REGARDING QUESTIONNAIRE:
TABLE1: Do you have any idea about recruitment and selection?

RESPONSE	FREQUENCY	PERCENTAGE (%)
YES	35	70
NO	10	20
MAYBE	5	10
TOTAL	50	100
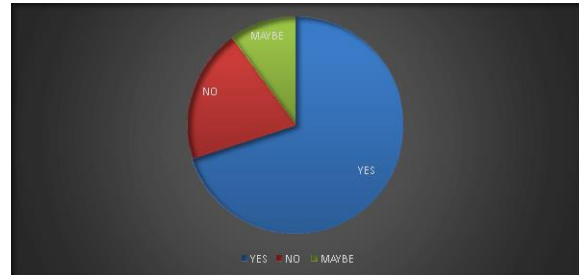
Graph1: Among the 100 respondents 70% employees are strongly agree that they know about the recruitment and selection, 20% disagree and 18% maybe this question.

TABLE2: What do you think about the qualifications advised are relevant to the positions advertised?

RESPONSE	FREQUENCY	PERCENTAGE (%)
YES	20	40
NO	15	30
MAYBE	15	30
TOTAL	50	100
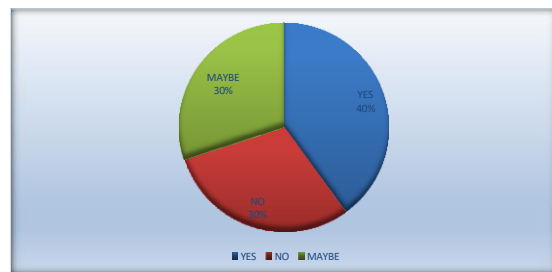
Graph2: Yes, among the 100 respondents 40% employees are strongly think about the qualifications advised are relevant to the positions advertised, 30% they don't know and 30% maybe this question.

TABLE3: Is online recruitment effective in your opinion?

RESPONSE	FREQUENCY	PERCENTAGE (%)
YES	40	80
NO	2	0.4
MAYBE	8	16
TOTAL	50	100
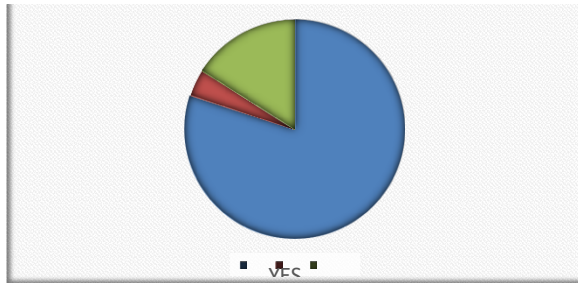
Graph3: Yes, among the 100 respondents 80% employees are think that online recruitment are effective for our organization, 0.4% they don't know and 16% maybe this question.

TABLE4: Do you feel that the recruitment process in this hospital is good?

RESPONSE	FREQUENCY	PERCENTAGE(%)
YES	15	30
NO	10	20
MAYBE	25	50
TOTAL	50	100
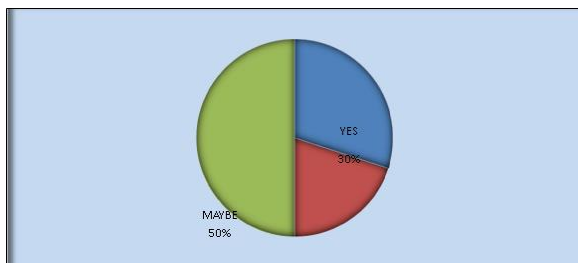
Graph4: Yes, among the 100 respondents 50% employees are strongly think that the recruitment process in this hospital is good, 30% they don't know and 20% maybe this question.

TABLE 5: Do you think that present recruitment policy is helpful in achieving the goal of hospital?

RESPONSE	FREQUENCY	PERCENTAGE (%)
YES	45	90
NO	1	2
MAYBE	4	10
TOTAL	50	100
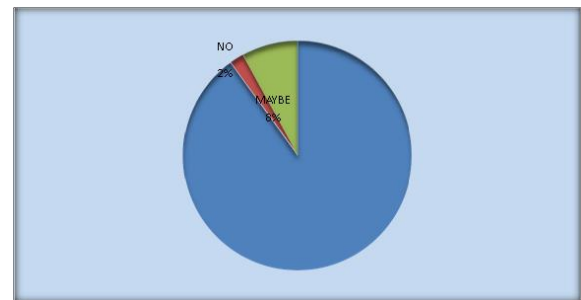
Graph5: Yes, among the 100 respondents 90% employees are strongly think that present recruitment policy is helpful in achieving the goal of hospital, 2% they don't know and 8% maybe this question.

DISCUSSION

Discuss the effectiveness of the recruitment strategies used. Analyze which sourcing channels yielded the highest quality candidates and which ones were less successful. Consider factors such as cost-effectiveness, time efficiency, and candidate response rates. Evaluate the selection methods employed, including interviews, assessments, and reference checks. Assess how well these methods predicted candidate performance and fit within the organization. Discuss any strengths or weaknesses identified in the selection process. Compare the outcomes of the recruitment and selection process with the initial objectives set forth in the project. Determine whether the process successfully met the organization's staffing needs and addressed any identified skill gaps or talent shortages. Analyze the characteristics of the candidate

pool, including demographics, qualifications, and experience levels. Assess the diversity and inclusivity of the applicant pool and identify any areas for improvement in attracting a more diverse range of candidates. Identify the key success factors that contributed to the effectiveness of the recruitment and selection process. This may include factors such as clear job descriptions, streamlined application processes, effective communication with candidates, and engagement of hiring managers. Discuss any challenges or limitations encountered during the recruitment and selection process. This could include issues such as a limited candidate pool, difficulty in attracting top talent, or delays in the hiring timeline. Propose strategies for mitigating these challenges in future recruitment efforts. Based on the findings and analysis, provide recommendations for improving the recruitment and selection process in the future. This may involve refining sourcing strategies, enhancing selection methods, implementing new technology solutions, or investing in training for hiring managers. Discuss how the recruitment and selection process aligns with broader organizational goals and strategies. Evaluate the impact of hiring decisions on organizational performance, employee retention, and overall business success. Address any ethical or legal considerations relevant to the recruitment and selection process. Ensure compliance with equal employment opportunity laws, privacy regulations, and anti-discrimination policies. Lastly, outline potential areas for future research or improvement in recruitment and selection practices. Consider emerging trends in talent acquisition, advances in HR technology, and changing workforce dynamics that may impact future recruitment efforts. By thoroughly discussing these aspects in the project report's discussion section, stakeholders can gain valuable insights into the effectiveness of the recruitment and selection process and identify opportunities for enhancing future hiring initiatives.

RECOMMENDATION

- The HR department's approach to candidates who come for interviews shall be more friendly and polite.
- There shall be more available advantages for employees, such as family health check-up packages and discounts on hospital admittance in

the event of an illness, as mentioned by a few candidates.

- The interviewer shall make the candidates feel comfortable before starting the interviewing process this is because there would be fresher's who haven't experienced an interview before and would feel discomforted.
- The candidates shall be positioned according to what qualification they hold and not to the position that is vacant because if not it would make it difficult for the candidate to adapt to the different work process and could cause risk to the organization if the candidate does not perform well
- Induction shall be done effectively for 3 days continuously and must ensure that it covers all aspects of the on-boarding process.

CONCLUSION

In every organization recruitment and selection plays a vital role. According to the analysis, it is found that there is no statistically significant difference between experience and attitude. Similarly there is no statistically significant difference between experience and communication; no significant difference between experience and grooming and no significant difference between experience and skills. Accord the findings of the above study, employees are slightly dissatisfied with the hospital benefits because they expect some additional benefits from the organization, and there is also some dissatisfaction with the recruitment and selection processes because there is a significant time gap between the recruitment and selection processes. As a result, this study offers suggestions and recommendations for avoiding these errors while still offering top-tier service to the organization.

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