

A STUDY ON RECRUITMENT AND SELECTION PROCESS AT INDIAMART

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Abstract: An organization's workforce is one of the most important inputs to components. It is said that people are our most important asset. In a sense, management is personnel management. Management is human development, not just the direction of material resources. Human capital is the biggest asset of an enterprise. The basic elements of management are human leadership and direction. Every personnel manager must be his own personnel. Personnel management is not something you really hand over to the personnel in the personnel department. Recruitment is the process of finding potential candidates for a given job in the industry. The recruitment and selection system refers to finding and establishing efficient human resources for the organization to achieve its goals. As we know, it is very important to have efficient, efficient, right-quality and right-time personnel available at any time. They are needed. Every organization needs employee time due to the promotion or retirement of employees. For this, organizations need to find suitable candidates. Therefore, such suitable candidates need to be encouraged when needed. All recruitment activities should be conducted in accordance with the recruitment plan approved by the business leader, human resources leader and CEO. For each approved position, a recruitment application is required before starting any recruitment activities.

Index Terms: Management, Administration, Development, Recruitment, Selection

I. INTRODUCTION

The human resource management function helps managers recruit, select, train and develop members for the organization. Obviously, HRM focuses on the human dimension in the organization.

The labor force of an organization is one of the most important inputs to the component. Some people say that people are our single most important asset. Due to the unique importance of human resources and its complexity due to the changing psychology, behavior and attitude of men and women at work, there is a common element in all business issues.

Recruitment and selection process

Significance:

The recruitment and selection system refers to finding and establishing effective human resources for the organization to achieve its goals.

There are seven main stages in the process:

- ❖ Before advertising
- ❖ Advertise and deal with inquiries and applicants
- ❖ Short list
- ❖ Interview and selection
- ❖ Post-selection procedure
- ❖ Induction
- ❖ Monitoring

II. LITERATURE REVIEW

According to Edwin B. Flippo, 2016-"Recruitment is the process of finding job candidates and motivating them to apply for organizational work". Recruitment is an activity that connects employers and job seekers.

These recruitment and selection processes should be completed in each department to achieve its organizational goals (Nartey, 2012). As Michael D. White and Glipsy Escobar (2008) said worldwide, recruitment and selection practices are important in the police department. This article demonstrates the importance of seven issues related to recruitment, selection, and training practices in organizations (MNMalhotra, 2014)) (Terpstra.D, 1996). Mohammed Nurul Absar (2012) illustrates the importance of recruitment and selection by considering public and private manufacturing companies in Bangladesh (MMAbsar, 2012) in his paper.

III. RESEARCH PURPOSES

- Research IndiaMart's recruitment process.
- Study IndiaMart's effective recruitment and selection process"

IV. RESEARCH METHODOLOGY

Research seems to be the observation and description of the project. We try to find hidden aspects or propose concepts for further explanation, but some scientific methods and techniques classify it as research, which is why the following research methods, techniques and components are used to promote Research

V. Research Design- Descriptive research design

Descriptive research design is a scientific method that is used in this study which helps in observing and describing the behavior of a subject without influencing it in any way to obtain a general overview of the subject.

VI. Type of data

In this I have used both of the primary and secondary data .

Primary Data

In primary data we had conducted Interview with the employees of IndiaMart., regarding selection and recruitment process of IndiaMart.

Secondary Sources of data

The following sources are used for collecting the data for this study: Books, internet

- Journals
- News papers
- Personal sources

VII. SAMPLE DESIGN

- a. SAMPLE SIZE:** A sample of minimum respondents will be selected from IndiaMart. Kanpur. An effort was made to select respondents evenly. The survey was carried out on 100 respondents.
- b. SAMPLE UNIT:** Employees of IndiaMart. Kanpur
- c. STATISTICAL TOOLS TO BE USED:** A structured questionnaire is used to collect the data and data will be analyzed with the help of percentage table, respective graph, bar graph and pie charts.

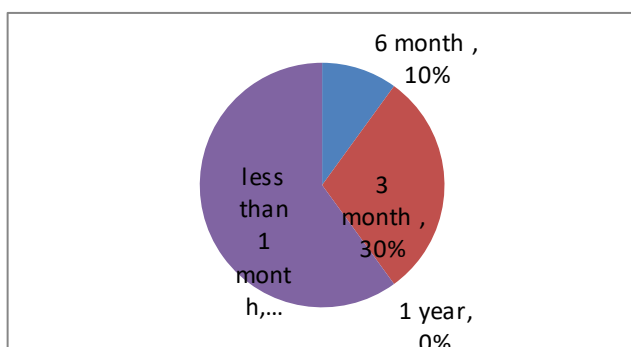
VIII. TOOLS OF PRESENTATION:

It means what all tools are used to present the data in a meaningful way so that it becomes easily understandable. In this research tables and graphs were used for presenting the data

DATA ANALYSIS AND INTERPRETATION

Q1. What is the estimated recruitment timing / process in IndiaMart.?

- 6 Month
- 3 Month
- 1 year
- Less than 1 Month

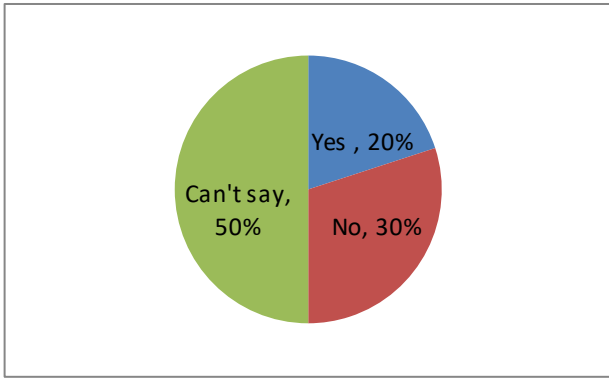


Interpretation

According to diagram estimated recruitment timing / process in IndiaMart. is less than one month as shown in figure 60 %

Q2. Is CBI (Competency based interview) questions are being adapted at IndiaMart. in comparison to traditional method?

- (i) Yes
 - (ii) No
 - (iii) Can't Say
- Analysis



Interpretation

According to figure 50% we cannot say that Competency based interview questions are being adapted at IndiaMart. in comparison to traditional method.

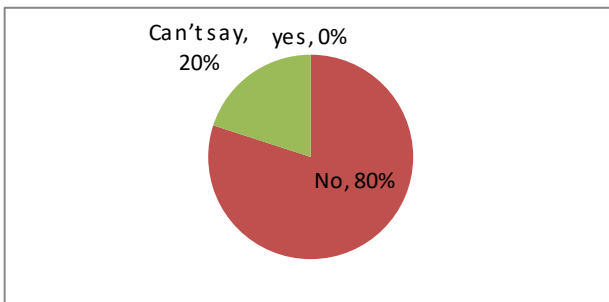
Q3. When application are called for the interview they know that who will be present in the interview panel and for what duration?

Yes

No

Can't say

Analysis



Interpretation

According to 80% employees do not know who will be present in the interview panel and for what duration.

Q4. What is best sources in information of reference check for an employee?

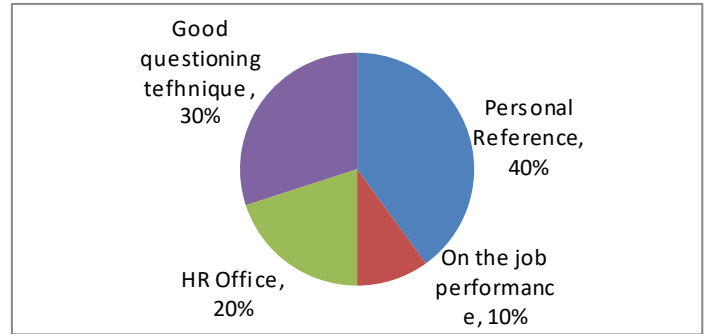
Personal reference

On the job performance

HR Office

Good questioning technique

Analysis



Interpretation

According to 40% personal reference is best and remaining 20 and 30 % are margin.

Q5. Which recruitment source are being adapted most in IndiaMart.?

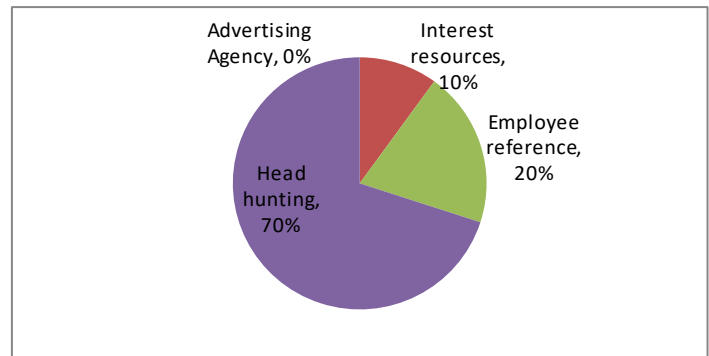
Internal resources

Employee reference

Head hunting

Advertising agency

Analysis



Interpretation

According to 70% head hunting is mostly adopted by Yamaha for recruitment process.

Q6. What is the mode of recruitment information received by applicant?

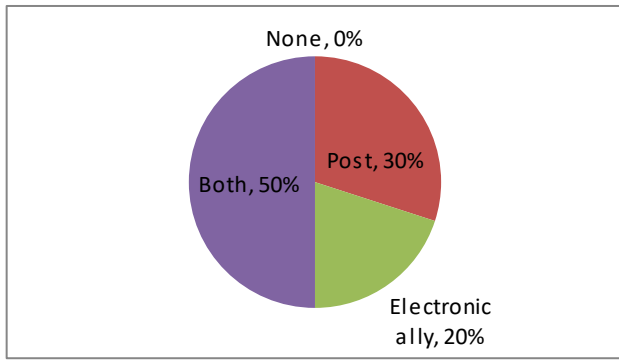
Post

Electronically

Both

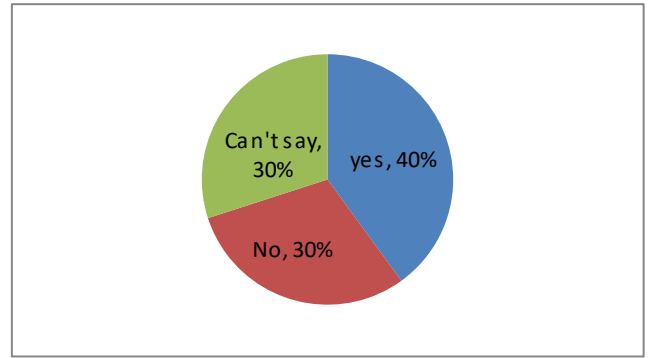
None

Analysis



(iii) Can't say

Analysis



Interpretation

According to 50% both Post and Electronically recruitment information received by applicant.

Interpretation

According to 40% yes there is professional equity in recruitment and selection policies in IT Industry.

Q7. Is there is professional equity in recruitment and selection policies in IndiaMart.?

- Yes
- No

IX.FINDINGS

- According to diagram estimated recruitment timing / process in IndiaMart is less than one month as shown in figure 60 %
- According to figure 50% we cannot say that Competency based interview questions are being adapted at IndiaMart.. in comparison to traditional method.
- According to 80% employees do not know who will be present in the interview panel and for what duration.
- According to 70% head hunting is mostly adopted by Yamaha for recruitment process.
- According to 50% both Post and Electronically recruitment information received by applicant.
- According to 60% after 1 to 2 days of request the pack has being received.
- According to 40% yes there is professional equity in recruitment and selection policies in IndiaMart..

X.SUGGESTIONS

- The company should increase its intake of employees by recruitig fromEducational Institutes more vigorously.
- The company should introduce a mobile recruitment team who can go from places to places to select the candidates quickly and cost effectively.
- To avoid the drain out of candidates because of less pay, company should give incentives to the candidate based on the performance every month.
- Company should give appraisal to the candidates in form of promotion or raise in alary to enhance their performances and company should arrange further workshops for least performing employees so as to increase their performance level.

- Candidates with working experience in any other export company shouldn't be drained at all instead should be hired and given training according to the requirement of the company process.
- Advertisement is the best source to grab maximum candidates, even though it is expensive. This one time investment helps to reach maximum candidates. In addition to this, employee references are the best source to get skilled candidates.
- Jobsites and Online (Consultancies) are the best source to reduce the time and save time to get candidates.

XI.CONCLUSION

This study has focused on the recruitment process Of IndiaMart. The study has been conducted from the employees working for recruitment process in IndiaMart. The Company seems to be moving its right lines as far as its recruitment strategy is concerned. However a few drawbacks were found and suggestions are recommended for it. Since the company is at its early stages and since recruitment is carried out on a mass scale it becomes important to concentrate on this aspect. With these objectives in mind, this study has been conducted.

XII. BIBLIOGRAPHY

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