

A STUDY ON INFLUENCE OF RECRUITMENT AND SELECTION PROCESS ON ORGANIZATIONAL GROWTH WITH REFERENCE TO BRINDHAVVAN AERION HOSPITAL

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ABSTRACT

Purpose: The main purpose is to find the impact of recruitment and selection process on organization's growth.

Design/Research methodology: Descriptive study for surveyed 110 respondents through convenience sampling technique. And Descriptive and inferential analysis (correlation, regression analysis) were deployed.

Findings: The study has found that an effective recruitment and selection process positively impacts organizational growth by selecting high-quality candidates, improving job performance and productivity, reducing turnover rates, fostering diversity and innovation, and ensuring long-term success.

Managerial implications: The study highlights the crucial role of effective recruitment and selection processes in driving organizational growth, providing managers with insights to develop robust strategies and invest in training to attract top talent and optimize their contributions.

Scope /limitations: The purpose of this research is to look into the impact of recruitment and selection processes on organizational growth. It will examine various recruiting and selection tactics and processes, analysing their efficacy in attracting qualified people and contributing to overall organizational performance.

Key words: Recruitment, Selection process, Organizational growth

INTRODUCTION

Recruitment and selection is the main drive pool in Human Resource Management, and it also involves searching for and obtaining a pool of potential candidates with the desired knowledge, skills, and experience to allow an organization to select the most appropriate people to fill job vacancies against position descriptions and specifications. Recruitment is the process of attracting, short listing, choosing, and appointing qualified candidates for positions within an organization. Varied organizations have varied requirements, and this consultancy works effectively and efficiently with the required skills towards the candidate. This project is primarily concerned with the hiring factors that influence employee recruitment in the context of organizational development.

Recruitment entails estimating the number of open positions and making appropriate arrangements for their selection and appointment. Recruitment is defined as the process of searching for and obtaining applicants for positions from which the best candidates can be chosen. "It is the process of identifying and attracting qualified job applicants." The procedure begins with the search for new recruits and concludes with the submission of their applications. As a consequence, new employees are chosen from a pool of applicants." Selecting the best applicant for a position that is open in an organization is known as the selection procedure. To put it another way, selection refers to the process of eliminating unqualified candidates and choosing those who meet the requirements for the positions in the organization in terms of credentials and abilities. However, the process of discussing, evaluating candidates for a specific job, and selecting an individual for a job based on specific requirements.

STATEMENT OF PROBLEM:

The recruitment and selection process is essential for organizational growth as it determines the quality of employees and their effective performance. However, there is limited research on the influence of recruitment and selection process and techniques on organizational growth.

Therefore, this study aims to investigate the impact of recruitment and selection process and techniques on organizational growth to provide practical insights that aid organizations in making informed decisions about their recruitment and selection strategies.

OBJECTIVES OF THE STUDY:

1. To identify the source of recruitment process in organization.
2. To study the impact of recruitment and selection process on organization's growth

SCOPE OF THE STUDY:

The purpose of this research is to look into the impact of recruitment and selection processes on organizational growth. It will examine various recruiting and selection tactics and processes, analysing their efficacy in attracting qualified people and contributing to overall organizational performance.

The research will also look into how these processes affect employee retention, performance, and the formation of organizational culture. It will also investigate their role in identifying persons with potential for growth and promoting their training and development. The study's findings will provide insights and recommendations for improving recruiting and selection practices in order to boost organizational growth and performance.

LITERATURE REVIEW:

1. **Dr.S.N. Soundarya Rajan and Rasika.M (2018)**, the study explains that experienced people who have domain knowledge get selected and preferred in the healthcare industry.
2. **Solomon Adejare babarinde (2021)**, the study found that merit system used in recruitment and selection positively affects the employees' performance of MNEs. The study further discovers that race, ethnicity or religion have significant influence on the recruitment and selection process of multinational organizations.
3. **Anju Khandelwal and Avanish Kumar (2019)**, the study regarding the recruitment and selection that any company growth and successes depends on efficient working of its employees and hence make it significantly important for the organizations to choose the experienced and qualified candidates.
4. **Anita Bans-Akutey, Attahiru Muhammed Abdullahi, Emelia Ohene Afriyie (2022)**, his study aimed at examining how recruitment and selection practices influence organizational strategic goals.
5. **Umar Lawal Aliyu(2021)**, the study is a self-conducted research using both primary and secondary data' son how recruitment and selection process can impact on organization performance. The study focused on when to recruit and select people and it's important in the organization

RESEARCH METHODOLOGY:

Research Design: Descriptive research is the type of research used for the study.

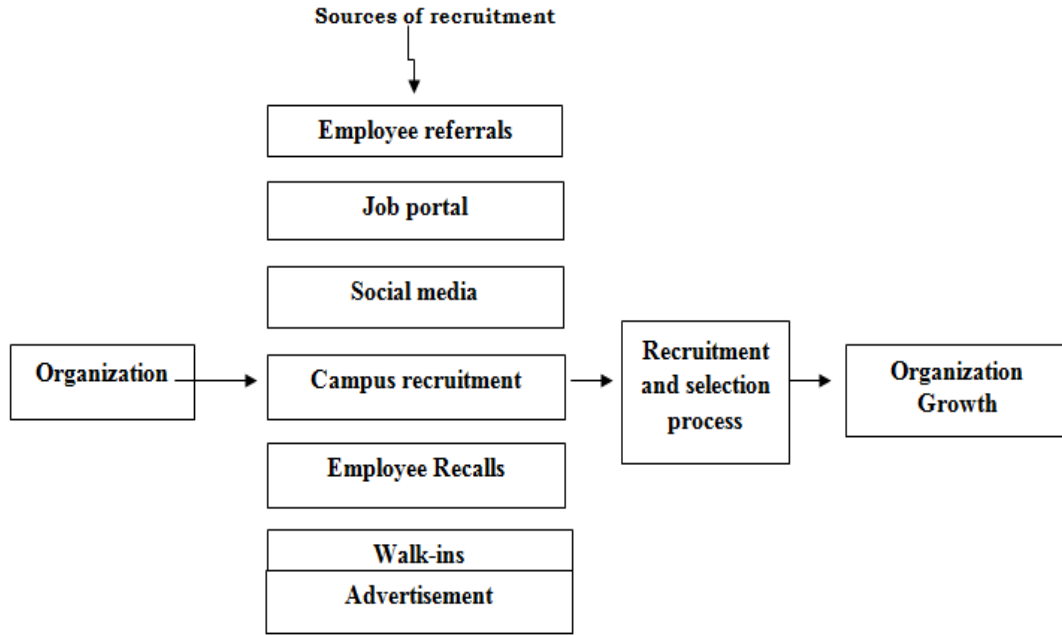
Source of Data: Both primary and secondary data are collected for the research. Primary data was collected through surveys through questionnaires among the employees. Secondary data was collected from the company through various sources like journals and the company website.

Sample size: The sample size for analyzing the data is 110 respondents which helps to develop the skills.

The sampling technique used for the research: The sampling technique used for the research is Non random sampling.

The statistical tool used for the research: Descriptive analysis, Correlation, and Regression are the tools used for the research.

CONCEPTUAL FRAME WORK:



Explanation of Model Framework

The selection and recruitment processes follow a structure. Generally speaking, the recruitment process ends and the selection process begins. Employees are the company's greatest asset. Therefore, every employer must engage in recruitment by assembling a pool of candidates, which primarily results in the choice of qualified individuals to work for the company. The goal of this model is to determine the connection between organizational growth, recruiting, and selection. This model takes into account a variety of variables, including independent, dependent, and outcome variables. Here, variables are taken into account as recruitment sources in accordance with the study's framework. There are essentially two categories of recruitment sources: internal and external. The internal and external sources include employee recommendations, job portals, social media, campus recruitment, walk-ins, recalls, and advertisements. Recruitment is regarded as an independent variable in this situation because it depends on other variables (internal and external sources). Variables affect recruitment, but selection is a dependent variable that reacts to independent variables. Initial screening, an interview, an employment test, a reference check, a medical exam, and an employment offer all come under selection. Organizational growth is a result variable of this after the relevant recruitment and selection processes are completed.

HYPOTHESIS

1: H0: There is no significant impact of recruitment and selection process on organization growth.

2: H1: There is significant impact of recruitment and selection process on organization grow.

DATA ANALYSIS AND INTERPRETATION:

Correlation:

Descriptive Statistics

	Mean	Std. Deviation	N
R&S , Organizational growth ?	4.5818	.53126	110
R&S (R2)	1.0091	.09535	110
R&S (R6)	1.3455	.66961	110
R&S(R7)	1.4273	.49695	110
R&S(R8)	1.0455	.20925	110

	R&S, Organizational growth?	R&S(R2)	R&S(R6)	R&S(R7)	R&S(R8)
Pearson Correlation R & S, Organizational growth?	1.000	.105	.075	.266	.158
R&S(R2)	.105	1.000	.094	.083	.021
R&S(R6)	.075	.094	1.000	.021	.345
R&S(R7)	.266	.083	.021	1.000	.012
R&S(R8)	.158	.021	.345	.012	1.000
Sig. (1-tailed) R & S, Organizational growth?	.	.137	.219	.002	.050
R&S(R2)	.137	.	.164	.195	.414
R&S(R6)	.219	.164	.	.414	.000
R&S(R7)	.002	.195	.414	.	.450
R&S(R8)	.050	.414	.000	.450	.
N R&S, Organizational growth?	110	110	110	110	110
R&S(R2)	110	110	110	110	110
R&S(R6)	110	110	110	110	110
R&S(R7)	110	110	110	110	110
R&S(R8)	110	110	110	110	110

Correlation is significant at the level 0.01(2-tailed).

Independent variable: recruitment and selection process

Dependent variable: organizational growth

Interpretation:

From the above table it is observed that

The value $0.000 < 0.05$ hence correlation is significant

REGRESSION:

1: H₀: There is no significant impact of recruitment and selection process on organization growth.

2: H₁: There is significant impact of recruitment and selection process on organization growth.

model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.266 ^a	.071	.062	.51448	.071	8.233	1	108	.005

a. predictors:(constant,) R&S(R7)

b. dependent variable: R&S, Organizational growth?

ANOVA						
Model	Sum of Squares	df	Mean Square	F	Sig.	
1	Regression	2.177	1	2.177	8.223	.005 ^b
	Residual	28.587	108	.265		
	Total	30.764	109			
a. Dependent Variable: R&S , Organizational growth ?						
b. Predictors: (Constant), R&S(R7)						

Coefficient									
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	4.176	.150		27.878	.000			
	R&S(R7)	.284	.099	.266	2.868	.005	.266	.266	.266

a. Dependent Variable: R&S, Organizational growth

Interpretation:

- From the table the value of R=0.266 shows that, between the association of recruitment and selection process and organizational growth there exists a strong and positive correlation.
- From the above table the value of R square=0.071, which means that the independent variables/ predictors recruitment and selection process for 7.1% of variance in organizational growth.
- From Table
 $F(1,108) = 8.233$ p value > 0.005
 So, accept H_0 .
 There is no significant impact of recruitment and selection process on organizational growth.

CONCLUSION:

An effective recruitment and selection process positively impacts organizational growth by attracting and selecting talented and qualified personnel. Streamlining the process saves time and resources, reducing recruitment expenses and enabling quicker onboarding. Aligning the process with strategic objectives ensures candidates with the right competencies are selected for driving organizational growth. Regular evaluation and improvement of the process through feedback, data analysis, and benchmarking leads to attracting and maximizing the potential of exceptional individuals. Successful recruitment and selection processes are crucial for fostering organizational growth. Deliberate alignment, diversity and inclusion, and continuous improvement enhance the ability to attract, select, and retain outstanding people.

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