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A STUDY ON RECRUITMENT AND SELECTION PROCESS WITH SPECIAL REFERENCE TO ARR PRIVATE LTD, AT KUMBAKKONAM

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Abstract

Recruitment is the process of searching for prospective employees and simulative them to apply for job in the organization. Selection may be defined as the process by which the organization chose from among the applicants, those people whom they feel would best meet the job recruitment, considering current environmental condition.

Keywords: *Recruitment, process ,selection, origination*

1. Introduction

Recruitments the first step in industrial employment. The ultimate success or failure of such employment depends on a large measure upon the methods and organization by means of which, the works are brought in to the industry. If the workers in any undertaking are not recruited in accordance with some systematic proper and judicious manner, most of them are likely to be fronted in efficient & often quits unfit for jobs allocated to them. It will kinder production which in turn will mean a substantial total outputs so scientific principles of labour administration & labour management

should be applied in recruiting the workers in various unit of organised in industries. Selection is the process choosing the most suitable process out of all the applicants. In this process relevant information their suitability for the jobs to be filled selection is the process of the qualification of applicant with the job recruitment.

OBJECTIVES

- To find out the socio demographic characteristics of the respondent.
- To find out the recruitment & selection process
- To study the factor affecting recruitment and selection process

- To know about the satisfaction of employee
- To find out the employee training and development

RESEARCH METHODOLOGY

Both primary and secondary data will be used for the study. Primary data will be collected through questionnaire. Secondary data will be collected from internet, journals, magazines and books. A sample of 100 people, who uses Redmi Smartphone's, was selected by convenience sampling from the population and the questionnaires were distributed to them in order to collect information.

HYPOTHESIS

A hypothesis is nothing more than a statement about the relationship between two or more variables. A good hypothesis carries clear implication for the stated relationship between the variables

RESEARCH

Research is common parlance refers to a search for knowledge. According to Clifford Woody, "research companies defining and redesigning problem, formulating hypothesis are suggested solution, collecting, organizing and evaluation data, making deduction and researching conclusion".

DATA COLLECTION

There are two methods of data collection

1. Primary data collection
2. Secondary data collection

PRIMARY DATA

Primary data are those which are collected for the first time and are original in character.

Hence, we collected the data directly from the respondent through questionnaires.

SECONDARY DATA

The secondary data are those which are collected already by some one for some purpose and available for the present study. For analyzing the data we used books, journals, magazines, website etc.

DATA ANALYSIS AND INTERPRETATION

**TABLE 1
CLASSIFICATION OF THE AGE OF RESPONDENTS: -**

AGE	NO. OF RESPONDENTS	PERCENTAGE
Below 20	3	6
20-40	37	74
40-60	6	12
Above 50	4	8
TOTAL	50	100

Sources : Primary data

INFERENCES

The above table shows that majority 74% of the respondents are in the age group of 20-40 years, 6% of the respondents are in the age group of below 20 years, 12% of the respondents are in the age group of 40-60 years and 8% of the respondents are in the age group of above 50 years.

**TABLE 2
CLASSIFICATION OF THE GENDER OF RESPONDENTS:**

GENDER	NO. OF RESPONDENTS	PERCENTAGE
Male	30	60
Female	20	40
TOTAL	50	100

Sources : Primary data

INFERENCES

The above table shows that gender wise classification of the respondents in terms of percentage 60% of the respondents are male and 40% of the respondents are female majority 60% of the respondents are male.

TABLE 3
LEVEL OF SATISFACTION

S. No	Level of satisfaction	No. of Respondent	Percentage %
1.	Satisfied	20	40
2.	Highly satisfied	29	58
3.	Dissatisfied	1	2
	Total	50	100

Sources : Primary data

INFERENCES

The above table shows that majority 58% of the respondents are highly satisfied 40% of the respondents are satisfied remaining 2% of the respondents are dissatisfied

FINDINGS

- ❖ AGE: In the age wise classification 74% of the respondents belong to 20-40 years most of the respondents are at the age 20-40 years.
- ❖ GENDER: The gender classification among the respondents consists of 60% of the male respondents and 40% of the female respondents.
- ❖ LEVEL OF SATISFACTION: according to the research study 58% of the respondents were highly satisfied.

SUGESSTION

The company can be move along with the extremal sources of recruitment as it plays a good role at present Internet recruitment can be additionally concern treated so as to encourage the employee as wells as to out the further manpower dement with in the organization

CONCLUSION

Employee are the basic instrument to shape the business, major concentration can be provided in assigning right job. This can be achieved with the help of effective recruitment & selection.

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