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*RESEARCH EXPLORER-International Journal on Economic and Business Management*

*ISSN: 2250-1940 (P) 2349-1647 (O)*

*Impact Factor: 3.655(CIF), 2.78(IRJIF), 2.77(NAAS)*

*Volume XIV, Issue 48*

*July - September 2025*

*Formally UGC Approved Journal (63185), © Author*

## **A STUDY ON RECRUITMENT AND TRAINING WITH REFERENCE TO SUPREME STEEL COMPANY IN TRICHY**

**Dr. P. DEEPA**

Assistant Professor

Srinivasan College of Arts and Science, Perambalur.

(Affiliated to Bharathidasan University, Trichy)

**S. KAZIR AHAMED**

III B. Com

Srinivasan College of Arts and Science, Perambalur.

(Affiliated to Bharathidasan University, Trichy)

### **ABSTRACT**

*The success of any organization largely depends on the efficiency and effectiveness of its human resource management practices, especially recruitment and training. This study aims to analyze the recruitment and training processes at **Supreme Steel Company in Trichy**, evaluating their role in attracting, selecting, and developing the right talent. The research explores the methods used for hiring, the criteria for candidate selection, and the training programs designed to enhance employee performance. Both primary and secondary data were collected to assess the satisfaction level of employees and the alignment of training initiatives with organizational goals. The findings suggest that systematic recruitment and well-structured training contribute significantly to employee productivity, retention, and overall organizational success. Recommendations are provided to enhance the existing HR practices for better outcomes in the competitive steel industry.*

**KEY WORDS:** Recruitment, Training, Human Resource Management, Employee Development, Talent Acquisition, Steel Industry, Supreme Steel Company and Workforce Management

### **INTRODUCTION**

#### **RECRUITMENT**

Recruitment refers to the process of attracting, screening, and selecting qualified people for a job at an organization or firm. It is undertaken by recruiters. It also may be undertaken by an employment agency or a member of staff at the business or organization looking for recruits.

#### **Recruitment Process**

Recruitment and selection can play a pivotally important role in shaping an organization's effectiveness and performance, if work organizations are able to acquire workers who already possess relevant knowledge, skills and aptitudes and are able to make an accurate prediction regarding their future abilities. Recruitment and selection also has an important role to play in ensuring worker performance and positive organisational outcomes. It is often claimed that selection of workers occurs not just to replace departing employees or add to a workforce but rather aims to put in place workers who can perform at a high level and demonstrate commitment.

**Definitions**

“Recruitment is the process of generating a pool of capable candidates applying to an organisation for employment (Gold, 2007). This suggests that applicants with experience and qualifications most closely related to job specifications may eventually be selected. Organisations become concerned when the cost of a mistake in recruitment is high.”

**SOURCES OF RECRUITING**

Sourcing involves the following steps:

**Internal Sources**

The most common internal sources of internal recruitment are

1. Personal Recommendations
1. 2. Notice Boards
2. 3. Newsletters
3. 4. Memoranda

**External Sources**

There are many sources to choose from if you are seeking to recruit from outside the company.

1. Word of mouth, 2. Notices 3. Job centres 4. Private agencies and consultants 5. Education institutions 6. The press 7. Radio 8. Television

**RECRUITMENT PROCESS**

Recruitment is a process of finding and attracting the potential resources for filling up the vacant positions in an organization. It sources the candidates with the abilities and attitude, which are required for achieving the objectives of an organization.

Recruitment process is the first step in creating a powerful resource base. The process undergoes a systematic procedure starting from sourcing the resources to arranging and conducting interviews and finally selecting the right candidates.

**Recruitment Planning**

Recruitment planning is the first step of the recruitment process, where the vacant positions are analyzed and described. It includes job specifications and its nature, experience, qualifications and skills required for the job, etc.

A structured recruitment plan is mandatory to attract potential candidates from a pool of candidates. The potential candidates should be qualified, experienced with a capability to take the responsibilities required to achieve the objectives of the organization.

**Identifying Vacancy**

The first and foremost process of recruitment plan is identifying the vacancy. This process begins with receiving the requisition for recruitments from different department of the organization to the HR Department, which contains –

- Number of posts to be filled
- Number of positions
- Duties and responsibilities to be performed
- Qualification and experience required

When a vacancy is identified, it is the responsibility of the sourcing manager to ascertain whether the position is required or not, permanent or temporary, full-time or part-time, etc. These parameters should be evaluated before commencing recruitment. Proper identifying, planning and evaluating leads to hiring of the right resource for the team and the organization.

**Definition of Training**

Training is a process in which the trainees get an opportunity to learn the key skills which are required to do the job. Learning with earning is known as training. It helps the employees to understand the complete job requirements.

**Training Process**

Induction training, vestibule training, apprenticeship training, job training, promotional training, internship training are some of the major types of training. The merits of the training are given as under:

It results in higher productivity both quantitatively and qualitatively.

It develops a number of skills in the employees.

Improved performances.

The cooperative environment of the organisation.

It builds confidence in the employees for doing a job.

Decreased employee turnover.

Lesser chances of accidents.

### **METHODS OF TRAINING**

On the job Training Off the job Training

There are two methods through which managers can improve their knowledge and skills. One is through formal training and other is through on the job experiences. On the job training is very important since real learning takes place only when one practices what they have studied.

But it is also equally important in gaining knowledge through classroom learning. Learning becomes fruitful only when theory is combined with practice. Therefore on the job methods can be balanced with classroom training methods (off-the-job methods).

### **ON-THE-JOB TRAINING (OJT) METHODS**

- Job rotation
- Coaching
- Job instructions
- Committee assignments
- Internship training

### **OFF-THE-JOB TECHNIQUES**

- Case study method
- Incident method
- Role play
- In-basket method
- Business games
- Grid training
- Lectures
- Management education
- Conferences

### **SCOPE FOR THE STUDY**

The scope of the study is confined to Supreme Steel Company, Trichy. The project helps us to understand the recruitment and training adopted by the company. The study was done for during the period of three months and 120 respondents were chosen as sample respondents from the company. The study enables us to know the opinion of the employees towards the recruitment and training process and also give ideas of better recruitment and training techniques which can be adopted to improve the workforce of Supreme Steel Company, Trichy.

### **OBJECTIVES OF THE STUDY**

To evaluate the effectiveness of recruitment process in the organisation.

To measure the level of satisfaction in training effectiveness in the company.

To analyse the impact of training on employees performance.

To obtain suggestions from the respondents to increase the effectiveness in recruitment and training for the organisation.

### **LIMITATIONS OF THE STUDY**

Shortage of time is also reason for incomprehensiveness in this study. Time is one of the main constraints to interact with respondents.

The views of the people are biased therefore it doesn't reflect true picture.

The study is confined to the employees of the Supreme Steel Company, Trichy. This findings does not suitable to other companies.

The sample was collected using sampling techniques. As such result may not give an exact representation of the population.

### **STATEMENT OF THE PROBLEM**

Effective recruitment and training are fundamental components of human resource management that significantly influence an organization's productivity and overall growth. In a highly competitive business landscape, companies must implement robust strategies to attract, develop, and retain top talent.

At Supreme Steel Company in Trichy, operating within a fast-paced and challenging industry, the efficiency of the workforce is critical for sustaining a competitive edge. Nevertheless, issues such as talent sourcing, skill deficiencies, employee turnover, and the efficacy of existing training programs can hinder the company's performance. Securing the right talent and providing them with comprehensive training are vital to ensuring long-term success.

This study seeks to examine the recruitment and training methodologies employed at Supreme Steel Company, assess their effectiveness, and pinpoint potential areas for improvement. By identifying the shortcomings and gaps within the current system, the research aims to propose actionable recommendations that will enhance recruitment and training processes, thereby fostering improved workforce management and organizational growth.

### **REVIEW OF LITERATURE**

**Gowsalya R S, Asma V.K.M (2018)**, Training plays an important role in the effectiveness of organisations and to the experiences of people in work. Percentage is used in making comparison between two or more series of data. Training effectiveness is the measurement of improvement in the employee's knowledge, skill and behavioural pattern within the organization as a result of trainings program. This measurement help to match the cost incurred in the design and implementation of training with the associated benefits. Thus, it indicates whether the program has been able to deliver its intended goals and objectives. The purpose of this paper is to review the model of training effectiveness for the adoption by the human resources development executives in their planning, designing and implementation training program.

**Hasan Tarik, (2018)**, The aim of providing training is to ensure that an employee is capable of performing better in the current role. Training can be a source of achieving competitive advantage where the gained knowledge and skill of the employee can reap benefit for the organization. After critical review of the paper, it was found that the sample size was very small and response rate was not adequate. The study was based on primary source of data collected from 60 respondents through structured questionnaires. This review highlights on training effectiveness assessment.

**Girard, A., Fallery, B. et.al (2019)**, The development of social media provides new opportunities for recruitment and raises various questions. This chapter aims to clarify areas of agreement and disagreement regarding the integration of social media in recruitment strategies. A Delphi study was conducted among a panel of 34 French experts composed of 26 practitioners and 8 academics. Three quantitative results and five qualitative results are presented. Social media appear as an opportunity to raise the strategic role of HR professionals through employer branding strategy, internal skills development, and a greater involvement of managers within the sourcing process.

**Gupta, A. and Mishra, M. (2023)**, This study explores the role of AI tools in enhancing recruitment by saving time, reducing costs, and improving candidate experience. It reviews current AI applications like Mya and Brazen, highlighting their features, benefits, and challenges for both recruiters and applicants. The study draws on industry reports and focuses on how AI supports HR functions, especially recruitment. Companies such as Deloitte, Oracle,

and L'Oréal demonstrate partial or full AI integration. While AI aids in application screening and initial selection, human involvement remains crucial for assessments and interviews. The study concludes that although AI adoption is growing, many firms have yet to fully leverage its potential across all recruitment stages.

### **RESEARCH METHODOLOGY**

Research is the systematic study of processes with the aim of discovering more efficient methods of doing things, lowering the amount of work required to attain an aim, and determining the viability of the targets. In this study, descriptive research was used.

A research methodology gives research legitimacy and provides scientifically sound findings. It also provides a detailed plan that helps to keep researchers on track, making the process smooth, effective and manageable. A researcher's methodology allows the reader to understand the approach and methods used to reach conclusions.

### **RESEARCH DESIGN**

The research design helps a researcher to pursue their journey into the unknown but with a systematic approach by their side. Research design is a plan to answer your research question. A research method is a strategy used to implement that plan. Research design and methods are different but closely related, because good research design ensures that the data you obtain will help you answer your research question more effectively.

#### **Descriptive Research Design**

In Descriptive Research Design, the scholar explains/describes the situation or case in depth in their research materials. This type of research design is purely on a theoretical basis where the individual collects data, analyses, prepares and then presents it in an understandable manner. It is the most generalised form of research design. To explore one or more variables, a descriptive design might employ a wide range of research approaches.

#### **Population**

A population refers to any collection of specified group of human beings. Here it covers the entire employees of Supreme Steel Company, Trichy.

#### **Sample Size**

Total number of sample taken for the study is 120 respondents.

#### **Sampling Unit**

Sampling unit is in Trichy.

#### **Sample design**

Convenience sampling techniques were used for the study.

#### **Sample Frame**

A Sample frame may be defined as the listing of the general components of the individual units that comprise the defined population.

### **METHODS OF DATA COLLECTION**

Data refers to information or facts. It includes numerical figures, qualitative and quantitative information. There are two types of data collection method. They are primary and secondary data.

#### **Primary Data Collection**

These are fresh data which are collected for the first time. The data collection used for this study is Interview schedule questionnaire.

#### **Questionnaires**

A list of questions was set typed and printed and then administered to the respondents to give responses for the purpose of the study. The questionnaire prepared by the Researcher was structured non-disguised questionnaire. The questionnaire contained both Open-ended and Closed-ended Questions.

#### **Secondary Data Collection**

Secondary data consist of information that already exists somewhere and have been collected for specific purpose in the study. The secondary data for this study are newspapers, journals,

magazines, internet etc. The required data for the study are basically secondary in nature and the data are collected from the annual reports of the company.. The secondary data for the project is mostly collected from the annual reports of the organization, Internet, from the Journals and Magazines.

### **Hypothesis of the study**

There is no significance relationship between the age of the respondents and recruitment practices of the organization.

There is no significance relationship between monthly income of the respondents satisfaction level in training effectiveness in the company.

### **TOOLS USED IN THE STUDY**

The following are the tools used by the researcher to interpret the data and to provide conclusion for the study.

**Percentage analysis**

**Chi-square test**

**Correlation Analysis**

### **FINDINGS**

1. 36% of the respondents said that excellent towards the recruitment process stimulates experienced candidates for the organization.
2. 32% of the respondents said that excellent towards the recruitment process reduces the employees training cost for the organization.
3. 58% of the respondents said that good towards the recruitment process creates internal brand for the organization.
4. 36% of the respondents said that poor towards the recruitment process brings candidates from competitors companies to adopt technical collaboration
5. 48% of the respondents are highly satisfied towards training satisfaction helps to job.
6. 34% of the respondents are satisfied towards improves employees quality of work life
7. 46% of the respondents are highly satisfied towards increases employees' engagement
8. 38% of the respondents are satisfied towards increases team spirit
9. 41% of the respondents are highly satisfied towards increases efficiency of the employees
10. 48% of the respondents said that agree towards training and development teach the technique of performing a job to employees
11. 37% of the respondents said that strongly disagree towards performance and productivity increase due to the ability of the employees
12. 32% of the respondents said that agree towards training helps to achieve organizational goals
13. 40% of the respondents said that strongly agree towards training helps to employees work commitment
14. 43% of the respondents said that agree towards positive impact on employees performance

### **SUGGESTION**

1. The company must convey it is expected and required skill set from the candidates in advertisements clearly.
2. The advertisement must attract the candidates to apply for the job.
3. There must be knowledgeable recruiters to recruit the talent personnel for the company.
4. The company must engage and utilize innovative techniques in recruitment to select talent personnel for it.
5. The recruitment process must be stimulating the experience candidates for the company.
6. The recruitment process must reduce the employees training cost and it must attract experienced personnel for the organization.

7. The training must ensure the employees performance in the work place. As well as it must increase productivity of the concern.
8. The training should be effective to achieve organizational goals by the employees.
9. The company should assess that whether the training helps to enhance work commitment for the employees.
10. There must be positive impact for the employees due to the training effectiveness.

## CONCLUSION

The study found that respondents expressed varying levels of satisfaction with different aspects of recruitment and training processes, reflecting both strengths and areas for improvement. It revealed that while the recruitment process is seen as effective in attracting talent and fostering employee engagement, there are concerns about innovation and the attraction of candidates from competitor companies. The study concluded that training has a significant positive impact on job satisfaction, employee engagement, and work efficiency, highlighting its role in organizational success. It suggested that organizations should focus on enhancing recruitment techniques and providing more targeted training to improve overall performance and employee commitment. It is concluded that, the HR part is not completed after they recruit the right person at the right job. They are in the intention to train the selected employees effectively. The recruiter must be a qualified one. The recruitment process must be having the capability to acquire experienced personnel to the organization. The training for the employees must be effective one and it must impact on employees performance to increase productivity of the concern.

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