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A STUDY ON RECRUITMENT & SELECTION PROCESS IN INDIA BULLS – HYDERABAD

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ABSTRACT

The recruiting and selection process is a significant component of human resource management since it involves finding, evaluating, and selecting qualified individuals to fill job positions inside firms. This abstract provides an overview of the recruiting and selection process, its importance, and essential considerations when building a fair and effective system. Recruiting and selecting the right individuals for a company is crucial for establishing a qualified and motivated workforce that can contribute to the success of the organization. Individuals are sourced in a variety of ways throughout the recruitment phase, including job advertising, employee recommendations, recruitment firms, and online platforms. Individuals' skills, talents, and fit with the business are evaluated during the selection phase using methods such as interviews, evaluations, reference checks, and background screenings.

The abstract that follows digs into the various stages and activities of the recruiting and selection process, such as job analysis, job descriptions, candidate screening, and decision-making. It emphasizes the need of aligning recruitment activities with the company's strategic goals, as well as maintaining a diverse and inclusive candidate pool.

Although INDIABULLS employs a wide variety of recruitment methods. Tourists should continue studying and using these hiring procedures, particularly those employed by marketing executives, to hone their public relations competence. Experts in management and social science should collaborate on a sensitivity training program to improve riders' interactions with one another.

Key Words: Recruitment, Recruiter, Job analysis, Selection Process.

INTRODUCTION

Human resource management includes picking the right people and hiring them. Hiring the most qualified candidates is a top priority so that the company may achieve its objectives. It's the method of identifying, evaluating, and selecting qualified candidates for available positions. This is a quick rundown of some effective selection and recruitment strategies.

Human resource management includes picking the right people and hiring them. Hiring the most qualified candidates is a top priority so that the company may achieve its objectives. Finding, screening, interviewing, and ultimately selecting the

most qualified candidates for available positions is what recruitment and selection is all about.

MEANING

The term full-cycle recruiting refers to the HR department's monitoring of all stages of the hiring procedure. Finding potential employees whose qualifications are a fit for open positions is the first stage in a comprehensive hiring strategy.

It is worth it to invest in setting up and running an interview when a job applicant possesses the necessary skills. Interviews are increasingly significant in the selection process since recruiters and hiring managers consider more than simply a candidate's potential to benefit the company.

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DEFINITION

According to Edwin B. Flippo, "It is a process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization".

According to Joseph J. Famularo has said "However, the act of hiring a man carries with it the presumption that he will stay with the company-that sooner or later his ability to perform his work, his capacity for job growth, and his ability to get along in the group in which he works will become matters of first importance."

NEED OF THE STUDY

- The research aims to shed light on the practical applications of theoretical understanding of the selection and hiring procedure.
- The organization's demands must be reflected in the job description, candidates must be evaluated using consistent selection criteria at each tier, the hiring process must be legitimate, the candidate must be confident that the offer is genuine, and the procedures must be clear to everyone involved.
- Learn more about the INDIABULLS' hiring practices and policies here.
- To learn if the INDIABULLS' approach to selecting new members is effective.

SCOPE OF THE STUDY

This research focuses on the theoretical and practical aspects of recruitment and selection in India Bulls-Hyderabad. This study will help you learn the practical steps that a major organization follows. This survey can provide employee feedback on recruitment and selection processes employed by the company.

OBJECTIVE OF THE STUDY:

The research is meant to provide light on the practical applications of academic understanding of the recruitment and selection procedure.

- To study the present sources of recruitment in the organization.
- To study the process after application review.
- To study the various interview tests in process of selection.
- To know how long different to choose final candidates for job.
- To give suitable suggestions for the organization.

REVIEW OF LITERATURE

1. **Edward Tristram Albert (2019)**, has published on "AI in talent acquisition: a review of AI- applications used in recruitment and selection" in Strategic HR Review has said that it is specifically , this research investigates the level, rate and potential adoption areas for AI-tools across the hiring process. It provides a comprehensive overview of the state of AI in R&S which helpful for academics and practitioners.
2. **Muhammad Munawir Pohan, M. Nurzen S (2021)** has published on "The Quality Improvement of Educator Recruitment and Selection System in Madrasah" in Indonesian Journal of Islamic Education Studies has said that the research procedures include theme selection, literature reading, formulation of research focus and problems , data collections, data improvement, data processing and data analysis.
3. **Ida Ayu Pradnyani Utami Manuaba, Gede Sri Darma (2021)**, has published on "Examining Recruitment Strategies and Millennial Employee Selection" in International Research Journal of Management, IT and Social Sciences, has said that the actual form of recruitment strategy consist of recruitment preparation , dissemination of job vacancies online, acceptance of applications and through the internship program.
4. **Esther Tawarar, Dr. Sylvia C. Sirai, Dr. Victor Lusala Aliata (2021)** has published on "Influence of Recruitment And Selection on Retention of Teachers Service Commission Secretariat Staff in Busia County, Kenya" in Journal of Human resource and Leadership has said that Employee retention has been a key source of competitive advantage as well as achievement of business goals and objectives. It revealed that recruitment and selection had a positive significant on retention.

5. **Olajide Ore, Martin Sposato (2022)** multinational organization has published on “Opportunities and risks of artificial intelligence in recruitment and selection” in International Journal of Organizational Analysis has said that artificial intelligence (AI) in recruitment and selection by exploring the perspectives of recruitment professionals in multinational organizational.

**RESEARCH METHODOLOGY:
DATA COLLECTION METHODS:**

The study's data came from a mix of primary and secondary resources.

Primary Data;

The best approach to learn something is to hear it from the person who knows most about it. We did some surveying and some in-person talking.

(a) Interview method:

In this study, INDIABULLS employees and management were polled on their opinions of the company's hiring and selection procedures. Department heads were interviewed more frequently than any other group member.

Secondary Data:

What we call second-hand information is data that has already been recorded and is passed along to another party through an intermediary. The company's HR journals were mined for data for a wide range of purposes, including but not limited to: internal HR usage; departmental curiosity about HR's progress on various initiatives; employee curiosity about the HR department's performance evaluation and bonus structure; and so on.

Sampling technique:

A Sample of 100 is selected through convenient random sampling.

Sample Size: 100

LIMITATIONS:

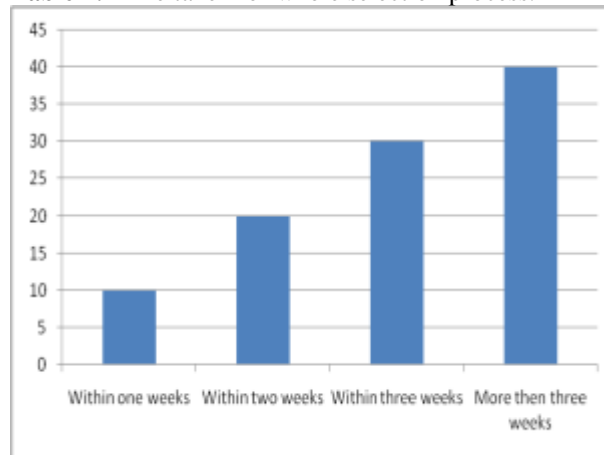
- There will be a deadline in 45 days.
- Due to time constraints, only subsets of corporate employees are interviewed for the survey, even though the data is collected during working hours.
- It was challenging to gain helpful input from employees due to time constraints and their hectic schedules. The privacy details were also compromised.

DATA ANALYSIS AND INTERPRETATION

1. What was the time taken for the entire recruitment and selection process?

S.no	Response	No of Respondents	Percentage
1	Within one weeks	10	10%
2	Within two weeks	20	20%
3	Within three weeks	30	30%
4	More then three weeks	40	40%
	Total	100	100%

Table 1: Time taken for whole selection process.



Graph 1: Time taken for whole selection process.

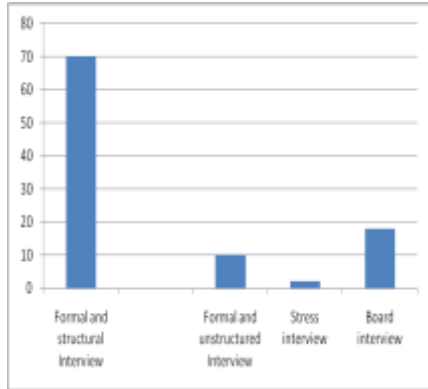
INTERPRETATION

The Above graph shows the analysed data that only 10% of recruitment and selection process has completed in the first week, 20% the second, 30% the third and 40% the fourth.

2. What kind of the interview did you undergo?

S.no	Response	No of Respondents	Percentage
1	Formal and structural Interview	70	70%
2	Formal and unstructured Interview	10	10%
3	Stress interview	2	2%
4	Board interview	18	18%
	Total	100	100%

Table 2: Type of interview.



Graph 2: Type of interview.

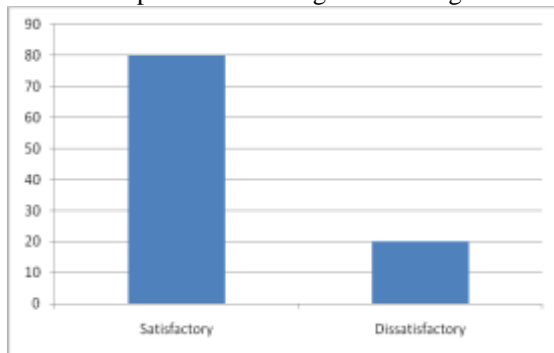
INTERPRETATION

There were 10% informal formal stress interviews and 2% impromptu interviews in addition to the 70% formal and planned interviews.

3. How do you feel about the practice of hiring and rehiring?

S. no	Response	No. Of Respondents	Percentage
1	Satisfactory	80	80%
2	Dissatisfactory	20	20%
	Total	100	100

Table 3: Experience of hiring and rehiring.



Graph 3: Experience of hiring and rehiring.

and rehiring.

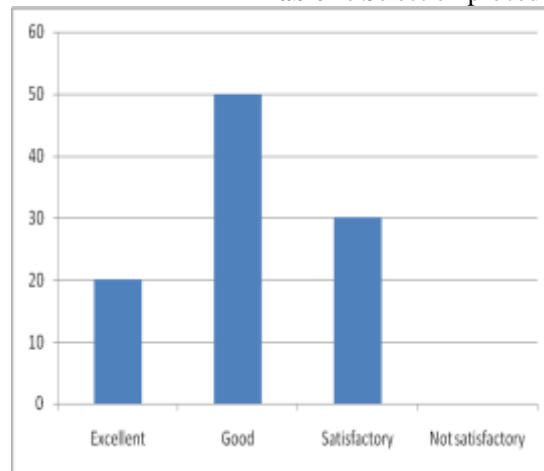
INTERPRETATION

According to the numbers and the graph, 80% are satisfactory towards company hiring and rehiring process.

4. Please rate this company's selection procedures and how they hire new employees?

S. no	Response	No of Respondents	Percentage
1	Excellent	20	20%
2	Good	50	50%
3	Satisfactory	30	30%
	Not satisfactory	0	0%
	Total	100	100%

Table 4: Selection procedure.



Graph 4: Selection procedure.

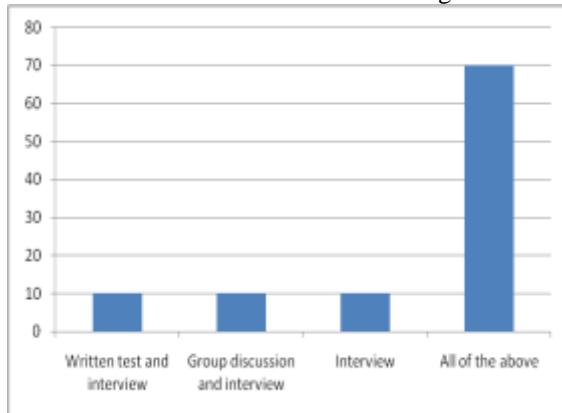
INTERPRETATION

20% of employees say the hiring and selection process is excellent. The hiring and selection procedure is deemed good by 30% of workers but deemed excellent by 50%.

5. Which of the following factors played a role in your hiring decisions?

S. no	Response	No of Respondents	Percentage
1	Written test and interview	10	10%
2	Group discussion and interview	10	10%
3	Interview	10	10%
4	All of the above	70	70%
	Total	100	100%

Table 5: Factors of hiring decisions.



Graph 5: Factors of hiring decisions.

decisions.

INTERPRETATION

10% of a company's employees are selected based on written examinations and interviews.

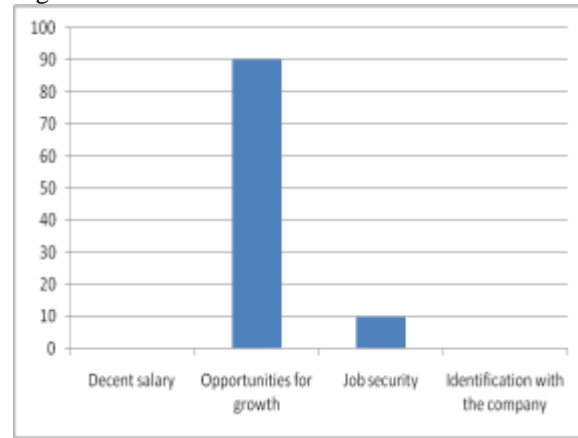
Group discussions and individual interviews will be used to choose 10% of the staff.

Interviews are only used to select 10% of employees. Other factors account for the remaining 30% of selection.

6. Please choose the reason(s) that apply to why you want to work for India Bulls?

S. no	Response	No of Respondents	Percentage
1	Decent salary	0	0%
2	Opportunities for growth	90	90%
3	Job security	10	10%
4	Identification with the company	0	0%
	Total	100	100%

Table 6: Reason to choose the organization.



Graph 6: Reason to choose the organization.

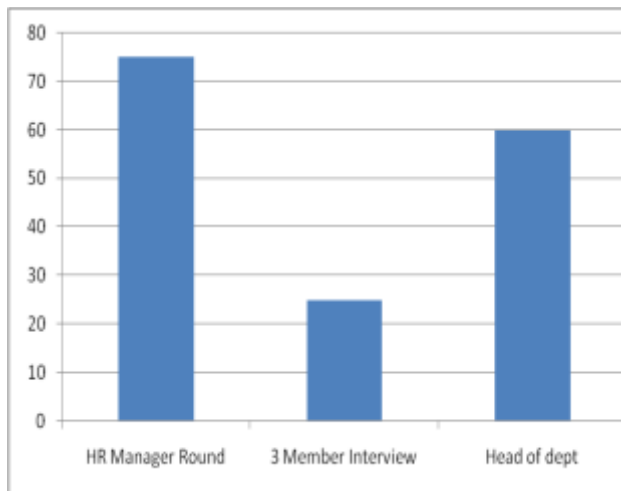
INTERPRETATION

The above table shows 90% of employees choose to work for India Bulls because of the opportunities for advancement and job security.

7. Do you know how many interviews you've had?

S. no	Response	No of Respondents	Percentage
1	HR Manager Round	75	75%
2	3 Member Interview	25	25%
3	Head of dept	0	0%
	Total	100	100%

Table 7: Rounds of interview.



Graph 7: Rounds of interview.

INTERPRETATION

The above table shows 75% of HR Administration 25% of the Three-Member Interview Head Debt, as shown in the table and line above, is zero.

FINDINGS:

- The first week will cost you 10%, the second week 20%, the third week 30%, and the fourth week 40%.
- Board interviews account for 18% of the total, while stress interviews account for 2% and formal interviews make up 70%.
- The data showed that only 20% of the group was dissatisfied.
- Only 20% of workers say the hiring process is fair and effective. Only 30% of employees are satisfied with the hiring and selection process, whereas 50% find it excellent.
- Ten percent of the workforce is selected by a combination of a written exam and an oral interview.
- 90% of India Bulls' employees say they wanted to work there because of the company's reputation for promotion and job security.
- According to the data in the table, 75% of respondents engaged in standard interviews while the remaining 25% participated in both stress and board interviews.

SUGGESTIONS

Although INDIABULLS employs a wide variety of recruitment methods. Tourists should continue studying and using these hiring procedures, particularly those employed by marketing executives, to hone their public relations competence. When doing recruitment needs analysis, it is important to

consider the number of employees who have been long sick, long absent, or both. They need to be enrolled in the training university immediately. Because of the interplay between an employee's time spent at and away from work and the quality of their work, this is of paramount importance. The she-duce plan is a scenario in which upper management strongly advises management to fire underperforming workers.

- Large public utilities like INDIABULLS need to keep tabs on client feedback in order to tailor their training accordingly. This highlights the significance of consumer safety councils as a constant resource for the company's customers, the travelers.

CONCLUSION

- The study results allow us to conclude the following: The best candidate is selected after considering the job description, necessary skills, and recruitment method.
- The vast majority of referrals for internal positions originate from current workers.
- The hiring committee or team is responsible for administering all necessary assessments, interviews, etc.
- Most conversations rely on in-depth interviews.
- Candidates should be evaluated based on their knowledge, experience, and demeanor.
- When there are sufficient job seekers, hiring is simplified.
- Workers and human resources professionals have cordial interactions.
- The company provides excellent working circumstances and shows concern for its employees' professional development.

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