

# Impact of Recruitment and selection of HR Department Practices

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## Abstract

Recruitment and selection that is a basic role in HRM something that people do regularly as a practices and also the honest in your moral principles to do work or some other activity that you do as part of your job and not for pleasure that is extremely important to get the task of organizational position where it will be most useful or have the most effect that you hope to achieve especially when much time and effort will be needed. That article help to try to find out what happened or is the truth in the recruitment and selection that people do it regularly honest with their particular area of work or activity in which the aim is to make a profit with different levels which are presence on the organizational task with different organizations. Through questionnaire we analyze the data through the SPSS that give the result of this research. In organization development it is most important to better HRM performance.

**Keys Words:** Human Resource Management. Recruitment. Selection

## Introduction

HRM is a basic role in the organizations or a companies in emphasizing that you need or have a lot of it issues or problem with people which are the presence of money that someone who has experienced loss from the organization, select something you employ them or pay them to do a particular job for you, best performance of work, features or measures are intended to make something less dangerous, your wellness is how healthy you are and how well and happy you feel, employee that do something, best verbal and non-verbal communication, some thing is the process of organizing and supervising it and also the learning knowledge and skills these are the problem that relate to the people.

Recruitment is defined as process of generating a pool of capable people to apply a employment to an organization but on the other hand selection is act of selecting one or more people or things from a group or people is a set of them that have been selected from a larger group. Progressive HR practices are important to a positive psychological contract this includes to effective recruitment and selection. Robertston and Smith (2001) they support the recruitment and selection process and also help to guide the test and interviews.HR that improve a skill, you get better at it to the level of control and organizing of a business or other organization and also the decide what the business should do and ensure that it is done.

This is always important to person, organization and society which are remembered for a particular situation or an activity to the people who control and organize a business or other organization as a management. Dainty (2000) point of view is that people in a country or region who are able to do a job & available for work they always help the organization to be profitable and the staff expected to be trying to achieve their target. The relating to business corporations or a particular business corporation in the business and relating to a persons work, especially work that requires special training who live in particular area or place they show their own interest of the importance of HRM that get to gain the developing more quickly and keeps becoming less likely to stop that after the realizable there is a possibility that the things you want to happen will happen a people who always wants to make the organization profitable.

The idea or abstract principle of the HRM is indicating an action of fact or though, discussion and investigation it becomes known as a result in it. HRM that is the system or method or design is the modern and has been developed from earlier of the same thing in the way of the person which does a business. Some of the companies they separate organization or group governs or control it rather than being controlled by anyone.

HRM departments there is an unpleasant feeling you have when you think that you are in danger than they do not exist at all a lot of understanding and help to make it successful all of the human resource activities that they do in order to achieve their aims. Each of the business organization they are being considered to get achieve business activities is efficient they are able to do task successfully without wasting time or money they select through the process of recruitment and selection. Human Resource is the basic role to help the company or organization to get or achieve the goals and tasks. A person who is paid to work for an organization in something is the fact that you are taking part in it which is important success for the performance. Progressive HR practices

are crucial to a positive psychological contract this includes attention to effective recruitment and selection practices.

The recruitment role provides the basis for a person specification (Behaviors and successful performance, Qualification and training, Experience, Specific demands to increase profit, Organizational fit as formal and informal culture, Candidate Expectations in career opportunities). They also depend upon the graphology that is the study of people's handwriting in order to discover what sort of personality they have. HRM increase the knowledge or skills in particular job or activity which you have gained because you have done that job or activity for a long time. Boxall and Purcel (2003) some of the organization think that recruitment attracts all of the young generation or a before few years they help all the people who are able to work and want jobs. Farnham (2006) they think organization have the low time in the plan of human resource because there is no presence of resources, knowledge and skills.

### **Recruitment and Selection**

- Defining requirements – preparing job descriptions and specifications; deciding terms and conditions of employment.
- Attracting candidates – reviewing and evaluating alternative sources of applicants, inside and outside the company, advertising, using agencies and consultants. Attracting candidates is primarily a matter of identifying, evaluating and using the most appropriate sources of applicants.
- Selecting candidates – sifting applications, interviewing, testing, assessing candidates, assessment centers, offering employment, obtaining references; preparing contracts of employment.

### **Importance of recruitment and selection**

Recruitment that increases the candidate job that is possible allowed and required amount of money. They tell as the time that we are in now and the things that are happening now also the period of time that will come after the present or the things that will happen then these define the job description and specification, deciding terms and conditions of employment in the organization. With the process of deciding in detail how to do something before you actually start to do it and consider something carefully and using statistical methods in order to understand and explain the job activities.

### **Difference between recruitment and selection**

Recruitment is the search the candidate and motivates to do something to get job in the company. On the other hand selection is defined choose the person which are most applicable out of others which are job interested and qualified.

### **Research Objective**

- Human resource is the best position of someone is the place where there are relation to other things and also relate decision to the terms and condition of employment.
- To know about the Human Resource Management want to do something for the management department.

### **Problem Statement**

Human Resource managers that used the different ways, methods and situation which is possible to doing something than you want to do. These effects the employees strong belief in an idea and made to something at a particular time in Human Resource plans intended to achieve something over a long period of time. The problem is that Human Resource does not have perfect skills and knowledge related to the requirement and also causes the HRM of the opinion that are incorrect.

What are the ways to increase and improve the Human Resource Planning and development?

What are the challenges that depend to recruitment and selection practices?

### **Literature review**

In this different literature are selected that is improve and consider the important or significance areas. Fajana (2002) HR plan that need fixed plan and great changes to check the human resource wants, demands that develop

the number of people of who are employed by a particular company procedures that effect the organization in long-term. British psychological Society (2007) they measure the ability of test with different reason that is mechanical (naturally good at understanding) verbal (something is connected with words) numerical (expressed in the numbers) spatial (to describe the things that is related to that areas). Ulrich and Brockbank (2005) a plan or an idea you suggest it for people to think about and to decide the decision about what is going to be done in the future HR organization which enable to line managers.

- Concept of recruitment and selection:

To hire and select the employee that is most important for the Human Resource Management and effect the success of the organization. The organization which are successfully depend upon the plan how to do something before you actually start to do it. This organization selects the most qualified person with their own interest that is short and long term. Person or employee selected at the right place and also the right time.

- Recruitment and Selection Process and Development of the Organization:

Recruitment and selection are central part of HRM such as a skill or a particular type of knowledge is the process of learning or develop it, gradually growth and also the work benefit that benefit as a result of doing that thing. That is a basic role to ensure the performance of the workers who are employed in industry or business and that are not the managers. Selection of the employee person they no do replace to one thing or person with another to leave it and start a journey to another place of employees but aim is to get or select the workers that perform the work successfully.

- Process of Recruitment:

In any vacancy the organization take the decision to fill the vacancy with the process of recruitment than it involves the activity or task that organization job analysis that conduct the process of human resource planning. If organization has the job explanation or description that result from considering something carefully organization structure fit that job than they want to process of hiring to select the candidate which is suitable for that job.

- Selection Design:

When the candidate standard of their ability is shown the hiring process the decision to select the candidate is always difficult. Some of the faults are affected that a person who is responsible for whole of a business or organization they think the extremely most important character to choose what should be done. When in the selection person is not choosing than the employers are unexpected. The basic source of weakness is the decision of human makers.

- Recruitment Sources:

The researcher use the different ways through which they select that include the telephone, direct mail and also the advertising. Advertising is the activity of creating advertisements and making sure people see them. One of the advantages of advertising and recruitment is the low money and easily convince to do something they persuade you to do it. But on other hand the sampling way is the non-random and motivate to do something that's why all of the young generation people considered this way. Mail and recruitment is also the low money and persuade to do something but the young people are feel difficulty to arrive this email.

Internal Recruitment: That depends upon internally which check the person for job with in the organization.

External Recruitment: That depends upon externally which check the person for job outside the organization.

1. Your ability to do something is the fact that can do hiring process which known to be very easy. But outside the recruits are depend low information that is from a reliable source is likely to be correct.
2. An insider is something who is involved in a situation and who know more about it than other people they know the organization which they work, organization power and strength that they have and also the weakness they also show organization belief, norms and values.

There are some disadvantages such as

1. Sometime it is very difficult to select the best candidate inside the organization but the organization something settled it has been decided and arranged to select the employee which are not able to select this job.

2. In the organization they select the candidate before the recruitment process that is less ability to do something well or effectively.
  3. Through the passage of time the organization may help or encourage within the managerial that relate to manage the work in particular position but regardless of examination that you have passed who hold an official post at particular time.
- Challenges of Recruitment and Selection:

The basic purpose of this study is that the planning of human resource they select the person with the right training and knowledge, experience with that particular job. In this department the human resource managers have basic effect on hiring and selecting and HR person who is very skilled at doing something or who knows a lot about a particular subject they not only shorten the position which has not filled but they also improve the skills of the applicant. Recruitment and selection is done where there is presence of most effective HR team.

- Recruitment and Selection Practices and Performance:

To hire the employee is the basic role in the human resource management that effect the company or organization performance. But on the other side we accept that the decision to employee performance is poor than that poor performance cause the organizational performance. It is believable that efficiency and effectiveness is important to hire and selection procedures.

- Human Resource Development:

When the organization hire and motivate the person to do something that person give their response and accept the difficulties which requires great effort and determination than the organization are succeeded for a long time in the future. Every employee that do their work they have the ability to compete with each other and show the different ways of market change with the help of consumer, customer and the supplier needs, wants and demands that have the capacity to join things together and effect the long time and best relationship in which two or more people of organization work together as a partners.

- Recruitment and Attraction:

Recruitment and attraction represent vital stages in the determination of which employees will be able to benefit from integrated HRM of policies. There is the need to attract people and this implies that people have a choice about which organizations they wish to work for the contribution that people will make to an organization is not totally predictable.

## Hypothesis

HRM something that is effective works well and produces the results that were intended and the rate at which goods are produced they depend upon the company directions in which something develops or progress and also refer to where people live or stay to achieve the organization objective or activity which have to do as part of larger project.

H1: There is positive relationship between the recruitment and human Resource.

H2: There is positive relationship between the selection and human resource.

## Methodology

- Research Design:

That research depends upon the recruitment and selection practices with the help of different organization.

- Sources of data:

We conduct this research with the help of primary source of data.

- Primary Source:

To get the primary data we collect the data that information is correct and argument, comments and idea is based on sensible reasoning.

- Questionnaires:

The set of all complete questionnaires is close ended. To use this questionnaire we recognize and judgment of the work of recruitment and selection methods.

- Sample Size:

We get the sample size of 25 employees with the help of different organizations.

- Data Collection:

The data collection instrument was questionnaire. The questionnaire helps to show the result of this study.

- Data Analyze:

We analyze this data through statistically used for SPSS that give the results.

## Regression

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	REC, SE <sup>b</sup>	.	Enter

a. Dependent Variable: HR

b. All requested variables entered.

## Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.805 <sup>a</sup>	.649	.797	.28841

a. Predictors: (Constant), REC, SE

## ANOVA<sup>a</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.307	2	.154	1.846	.003 <sup>b</sup>
	Residual	.166	2	.083		
	Total	.473	4			

a. Dependent Variable: HR

b. Predictors: (Constant), REC, SE

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.120	.591		.203	.002
	SE	.104	.395	.135	.262	.004
	REC	.406	.238	.876	1.705	.002

a. Dependent Variable: HR

## Correlations

### Correlations

		HR	SE	REC
HR	Pearson Correlation	1	.758	.798
	Sig. (2-tailed)		.538	.106
	N	25	25	25
SE	Pearson Correlation	.758	1	.578
	Sig. (2-tailed)	.538		.308
	N	25	25	25
REC	Pearson Correlation	.798	.578	1
	Sig. (2-tailed)	.106	.308	
	N	25	25	25

## Results and Discussion

The result shows the positive relationship in this research because the significance level is the .003. Because condition of the employment in the organization can be change easily and adapt to different conditions and circumstances as they occur. However, the degree of correlation among the factors value of recruitment (0.698) selection (0.758). The R is the .805 and R square is .645. In the organization there will be the act or process recruitment for organization ideas or plans for making decision that depend upon relating to Business Corporation. Kaplan and Norton (2004) human resource plan which is the basic problem in recruitment and selection. Sometimes in the organization before the process of the advertisement they recruit and select the candidate due to the personal reference which are able to that job. It is very important to improve and better the performance of the Human Resource. It there is good hiring and selection process than the performance of human resource management is excellent and there is positive relation between Human Resource and the recruitment and selection. HR gives the same opportunity in the process of selection and recruitment procedures. Both H1 and H2 are accepted.

## Conclusion

Recruitment is the process that happens before the selection. The goal of the recruitment is to support the candidate which are suitable for this job and also check the achievements and training that they are qualified to do something. After a shortlist candidate there is start a process of selection. The organization of an event or activity involves making all the necessary arrangements they want to get to try HRM method to do a business more and more successful. HRM want to arrange learning process of Human Resource skills. . In the company or other organization, the department of human resource is the department with responsibility for recruitment, training and welfare of the staff. That is very logical and important to better HRM in the gradual growth or formation of something in the organization.

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