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KPTCL WITH REFERENCE TO GESCOM

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Abstract:

The Council recognizes that achievement of its strategic goals and the securing of its values is dependent on the recruitment and the retention of a skilled and committed workforce. The Council's Recruitment and Selection policy, procedures and practices are designed to help secure this and in relation to which equality of opportunity is an integral part.

The Recruitment and Selection Policy has the following aims and objectives:- To ensure all recruitment and selection procedures comply with the Council's Equal Opportunity Policy. And it also ensure that all appointments are made on merit As well as it attracts sufficient applications from potential candidates for appointment with the skills, qualities, abilities, experience and competencies deemed as being necessary to the job to develop and maintain procedures which will assist in ensuring the appointment of the most suitable candidate. it ensure that recruitment procedures are clear, valid and consistently applied by those involved in recruitment and that they provide for fair and equitable treatment for those who apply for employment. Also it is the base selection decisions and criteria directly on the demands and requirements of the job and the competencies identified as necessary for satisfactory performance.

KEY WORDS:

Council recognizes , achievement , Selection Policy , physical.

INTRODUCTION:

Business is a effective effort of physical and human resources of the enterprises to attain the cherished goal. Human resource management is that practice of management which helps organization to deal with its people during the phases of employment cycle.

The important element in an organization are material , machines , money and men (Human Resources). The success of an organization depends upon the proper utilization of elements especially Human Resource that has been defined as, from the national point of view, the knowledge skill , creative abilities, acquired knowledge and skills as exemplified in the talents and aptitudes of its employees .

Human resource can be conveyed in terms of its proactive approach to managing people in organization. It means employing people developing their resources, utilizing, maintaining and compensating their services in time with the job and organizational recruitment.

Recruitment is an activity which is essential for any human resource development in an organization. Recruitment ordinarily means obtaining fresh candidates in an organization for the present needs and for the future needs of the organization.

Selection is a process of identifying those person who are fulfilling the requirement of the organization on the basis of the experience qualification and skill.

Title:KPTCL WITH REFERENCE TO GESCOM

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The topic recruitment and selection process was the great interest of the researcher to study how GESCOM is recruiting its employees and how it is effectively implemented in the organisation.

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OBJECTIVES OF THE STUDY:

- 1.To study brief about HR practice at GESCOM
- 2.To study function of recruitment and selection process adopted by the organization.
- 3.To study the sources of recruitment.
- 4.To study the satisfaction level of the employees with respect to the recruitment policy of organisation.
- 5.To study the different method of recruitment and selection in the organisation.

RESEARCH METHODOLOGY

Research methodology:

Research methodology or techniques refer to the methods used in performing research operation.

Research methodology is a way to systematically solve the research problem. It is a science of studying how research is done scientifically.

As this is a description research study conducted in an industrial organization, survey method was conducted in the organization.

Sample size-50

Survey method-questionnaire

Primary Data:

In order to collect first hand information the researcher interacted with various department and gathered the required information. In this way primary data was collected.

Secondary Data:

The source of secondary data was collected through,

- a. The company manuals
- b. Internet
- c. Author Textbooks

SCOPE OF THE STUDY

Recruitment and selection has got wider scope in future for assisting long term manpower planning. Human resource development exercise, auditing of existing manpower and to critically look at the skill and qualification of employees. Being inducted and ensuring proper utilization of the human resource of the organization.

The importance of recruitment and selection:

By following this procedure the organization will get right candidates for the right job at the right time.

To meet the organization legal and social obligation regarding the composition of its work force.

It helps in identification and preparing potential job applicant will be appropriate candidate.

It is also helpful to the manager for operating responsibilities this is especially helpful during peak hiring periods.

NEED FOR THE STUDY

The need for recruitment and selection necessitated to study and determine the present and future requirements of the organization in conjunction with its personnel planning and job analysis activities. It helps the organization as under:

1. The study helps the employees of the organization to give opinion regarding the recruitment and selection process conducted in their organization and how to make it effective.
2. The study also helps the other organisation to know how effectively the recruitment and selection process is carried out in GESCOM.

LIMITATIONS OF THE STUDY

In every research some limitations are always associated, which restrict the research to a certain extent. The present study is also not free from some limitations.

1. Time was one of the constraint for the study
2. An elaborate interaction with the employees was not possible because of their busy work schedule.
3. The study is limited to only 50 sample size employees.
4. The data collected and analyzed are mainly from a section of the employees and hence the outcome may not be generalized.
5. There is some personal judgement of the researcher in the present study. Hence the personal limitation also being the part of the present work.

DATA ANALYSIS AND INTERPRETATION

The data has been collected from 50 employees of GESCOM, Gulbarga. The data collected has been presented in the form of charts

Table-1: Showing respondents knowledge of vacancies in the organization?

Vacancies	No. of respondents	Response in percentage
Employee referral	7	14
Campus recruitment	3	6
Customer referral	5	5
Print media/ add	17	34
E-recruitment/ web	18	41
Total	50	100

From the above table it was noted that, many of respondents join the GESCOM by the knowledge the vacancies through i.e. 41% of the respondents were recruited through E-recruitment/web, 34% of the respondents were recruited through print media/advertising, 14% of the respondents were recruited through employee referrals, 6% of respondents were recruited through campus recruitment and remaining 5% of the respondents were come to know the vacancies through customer referrals.

Table-2: Showing role of the new techniques in recruitment and selection process

New techniques	No. of respondents	Response in percentage
1. Internet	6	12
2. Walk in recruitment	15	30
3. Referrals	4	8
4. On-line application	25	50
Total	50	100

From the above table it was noticed that, 50% of the respondents said that on-line application is the new techniques at the time of their were recruitment, 30% of the respondents said that walk-in recruitment is the new technique, 12% of the respondents said that internet is the new technique and 8% respondents said referrals were the new techniques.

FINDINGS, CONCLUSION AND SUGGESTIONS
FINDINGS

Successful recruitment and selection process is the most important function in any organization for the smooth flow of the day-to-day operations. GESCOM firmly believes that their human resource are their valuable assets.

1. From study it was found that New techniques (64%) has proved the organization were followed in recent years.
2. From study it was found that 74% of employees approached for selection process through call letter.
3. From study it was found that 50% of the employees says that Achievement, personality and attitude tests were followed the company for selection test.
4. The nature of the job and other necessary aspects were clearly informed to the employees.
5. From study it was found that 60% of the employee rated selection process is good and 26% employee rated excellent and 12% of the employee feel its poor.
6. From study it was found that 80% of the employee undergone the tests during the selection process.
7. From study it was found that 76% of the employee were satisfied with the recruitment and selection process and 24% of the employee were dissatisfaction with the recruitment and selection process.
8. 64% of the employee were aware of the HR policies followed by the company and 36% of the employee were unaware of the HR policies.
9. 68% of the employees were selected through external sources and 32% of the employees were selected through internal source.
10. 70% of the employees were not allowed to negotiate with the management, relating to salary and other 30% were allowed to do so.
11. 54% of the employees were rated induction and orientation program is good, 26% of the employees said its excellent, moderate and poor is rated 10% and 10%.

CONCLUSION:

The effective recruitment and selection process is one of the most important criteria for effectiveness of the organization. The study has helped in understanding the recruitment and selection process practically as applied in the organization and also shown the importance of its smooth functioning. GESCOM truly believes that Human Resource is a valuable asset for the company. The survey conducted shows that recruitment and selection process at GESCOM is conducted and maximum number of employees who have responded are currently happy with the process.

The organization has the scope for using the better way for the advertisement of the vacancies in the organization. The organization should recruit the new and young employees who can give better returns to the company.

They should also adopt the new techniques of recruitment and selection which help the organization and the best employees who are having good knowledge, creative and hardworking.

SUGGESTION:

Any organization which considers human resource as its valuable assets must have an effective recruitment and selection process. To ensure this it is important for the organization to be aware of the new changes around and adopt to them from time to time.

1. The organization should adopt the new ways for advertisement regarding the vacancies like employment exchange.
2. Portals services should be used as one of the effective means while recruiting as it should avail more number of candidates also keep changing into new different portals from time to enrich the database.
3. Organization should evaluate certain recruitment based problems through looking into the following:

Has the recruitment increase the production?
Has there been decrease in the number of error?
Has there been a reduction in absenteeism?

4. The organization should participate in job-fair in order to enrich the database and also avail right kin, of candidates to meet the current and future requirements.

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 - b) Ashwathapp.
3. Internet: www.kptcl.com and www.gescom.com
4. Journals.

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