



AN ANALYTICAL STUDY OF RECRUITMENT PROCESS ADOPTED BY HR REMEDY INDIA, PUNE

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ABSTRACT

HR Remedy India is one of the most lending Consultancy. HR Remedy is based in Pune with its main office at Baner and second branch at Aundh. It was established in the year 2009 under the Directorship of Mr. Sachin Patel. It works for recruitment of human resource for the market as well as provides training to candidate seeking for job and lacks some abilities in them. The main aim of the company is to provide excellent service to the employers by understanding their needs and requirement of their organization. It can be rightly said that HR Remedy is working as a perfect bridge between the employers and the employee with a view to satisfy needs by placing the best suitable candidate at place.



KEY WORDS: HR Remedy India , provide excellent service , human resource.

INTRODUCTION:

The core philosophy of the organization is to build stable and long lasting relations with their clients by delivering them with value added and high services. When the required number and kind of manpower is determined by the firm. The role of management is to find places where they require that manpower and how many out of them are available. The major reason for the company to excel in the market have been their process of careful tests, individuals with their technical and logical proficiency, soft skills and a proper fit to a firm's culture, team building and a strong will power as well as time frame to find a new position in the corporate world.

The management also finds the different ways of attracting the probable human resource towards the organization before the process of selecting them for the job. This entire process is known as recruitment. Recruitment is not employment. Recruitment is also not selection, but an activity carried out before selection candidates take place.

OBJECTIVES OF THE STUDY

- 1) To critically analyze the recruitment process adopted at HR Remedy India.
- 2) To find the criteria on which recruitment is based in the organization.
- 3) To study the training and development Programme imparted by the firm.
- 4) To find out new technologies adopted by the firm in the recruitment process.
- 5) To learn how to handle different job portals.

Research Methodology

The Researcher adopted the following methodology to complete the entire study.

1) Research Design

The type of research is descriptive and it is descriptive because the prevailing recruitment process carried out in the firm is studied in depth. It is a study designed to depict the employees and the process in an accurate way. It does not provide answer to questions about how/when/why the steps occurred in the process.

The research is also analytical and qualitative. It is analytical as the different parameters are analyzed and there is evaluation of facts and information relative to the research conducted. It is qualitative because the parameters could not be put in terms of numbers.

2) Sample design

16 employees of HR Remedy India have been selected for this study and Baner (Pune) is the area of sampling.

3) Collection of Data

The data required for the study was collected through primary and secondary sources as follows

- A) Primary Data: Structured and questionnaires were presented to the managerial staff at HR remedy India, Baner (Pune). Some questionnaires were also presented to the employees working there to collect their views and opinions about their recruitment process.
- B) Secondary Data: The secondary data was gathered by visiting through the company website, different job portals, previous records of the firm and other websites.

4) Limitations of the study

- 1) The findings and interpretation depend on the quality of responses provided by the employees.
- 2) The data collected confidently cannot be stated to be error less due to bias of the selected respondents.

GENERAL FINDINGS OF THE STUDY

- 1) The process of recruitment is very complicated which starts from manpower planning and ends with exit interviews only when the person leaves the organization.
- 2) Many companies are now opting for recruitment process outsourcing.
- 3) Recruitment is not just getting vacancies. The vital job of a recruiter is getting solutions on Attrition, false commitments, interpersonal issues with peers and superiors and so on.
- 4) The attrition rate of newly recruited candidates is very high in Consultancy and insurance firms.
- 5) Many candidates apply for job without having a clear idea of job profile.
- 6) The major reason for fresher's leaving the job offers is the salary package.

Analytical finding from the Study

- 1) 68.8% employees of HR Remedy India are engaged in external recruitment and the rest are engaged in internal recruitment.
- 2) All the employees of the firm have a recruitment database with them.
- 3) 43.7% employees say that employee said that employee referrals are the best internal source or recruitment. 31.2% employees said that job enlargement is the best source, and the remaining prefer job rotation, promotion and transfer respectively.
- 4) According to employees of HR Remedy India Consultancy is the best external source of recruitment followed by job portals, campus hiring and social networking sites.
- 5) Out of total employees 56.2% employees of HR Remedy India said that Shine.com is the best job portal, 25% employees said that Monster.com is the best job portal and 18.7% said that Timesjob.com is the best job portal.
- 6) 87.5% employees of the firm said that a week to 15 days is the lead time for sourcing for them and the remaining 12.5% employees said that it is 15 days to a month.

- 7) Maximum employees said that less than 10% employees leave job within a period of 6-12 months.
- 8) All the employees in the firm take technological support of telephone and online support.
- 9) 68.7% of the employees of the firm are aware of the video resume and 31.2% are not aware of it.
- 10) The external training and development program provided by the firm is not very effective and so it requires huge promotion through tele-counselling.

CONCLUSIONS FROM THE STUDY

- 1) The Company has engaged many employees in internal recruitment due to its high attrition rate.
- 2) According to the employees of HR Remedy India employee referrals is the best internal source of recruitment and the least preference is given to promotion and transfer.
- 3) The employees of the firm have only focused on consultancy and job portals as external sources of recruitment.
- 4) Shine.com is the best job portal according to the employees of the firm as it gives them maximum reliable results and it is more user friendly.
- 5) As per the employees of the firm experience is the prime competency considered while recruiting a candidate.
- 6) All the employees are following each other and using the same trends in the organization, while they are slowly becoming common.
- 7) The employees of the firm get maximum job responses calling through job portals and mass calling mailing or bulk SMS and very few from job posting and direct approaches of candidates.
- 8) Personal interview tests are used for recruitment by HR Remedy India which can involve personal bias.
- 9) 20% Percentage back out after being offered job the reasons being low package as compared to their skills and talent, 6 days working culture, more than 8 hours per day working and better opportunities in other firms.
- 10) An employee leaves jobs after working for 3-6 months due to uneven working conditions or work pressure.
- 11) Employees spending more than 6 months in the firm either start developing loyalty and determination towards their work adopting to the work culture or want to someone complete experience of a year in the firm to add value to their resume.
- 12) The entire process of recruitment i.e. time taken for tests, personal interviews to final selection generates results in about 15 days.

SUGGESTIONS FOR HR REMEDY INDIA

The recruitment process of HR Remedy India has some problems, to overcome these problems; the researcher has suggested the firm with the following ways.

- 1) HR Remedy India can rethink and redesign its recruitment process to retain its employees. It can also provide internal training and on job training so that new candidates get acquainted with the activities of the firm.
- 2) The firm may also concentrate on job rotation, promotion and transfer as an internal source of recruitment.
- 3) The employees of the firm can also focus on campus hiring, job fair, free advertising sites and printed advertise as a source of external recruitment.
- 4) HR Remedy India shall also try out for other job portals like Recruiter.com, Naukri.com and others which they are not using widely.
- 5) The company may allow its employees use trends in recruitment so that they strongly sustain in the competitive market.
- 6) The company may concentrate on strategies which can make job posting a powerful tool for getting job responses as it is cost effective as well as requires less manpower efforts.

- 7) The firm shall use tests like aptitude test, psychometric test, some technical test etc. This can be more reliable for choosing talented candidates.
- 8) HR Remedy India may use Applicant Tracking System(ATS) for keeping a track of candidates so that it is more efficient to manage.
- 9) The firm might try for some attractive work place condition and organizational culture which will help them retain the newly selected candidates.
- 10) The firm may provide satisfying working culture to the employees as well as help them for handling work pressure which will provide them with employee's retention.

CONCLUSION

Recruitment process at HR Remedy India needs regressive efforts. If not planned properly, it leads to wastage of resources for both the employer as well as the candidates. The internal recruitment should be more focused to achieve employee retention in the organization. The attrition rate is quit high due to long working hours of the company and 6 days working culture. Thus the firm has to focus a lot to retain its employees, attract new talent towards them as well as using latest technology and systems in the firm.

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