

A STUDY ON EMPLOYEE SATISFACTION TOWARD THE RECRUITMENT AND SELECTION PROCESS AT DHARMAJ CROP GUARD LIMITED

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ABSTRACT:

The major purpose of this study is to investigate the recruitment and selection modalities used in the organization, and the extent to which employees are content with these practices. The research objectives are as follows: to determine how effective different recruitment sources are, and to find out the employees' opinion about organizational efficiency of the recruitment process. Primary data was collected through questionnaires from 100 respondents within the organization. Secondary data were collected from peer-reviewed journals, established books, and other reliable online sources to inform the analysis.

Consequently, the research findings show that employees are reasonably content with the existing recruitment and selection procedures. But obviously, the organization has scope for development especially for responding to changes in technologies and being leaner to its business processes. This is especially important because training and development activities empower staff to manage technological enablers and process improvements. Apart from that, increasing transparency, communication, and candidate experience to boost the recruitment framework.

The research's findings provide recommendations for Recruitment and Selection Policies and Practices improvement from the best use of innovative tools in the process and the focus on employee growth to match organizational objectives for sustainable employee satisfaction.

Keyword: Employee satisfaction, Recruitment, and Selection



INTRODUCTION:

HRM:

Selection and Reclamation generally fall under Human Resource Management (HRM). In simple words, HRM stands for Human Resource Management. It's the practice of recruiting, hiring, situating, and managing an association's retainers. HRM is constantly appertained to simply as HR. Mortal Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance operation, association development, safety, fitness, benefits, retainer provocation, communication, administration, and training. Effective HRM enables workers to contribute effectively and productively to the overall company direction and the accomplishment of the association's pretensions and points. Human Resource Management is moving down from traditional labor force, administration, and transactional places, which are decreasingly outsourced.

USE OF HRM IN THE ORGANIZATION:

HRM refers to the strategy in charge of the selection, training, management, and producing leadership for people inside the association. This can also be done by the line directors. Human Resource Management is the corporate activity that concerns itself with issues like payment, selection, administration of human resource performance, development of organization workers, safety, health, incentive, motivation, connection, communication, administration, and training. HRM is also a strategic and systematic approach to managing the people of the plant and the culture and physical environment. The implementation of effective HRM assists the workers in making efficient and productive contributions to the general company direction as well as assisting the association to achieve its pretensions and objectives. Human Resource Management is shifting from conventional tradespeople of the labor force, administration, and transactions, which get progressively outsourced. HRM is now expected to create value by adding strategic worker use and showing how employee programs affect the business profitably. A new part of HRM is direction as well as criteria and measures to prove added value in the strategic field.

RECRUITMENT:

Recruitment is the process whereby organizations search for and employ individuals to occupy various positions. It is composed of measures aimed at attracting, recruiting,

and hiring the right candidate(s) to fill required positions within the company. This is looked at in the light that what the firm is trying to do is to put the right people in the right positions. It involves Determining that a new position should be filled, finding candidates through different portals, reviewing applications to find qualified candidates, Picking the best candidate based on an appraisal done, Offering the chosen candidate the employment letter, etc.

There are mainly 7 phases in the process of recruitment.

- Identifying the Hiring Needs
- Preparing the Job Description
- Talent Search
- Screening and Shortlisting
- Interviewing
- Evaluation and Offer of Employment
- Introduction and Induction of the New Employee

SELECTION:

Selection, in the context of Human Resource Management (HRM), is the process of coordinating and making the best choice of the candidate from a pool of candidates for a specific job opening. It entails charging applicants a proportion of their capability, experience, skill, and other qualities in order to identify who best fits the job requirements and the organizational culture statement. The thing of selection is to ensure that an appropriate individual is selected for employment to boost the productivity of the association.

There are mainly 7 phases in the process of Selection.

- entering applications
- primary interview
- Selection test
- Employment interview
- Medical examination
- Reference check
- Final selection or appointment letters

REVIEW OF LITERATURE:



Almarashdi, F. S. R. (2022) This paper aimed to examine the role of recruitment practices on turnover and job satisfaction among the 366 employees from Jadara University. The research culminated employment practices affecting the two variables by administering a questionnaire. According to the literature review, it was established present level of satisfaction with the recruitment practices among the university was high and significantly and positively related to the reported levels of job satisfaction and lower rates of turnover. In addition, the research analysis presented a statistically significant correlation between EPs, job satisfaction, and turnover. Consequently, this study suggested that the university should continue to refine its recruitment and employment practices for positive impacts on employee performance concomitant organizational outcomes, and reduced turnover.

Rizkia Laila Fitri, (2021) The research in this paper focuses on the effects of recruitment, selection, and placement procedures on employees' performance and has adopted both descriptive and analytical research approach that have involved observation checklists, self-developed questionnaires, and interviews. SEM via Smart PLS 3.2.9 established that both the recruitment ($t = 5.705, p < 0.05$), selection ($t = 3.309, p < 0.05$), and placement ($t = 4.957, p < 0.05$) impacted employee performance positively. These studies underscore the importance of recruitment, proper selection, and proper positioning in improving Human resources competencies and organizational performance.

Mukherjee, A. S., & Yadav, P. (2020) Human resource planning is a fundamental element of a company's development as it helps match people to organizational requirements. In the view of Dale Yoder, manpower recruitment entails the determination of manpower sources and the subsequent encouragement of candidates to gain employment in organizations. This research assesses recruitment and selection practices in Samsung organizations and the consequences for employee job satisfaction. In realizing the fact that employees are the capital of any organization, the research also studies how recruitment and selection policies differ in Samsung as an organization from other organizations, and what measures need to be taken to improve the overall workforce in an organization.

Amarneh, S., & Muthueloo, R. (2020b) This research aims to examine the moderating role of HRM practices, which include Recruitment and Selection (RS), Training and Development (TD) and Performance Appraisal (PA) on the relationship between P-O fit and JS of nurses working at private hospitals in Jordan. Based on questionnaire data collected from 274 respondents and processed with PLS-SEM, the study finds that RS and PA



have a positive impact on P-O fit, but TD has no influence. P-O fit also has a positive relationship with JS and moderates the relationship between RS and PA with JS, not TD. **Lasisi, T. T., Ozturen, A., Eluwole, K. K., & Avci, T. (2020)**. The following study examines the effects of innovation-mediated HRM on the satisfaction and performance of employees in Nigerian international airports. Self-complete questionnaires developed for this study were used to obtain data from 247 employees who directly interacted with the passengers together with their immediate managers over a period of three months in early 2019. The analysis of the findings indicates that coworker support and absorptive capacity act as moderators in the relationship between change-oriented HRM for innovation and both perceived organizational satisfaction and actual organizational performance. This study suggests that the constructive impact of innovation-centered HRM activities escalates in magnitude when coworker support is present, to improve employee results. However, there are a few remarkable points that set this work apart from other similar works: First, this study of innovation-based HRM does not look at the process as a series of discrete managerial decisions, but as a continuous activity. **Nisar, Q. A., Uzair, M., Razzaq, W., & Sarfraz, M. (2017)**. I found out that human resources work as mechanisms through which human resource practices influence employee outcomes within organizations. This research intends to establish a causal relationship between various HR practices, employee commitment, and organizational loyalty while, organizational job satisfaction is postulated as the intermediary variable within the banking sector of Gujranwala, Pakistan. Consequently, the research employed survey questionnaires and chose the simple random technique of data collection. The results further affirm that employees' loyalty and commitment are aligned significantly with HR practices. Furthermore, the results indicate that job satisfaction mediates the relationship between HR practices, loyalty, and commitment partially.

Significance of study:

1. The study helps to identify issues in the recruitment process and suggests ways to make it better.
2. It helps to understand the satisfaction level of the employee with the selection and recruitment process.
3. Help to find out the gap in your selection and recruitment process.

Scope of study

The target population of the study is the satisfaction of the employees with the recruitment and selection ongoing in an organization. It will look at areas such as the effectiveness of the advertisement for the job the administratively convenient procedure followed in the application process and the experience of the candidate from the interviews conducted. It would also take into account the consideration of where it was fair and transparent when it was being selected and how professionally the HR of that organization had handled the process.

Limitation of study:

I have done this study only in Dharmaj Crop Guard limited so that I can know the satisfaction level of employees of that particular company only.

The objective of the study:

1. Measure the overall level of satisfaction among employees with the current recruitment and selection processes.
2. Determine the specific factors in the selection and recruitment process that significantly impact employee satisfaction.

RESEARCH METHODOLOGY:

This research will use a descriptive research design when defining employee satisfaction with the recruitment and selection process. From the record, primary data in an organized format is gathered by the use of a structured questionnaire from the employees answering a few standard questions concerning the obscurity of job advertisements, availability of information on how to apply, their experience during interviews, and the level of transparency observed in the selection process. Compared to closed questions to show the degree of satisfaction; the open questions, in their turn, contribute to the obtaining of qualitative data. The structured interviews will be conducted with the HR personnel to give their view on the recruitment practices.

DATA ANALYSIS:

Heare some collected data which mainly related with my objective.

Table:1 No of Responses Based on Satisfaction Level

Sr. No	Particular	No of responses	Percentage
1	Strongly Disagree	17	17%
2	Disagree	8	08%
3	Natural	34	34%
4	Agree	27	27%
5	Strongly Agree	14	14%
Total		100	100%

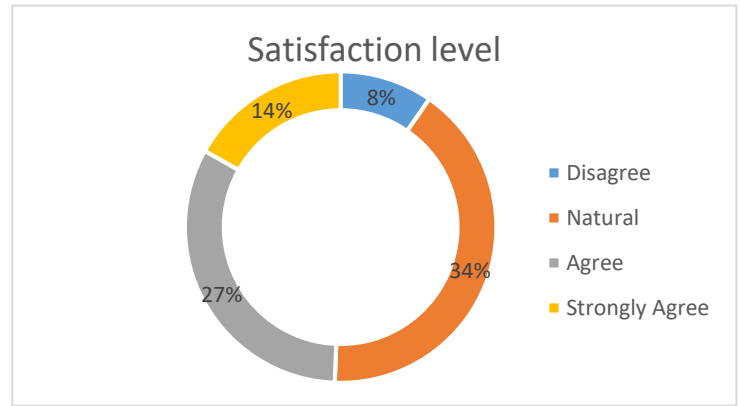
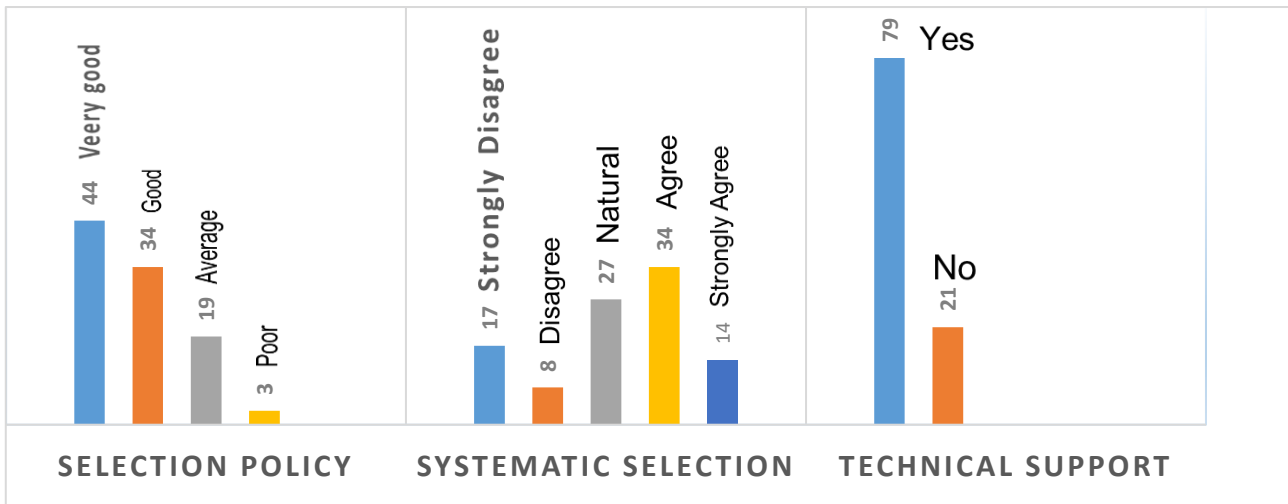


Figure no:1 satisfaction level.

2. In this mainly covered selection policy, systematically selection procedure, technological support.



FINDINGS:

1. This research is work-related and the population sampled is relatively young, male, and single; these are Signs of a firm that strongly employs young talent with innovative ideas.
2. Recruitment technology solutions are valued and employed in the organization and are conclusive proof of the need for integration,
3. Organizations often make their workers feel valued in their positions; thereby also enhancing the morale and values of corporate cultures.



4. The results presented indicate the positive views of the organizational culture with emerging opportunities to enhance some aspects of the HR practices with reference to onboarding and stage-based selection methods.
5. The focus of the study is on changes in the recruitment and selection process to enhance the correspondence between employees and organizational needs for increased satisfaction, retention, and organizational efficiency.

SUGGESTION:

Here we can see that HR practices significantly impact employee satisfaction but there is in some stage they need to improve their strategy, as we can see in the selection system there is some point when employees are highly dissatisfied.

CONCLUSION:

In any organization selection and recruitment are the important parts of the organization that impact on employee satisfaction. If you set up a proper process for recruitment therefore it also changes the moral of the employee for work. Someone say "First impression is the last impression" it's also related to the organization, if an organization creates a good impression on their employee it impacts on increase the efficiency of employees. In also my study we can see the satisfaction level of employee is neutral means they need to change or improve their selection and recruitment process.

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