



## Recruitment and selection process effectiveness: A private sector perspective

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### Abstract

The effectiveness of recruitment and selection procedures is paramount to the achievement of any organization, directly impacting the quality of new hires, employee retention, and overall organizational performance. A well-designed hiring process ensures the attraction of top talent, reduces hiring time, and enhances workforce productivity, fostering a competitive advantage. This empirical study utilizes a descriptive research design to evaluate the effectiveness of these procedures within the workforce management function of a specific private sector firm. Primary data was collected via a structured, close-ended questionnaire administered to a sample of 50 employees, and analysed using statistical tools including percentage analysis, Chi-Square, and correlation tests. Key findings indicate high agreement among staff members regarding the effectiveness of existing processes, with job boards and media promotions identified as particularly strong recruitment sources. The study concludes that effective recruitment and selection processes are vital for securing compatible talent, minimizing hiring risks, and contributing to long-term organizational success.

**Keywords:** Selection process, human resource management (HRM), organizational performance

### Introduction

The effectiveness of recruitment & selection procedures is paramount to the achievement of any organization. It directly impacts the high quality of new hires, employee retention, and overall organizational performance. A well-designed and efficient hiring and selection process ensures the attraction of top talent reduces hiring time and enhances workforce productivity. By employing best practices and considering the right suitable for the task or job, companies can produce a competitive advantage and foster a high-performing workforce. Recruitment and selection are essential functions in every private sector organization as they ensure that the right people are hired for the right roles. In today's competitive business environment, private companies focus on building a workforce that can contribute to productivity, innovation, and long-term growth. An effective recruitment and selection process help organizations attract qualified candidates, assess their skills accurately, and choose individuals who best fit the job requirements and company culture. Private sector firms also emphasize efficiency, cost-effectiveness, and the use of modern HR tools such as online job portals, tests, and interviews to improve hiring quality. When the process is well-designed, it reduces employee turnover, enhances job performance, and supports the overall success of the organization. Therefore, evaluating the effectiveness of recruitment and selection in the private sector is important to understand how companies can improve their hiring practices and build strong, capable teams.

### Objectives of the Study

1. To examine the sources of recruiting candidates.
2. To evaluate the effectiveness of existing recruitment and selection process.
3. To analyse diversity and inclusiveness of the recruitment and selection.
4. To suggest suitable measures to improve recruitment and selection.

### Need for the Study

1. This research outlines specific duties and abilities needed by the organization.
2. This study identifying potential sources for recruiting candidates, such as job board's social media and employee.
3. This study evaluating the efficacy of existing hiring and choosing process including job posting, resume screening interviewing and background check.
4. This study analyzing the diversity and unity of the recruitment and selection processes and identifying potential areas for improvement.

**Research Design:** The present investigation follows a descriptive research methodology or design.

**Sources of Data:** The project utilizes both primary data and secondary data sources.

**Primary Data:** Primary data collected through the make use of a closed-ended structured questionnaire, observing, conversation with workers and professionals in HR.

**Secondary Data:** Secondary data was acquired from company documents, and moreover published books, websites, journals and periodicals. Secondary data have been acquired through company records; website published books, journals and periodicals.

### Review of Literature

1. **Ms. Arthi Velmurugan and Dr. S.N. Soundara Rajan (2018)** <sup>[4]</sup>: The study aims to calculate the average candidate waiting time for during the organization's selection process. It analyses the implication of rounds candidates undergo for a certain job function and determines the hit rate of that profile in the employment procedure. The report assesses the productiveness of different candidate sourcing methods

in short Listing applicants. Additionally, it measures the quantity or level of satisfaction among respondents regarding the recruitment process.

2. **Kanagavalli G, Dr. Seethalakshmi R and Dr. Saudamini T (2019)** [5]: This study aims to present a novel strategic staffing of macro-level model addressing the knowledge gap on how hiring and choosing practices can contribute to a competitive benefit across sectors. Using a systematic literature review the research identifies effective methods for attracting and choosing workers that align with organizational needs and goals. The study's focus is to give insights into creating a robust hiring and choosing system for enhancing organizational performance and competitiveness.
3. **V. Ezhil Kumar and Dr. Shanthi Vijaya Keerthy (2021)**: This study explores the shift in educational institution recruitment from placement cells to varied sources. Focusing on engineering graduates, it highlights challenges in domain selection amid a competitive job market. Utilizing industry data, it analyses IT and BPO sectors, emphasizing training and urging candidates to enhance skills and interview confidence. Chi Square Test offers insights into the evolving placement processes.
4. **Mrs. Toopalli Sirisha and Dr. Nalla Bala Kalyan (2022)** [7]: The paper examines employment and choosing usage in the pharmaceutical sector, given its significant global presence in the business. With India

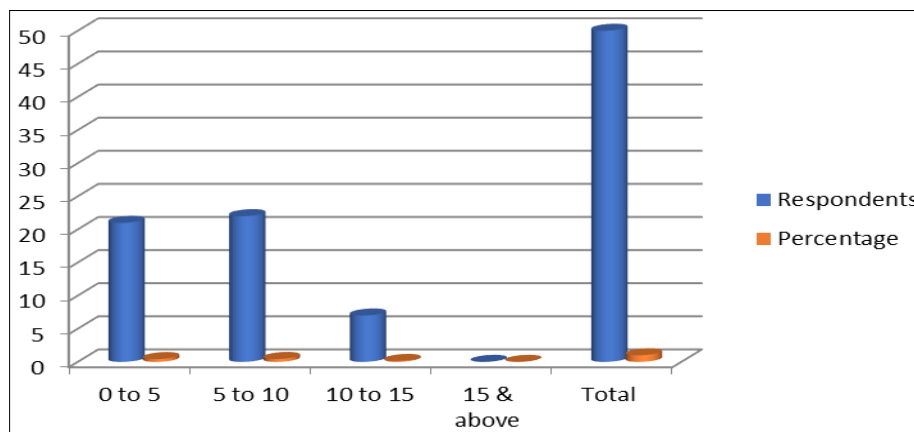
being a major supplier of generic drugs worldwide, placing the correct workers in the correct positions is crucial for organizational success. The study highlights the significance of recruitment decisions in obtaining one who can make a helpful impact to the company's effectiveness, particularly in a highly competitive business environment. The capability to learn, adapt and team work is getting more important for new recruits as companies evolve and change.

5. **Deepika L. G (2023)**: The research paper titled "Recruitment and Selection" explores how effective strategies in these areas enhance organizational outcomes. HRM's role in shaping personality, motivation, retention, and overall development is highlighted through practices like compensation, appraisal, training, and career management. HR is the core of any business or company, overseeing workforce administration and advancement to ensure employee satisfaction and goal achievement. The paper's objective is to investigate hiring and selection practices, covering their significance, stages, influencing factors, differences, types, and interview methods.

**Data Analysis and Interpretation**

**1. Experience of employees.**

| Experience | Respondents | Percentage |
|------------|-------------|------------|
| 0 to 5     | 21          | 42%        |
| 5 to 10    | 22          | 44%        |
| 10 to 15   | 7           | 14%        |
| 15 & above | 0           | 0%         |
| Total      | 50          | 100%       |

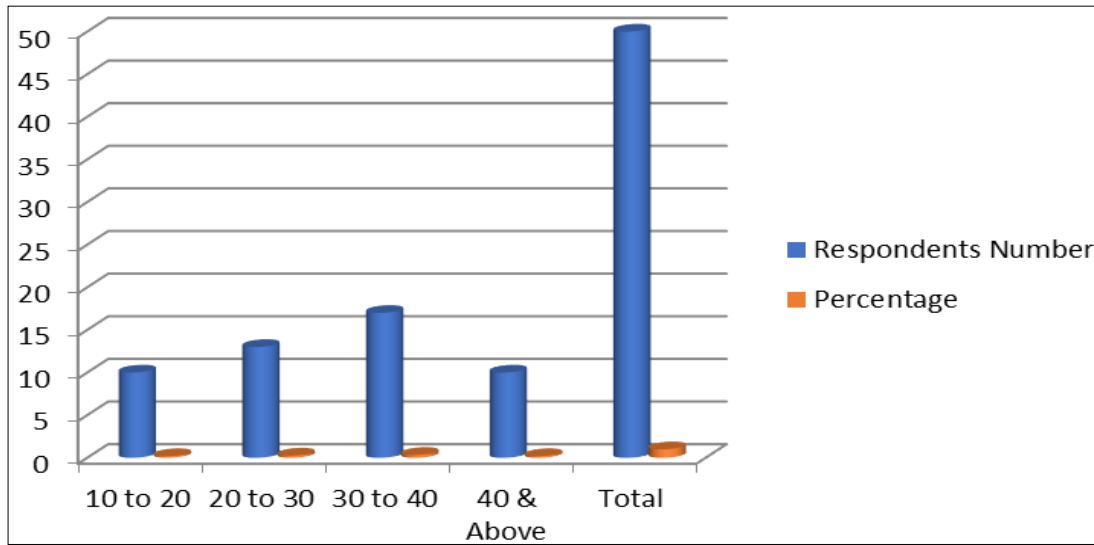


**Interpretation:** The experience of staff members is shown in above chart from the 50 respondents. 42% of participants were consumed to 0-5 years' staff member experience, 44% of participants were consumed to 5-10 years staff members experience, 14% of participants were consumed to 10-15 years staff members experience, and 0% of participants were consumed

to 15 & above years' experience staff members. Therefore, using the study's findings, we might state that the many of the staff members were having 5 -10 years' staff members experience

**2. Employees Distribution According to Monthly Income.**

| Experience | Respondents Number | Percentage |
|------------|--------------------|------------|
| 10 to 20   | 10                 | 20%        |
| 20 to 30   | 13                 | 26%        |
| 30 to 40   | 17                 | 34%        |
| 40 & Above | 10                 | 20%        |
| Total      | 50                 | 100%       |

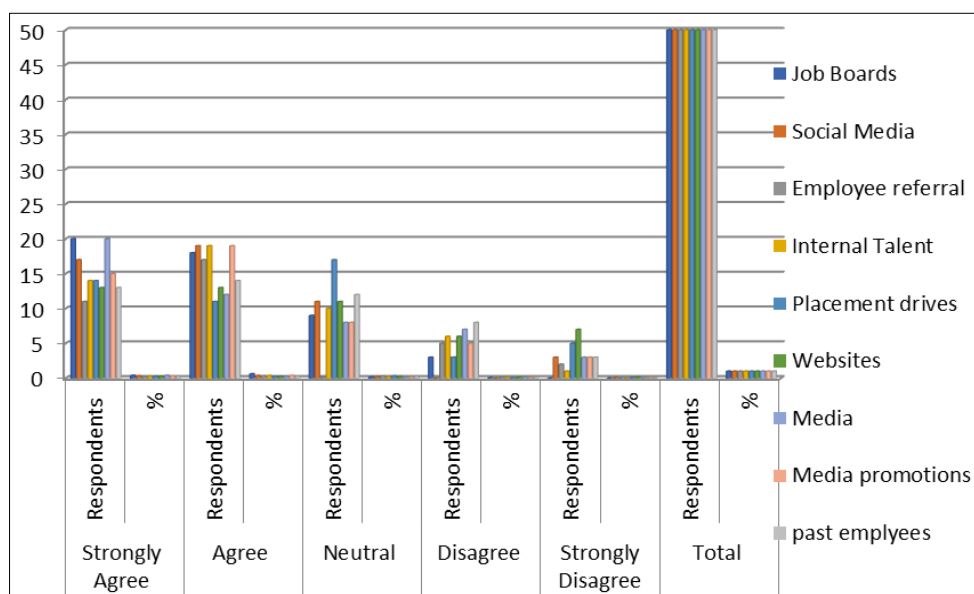


**Interpretation:** The income of staff members is shown in above chart from the 50 participants, 20% of participants receiving 10–20 as staff members income, 26% of participants receiving 20–30 as staff members income, 34% of participants receiving 30–40 as staff members income, and 20% of participants receiving 40 & above as staff

members income. Therefore, using the study's findings, we might state that the many of the staff members were receiving 30–40 as staff member's monthly income

### 3. Employees Distribution According to Sources of Recruitment.

| Sources           | Strongly Agree |     | Agree       |     | Neutral     |     | Disagree    |     | Strongly Disagree |     | Total       |      |
|-------------------|----------------|-----|-------------|-----|-------------|-----|-------------|-----|-------------------|-----|-------------|------|
|                   | Respondents    | %   | Respondents | %   | Respondents | %   | Respondents | %   | Respondents       | %   | Respondents | %    |
| Job Boards        | 20             | 40% | 18          | 36% | 9           | 18% | 3           | 6%  | 0                 | 0%  | 50          | 100% |
| Social Media      | 17             | 34% | 19          | 38% | 11          | 22% | 0           | 0%  | 3                 | 6%  | 50          | 100% |
| Employee referral | 11             | 22% | 17          | 34% | 15          | 30% | 5           | 10% | 2                 | 4%  | 50          | 100% |
| Internal Talent   | 14             | 28% | 19          | 38% | 10          | 20% | 6           | 12% | 1                 | 2%  | 50          | 100% |
| Placement drives  | 14             | 28% | 11          | 22% | 17          | 34% | 3           | 6%  | 5                 | 10% | 50          | 100% |
| Websites          | 13             | 26% | 13          | 26% | 11          | 22% | 6           | 12% | 7                 | 14% | 50          | 100% |
| Media             | 20             | 40% | 12          | 24% | 8           | 16% | 7           | 14% | 3                 | 6%  | 50          | 100% |
| Media promotions  | 15             | 30% | 19          | 38% | 8           | 16% | 5           | 10% | 3                 | 6%  | 50          | 100% |
| past employees    | 13             | 26% | 14          | 28% | 12          | 24% | 8           | 16% | 3                 | 6%  | 50          | 100% |

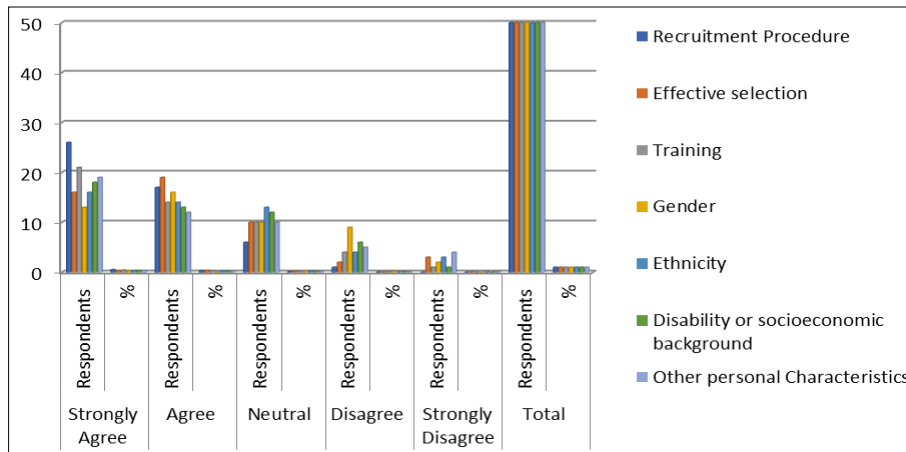


**Interpretation:** The sources of recruiting candidates of staff members are shown in above table based on 50 respondents, 40% agreed strongly on job boards, 38% agreed on social media, 34% agreed on employee referrals, 38% agreed on internal talent, 34% were neutral on placement drives, 26% agreed strongly on websites, 40% agreed strongly on media promotions,

38% agreed on past employees, and 28% agreed on third-party method. Therefore, using the study's findings, we can say that the many of the staff members highly agreed and agreed on the sources of recruiting candidates of staff members. However, a lot of proof shows that job boards and media promotions are good sources of recruitment candidates of staff members.

**4. Effectiveness of Existing Recruitment and Selection Process.**

| Options             | Strongly Agree |     | Agree       |     | Neutral     |     | Disagree    |     | Strongly Disagree |     | Total       |      |
|---------------------|----------------|-----|-------------|-----|-------------|-----|-------------|-----|-------------------|-----|-------------|------|
|                     | Respondents    | %   | Respondents | %   | Respondents | %   | Respondents | %   | Respondents       | %   | Respondents | %    |
| Reception           | 24             | 48% | 15          | 30% | 7           | 14% | 1           | 2%  | 3                 | 6%  | 50          | 100% |
| Screening interview | 14             | 28% | 18          | 36% | 13          | 26% | 3           | 6%  | 2                 | 4%  | 50          | 100% |
| Application blank   | 20             | 40% | 15          | 30% | 9           | 18% | 6           | 12% | 0                 | 0%  | 50          | 100% |
| Selection tests     | 17             | 34% | 13          | 26% | 13          | 26% | 5           | 10% | 2                 | 4%  | 50          | 100% |
| Selection interview | 12             | 24% | 18          | 36% | 10          | 20% | 8           | 16% | 2                 | 4%  | 50          | 100% |
| Medical examination | 13             | 26% | 18          | 36% | 11          | 22% | 5           | 10% | 5                 | 10% | 50          | 100% |
| Reference checks    | 13             | 26% | 17          | 34% | 13          | 26% | 5           | 10% | 2                 | 4%  | 50          | 100% |

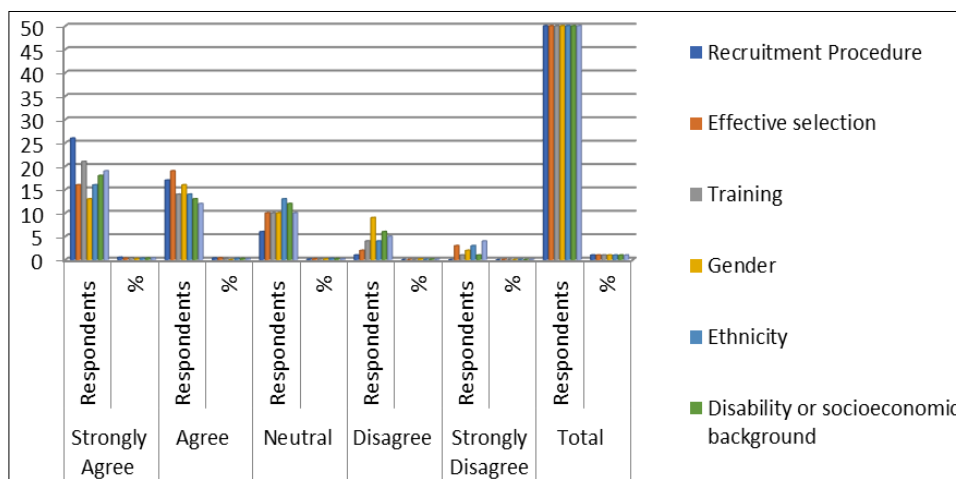


**Interpretation:** The effectiveness of existing recruitment and selection process of staff members are shown in above table based on 50 respondents, 48% agreed strongly towards reception, 36% agreed for screening interview, 40% agreed strongly towards application blank, 34% agreed strongly towards selection tests, 36% agreed for selection interview, 36% agreed towards medical examination, and 34% agreed towards reference checks. Therefore, using the study's

findings, we can say that greatest of the staff members highly agreed & agreed on the effectiveness of existing recruitment and selection process. However, a lot of proof shows that reception is the success of the effectiveness of existing recruitment and selection process of staff members.

**5. Diversity and Inclusiveness of the Recruitment and Selection.**

| Options                                | Strongly Agree |     | Agree       |     | Neutral     |     | Disagree    |     | Strongly Disagree |    | Total       |      |
|--|----------------|-----|-------------|-----|-------------|-----|-------------|-----|-------------------|----|-------------|------|
|  | Respondents    | %   | Respondents | %   | Respondents | %   | Respondents | %   | Respondents       | %  | Respondents | %    |
| Recruitment Procedure                  | 26             | 52% | 17          | 34% | 6           | 12% | 1           | 2%  | 0                 | 0% | 50          | 100% |
| Effective selection                    | 16             | 32% | 19          | 38% | 10          | 20% | 2           | 4%  | 3                 | 6% | 50          | 100% |
| Training                               | 21             | 42% | 14          | 28% | 10          | 20% | 4           | 8%  | 1                 | 2% | 50          | 100% |
| Gender                                 | 13             | 26% | 16          | 29% | 10          | 20% | 9           | 18% | 2                 | 4% | 50          | 100% |
| Ethnicity                              | 16             | 32% | 14          | 28% | 13          | 26% | 4           | 8%  | 3                 | 6% | 50          | 100% |
| Disability or socioeconomic background | 18             | 36% | 13          | 26% | 12          | 24% | 6           | 12% | 1                 | 2% | 50          | 100% |
| Other personal Characteristics         | 19             | 38% | 12          | 24% | 10          | 20% | 5           | 10% | 4                 | 8% | 50          | 100% |



**Interpretation:** The diversity and inclusiveness of the recruitment and selection of workers are shown in data table based on 50 respondents, 52% agreed strongly on the recruitment procedure, 38% agreed on effective selection, 42% agreed strongly on training, 32% agreed on gender, 32% agreed strongly on ethnicity, 36% agreed strongly on disability or socioeconomic background, and 38% agreed strongly on other personal characteristics. Therefore, the consequence of the investigation, we can conclude that the many of staff members highly agreed for diversity and inclusiveness in recruitment and selection. However, a lot of proof shows that recruitment procedure be characterized by the diversity and inclusiveness of the recruitment and selection of staff members.

### Findings

#### Findings of Demographic Information's

- A many of the workers working were of
- 5-10 years' experience of staff members
- 30-40k income receiving staff members per month

#### Findings of Sources of Recruiting Candidates.

Employees overall findings towards sources of recruiting candidates many of the participants agreed strongly for job boards, websites, and media promotions. the many of the participants agreed on social media, employee referrals, internal talent, website, past employees, and third-party method. the many of the participants chose neutral for placement drives. Therefore, using the analysis's findings, we might state that the many of the staff members highly agreed and agreed on the sources of recruitment candidates of staff members. However, considerable research finding that job boards and media promotions as sources of recruitment candidates.

#### Findings of Effectiveness of Existing Recruitment & Selection Process

Staff members overall findings towards effectiveness of existing recruitment & Selection process many of the participants agreed strongly for reception, application blank and selection tests. many of the participants agreed on screening interview, selection interview, medical examination and reference checks. Therefore, using the analysis's findings, we might state that the many of the employees highly agreed and agreed on the effectiveness of existing recruitment & selection process of staff members. However, considerable research finding that reception as effectiveness of existing recruitment & selection process of staff members.

#### Findings of Diversity and Inclusiveness of the Recruitment & Selection

Staff members overall findings towards diversity and inclusiveness of the recruitment & selection many of the individuals agree strongly for recruitment procedure, training, ethnicity, disability or socioeconomic background and other personal characteristics. many of the participants agreed on effective selection and gender. Therefore, using the analysis's findings, we might state that the many of the staff members highly agreed for diversity and inclusiveness of the recruitment & selection of staff members however, considerable research finding that recruitment procedure as

diversity and inclusiveness of the recruitment & selection of staff members.

### Suggestions/Recommendations

#### Suggestions for democratic factors

- Further years of experience workers can be encouraged to work as well.
- An increase in monthly salary might also be initiated

#### Suggestions Sources of Recruiting Candidates

We may study from the evaluation we can conclude that the many of the workers were strongly agreed & agreed on sources or causes of recruitment candidates of staff members, however, major analysis job board and media promotions on sources of recruitment candidates. As a whole, the firm should focus on leveraging job boards and media promotions as primary sources of recruitment, given their high approval rates among the staff. While the other methods are still valuable, emphasis on optimizing job boards and media promotions can yield the best results for attracting potential candidates.

#### Suggestions Effectiveness of Existing Recruitment & Selection Process

We may study from the evaluation we can accomplish that the many of the workers were strongly agreed & agreed for effectiveness of existing recruitment & selection process, however, major analysis reception as effectiveness of existing recruitment & selection process of staff members. Overall, the labours are highly gratified or satisfied through recruitment & selection procedure, with reception being particularly highlighted as an effective aspect. To maintain this positive perception, the firm should continue to focus on optimizing the reception stage while also ensuring that other stages remain efficient and well structured.

#### Suggestions Diversity and Inclusiveness of the Recruitment & Selection

We may study from the evaluation we can conclude that the many of the employees were agreed strongly for diversity and inclusiveness of the recruitment & selection., however, major analysis recruitment procedure as diversity and inclusiveness of the recruitment & selection of staff members. To maintain and strengthen diversity and inclusiveness, Private sectors should continue focusing on their recruitment procedure, ensuring it remains diverse and inclusive while also addressing any potential areas of improvement in more options of the picking process.

### Conclusion

A review of the effectiveness of recruitment & selection procedure have proved sources of recruiting candidates & recruitment process are independent, and there is a strong positive correlation between the recruitment & selection process & diversity and inclusiveness. The management and HR department may take active measures to increase sources of recruitment & selection of staff members, also give much more diversity and inclusiveness of recruitment & selection of staff members, with help of these two proven hypotheses.

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