



A study on recruitment and selection process in Veyyon Crane Technology at Coimbatore

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Abstract

The study explores the recruitment and selection process at veyyon Crane Technology, Coimbatore. The recruitment and selection process are a fundamental component of human resource management, aiming to attract and hire the best fit candidates for organizational success. It begins with identifying workforce requirements and defining job roles clearly. A strong recruitment and selection framework support long term organizational goals. Ultimately, hiring the right people is key to sustainable business growth.

Keywords: Recruitment and selection, internal, external sources

Introduction

Recruitment and Selection is the process of defining the requirements of the job vacancy, describing the essential need of the vacancy and the job holders, advertising for the required job position and picking the most desirable and suitable person for the job. As human resources are very important for the achieving the organization goal and success. If the organization does not recruit or select the appropriate candidates for the required jobs than it can bear the loss in the future. So, recruitment and selection of the right person for the right job is the key to success for any organization.

Recruitment

Recruitment is a process of searching and attracting effective job seekers for employment. Recruitment of candidates is a function which takes place before the process of the selection, which helps to create a pool of prospective employees for the organization so that the management can choose the right person for the right job.

Internal Sources of Recruitment

- Transfers. According to the need the employees are transferred within the organization from one department to another according to their knowledge and experience.
- Promotions. Some employees are promoted in the organization with more benefits and greater responsibilities based on their skills and experience.
- Upgrading and Demotion. Of current employees in the organization according to their work performance.

External Sources of Recruitment

- Employee Referrals / Recommendation. In many organizations there is a system where the current employees of the organization can refer their friends, family members and relatives for some positions in their organization.
- Recruitment at Factory Gate. Some workers are recruited at the factory gate and this type of workers are unskilled workers who are employed whenever a permanent worker is absent. And some of them may be

recruited to fill permanent vacancies according to their efficiency and skills.

- Internships. In this process various students got a chance to gain and obtain a valuable work experience working with the organization. In this way the organization can also get the candidates who will be suitable for the various vacant posts in the organization.
- E-Recruitment. It is also known as online recruitment as it is the process of finding and hiring the suitable and desired candidates for the vacant job positions through internet. Nowadays, almost every organization make use of the internet to reach a large number of job seekers and hire the best talent for the company.

Selection

The term 'selection' comes with the connotation of placing the right person in the right job. Selection is the process in which various strategies are employed to help recruiters decide which applicant is best suited for the job. Some activities include:

- Screening
- Eliminating unsuitable candidates
- Conducting an examination (aptitude test, intelligence test, performance test, personality test, etc.)
- Interviews
- Checking references
- Medical tests

Statement of The Problem

A solid recruitment and selection process can help convince top management candidates that reduces turnover and absenteeism and selection process improve the employee engagement and my study on recruiting and selection in Veyyon Crane Technology give me to scope to know in detail about the different techniques and method adopted by to Veyyon Crane Technology train their employees very effectively

Objectives of The Study

To get right person at right place and in right time, the organization should have the specific and clear policies and

recruitment and selection methods which are essential for the growth of the organization.

- To understand the Recruitment process in Veyyon Crane Technology.
- To know about the impact of Recruitment on the Performance at the Employees.
- To Learn about the Strategies followed in the Recruitment Process.
- To Understand the importance of the Recruitment Process.
- To know the step involved in the Selection of employees at Veyyon Crane Technology.

Need of The Study

Selecting the right employee is an important goal for the recruitment team and establishing the correct process can enhance the experience of the Candidate, Interviewer, Hiring Manager and the HR Department. It can also help increase the effectiveness of your business.

- The study enables the company use all the recruitment strategies effectively in an organization.
- To increase the effectiveness of different sources source for all types job in an organization.
- To obtain the employee that can be solved in order to help organizational goals.
- The study of the project is important which is need for recruiting and selection procedure followed by the organization.
- To identify the company recruited efficient & qualitative candidates in an organization.

Scope of The Study

To study the recruitment & Selection process will make the organization to a do a continuous improvement in recruitment & Selection process. This will provide the scope for further studies, to be conducted for betterment in these respected areas. This study can be used to measure the satisfaction level of recruitment & Selection Process. This is study will be useful to find out the different sources & techniques used in the recruitment and selection procedure. The company understands effective sources in recruitment & selection procedure. This study will be useful to interview and test short listing candidates. This study can be used as a based for further research in this area.

Hypothesis of The Study

It means tentative generalization of the validity of which remains the tested. In short it deals with certain assumptions made in the study.

Null Hypothesis

A Hypothesis is which assumes that there is significant difference between sample statistics and population parameter is called the null hypothesis. It is denoted by H_0

Alternative Hypothesis

A hypothesis is which assumes that there is significant difference between sample statistics and population parameter is called the Alternative hypothesis. It is denoted by H_1

Research Design

The research design used in this project is descriptive in nature. The descriptive research is study in an attempt to obtain all relevant and accurate descriptive of the situation.

A descriptive study is designed to describe details of the problem. Descriptive research includes surveys and fact findings enquiries of different kinds.

Research Methodology

The research was done in order to understand the Recruitment and Selection Process followed at Veyyon Crane Technology and the perception of the employees from all the cadres regarding it. In order to get the right kind of people in right place in the right time the organization should have the specific and clear personnel, policies and recruitment methods which are essential for the growth of the organization. Hence it was necessary to conduct a search on the process.

Method of Data Collection

Primary Data

The primary data are collected by using questionnaire. The questionnaire was prepared mainly to know employee welfare facilities in the organization.

Secondary Data

Secondary data means data that is already available, the data collected in the annual report and organizational profile.

Tools Used for Data Collection

Among the various methods, which can be used to collect the Primary data, the researcher has adopted Questionnaire method. The researcher has prepared structured questionnaires, which contained predominantly multiple choice questions.

Analytical Tools for The Study

- Percentage analysis test
- Chi-square test
- Correlation

Period of The Study

The period of the study is from 02.01.2025 to 30.04.2025

Area of The Study

The study is based on the Analytical report recruitment & Selection Process in Veyyon Crane Technology.

Limitations of The Study

- The study is limited to the information given by the employees.
- Meeting some of the top management associates in the senior cadre was difficult.
- The study has been limited due to time constraint. There may be chances for the bias.

Company Profile

Veyyon Crane Technology is a leading force in the crane and lifting systems industry, offering state-of-the-art solutions that drive the success of industries across the globe. With an unwavering commitment to innovation, precision, and safety, Veyyon has carved a distinct identity as a trusted partner in material handling and heavy lifting operations.

Established with the vision of revolutionizing the crane technology landscape, Veyyon Crane Technology combines engineering excellence, technological prowess, and a

customer-first approach. The company serves clients across construction, logistics, infrastructure, energy, and manufacturing sectors, providing bespoke lifting systems that meet specific operational needs.

Types of Cranes

- Side lift crane also known as a side loader crane or container side loader, is a type of mobile crane specifically designed for loading, unloading, and transporting shipping containers or heavy loads from the ground or other surfaces.
- Mounted on a truck or trailer chassis, this crane uses two hydraulic arms that are positioned on either side of the load to lift it safely and efficiently.
- The side lift crane is a preferred choice for container handling due to its ability to operate in tight spaces and its efficiency in transferring cargo without the need for additional equipment.
- The side lift crane offers several advantages over traditional lifting equipment. Its mobility allows it to move easily between different locations, reducing the need for fixed infrastructure like gantry cranes. It is also cost-effective, as one vehicle can perform both lifting and transportation functions. its compact design makes

it suitable for use in urban or restricted areas where space is limited.

- truck-mounted crane is a highly versatile and mobile piece of equipment that combines the functionality of a crane with the convenience of a truck chassis. It is specifically designed to transport itself to different sites, making it ideal for projects requiring mobility and efficiency. The crane is mounted onto a truck's body, enabling it to travel on public roads without the need for specialized transportation equipment. This versatility has made truck-mounted cranes an essential tool in industries such as construction, logistics, and maintenance.
- Tower crane is an essential piece of machinery used in construction projects, particularly for high-rise buildings, bridges, and large structures. Its towering height, stability, and ability to lift heavy materials make it invaluable in the construction industry. Here's a detailed explanation of what a tower crane is and how it works

**Data Analysis and Interpretation
Percentage Analysis**



Fig 1: Internal Employees are given mre preference for referring candidates

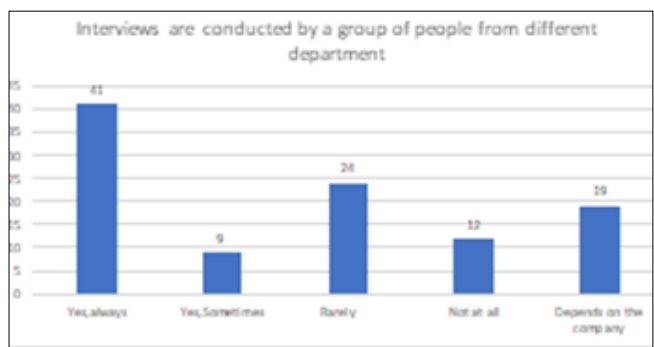


Fig 2: Interviews from Different of The Respondents



Fig 3: Source reliable for recruitment of the respondents

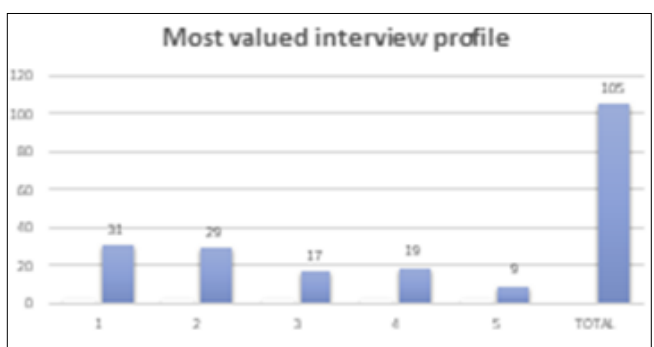


Fig 4: Most valued in interview profile of the respondents

Sugesstion

- Manpower requirement for each department in the company is identified well in advance.
- If the manpower requirement i high and the recruitment team of the HR department alone cannot satisfy it, then help from the placement agencies is needed
- Time management is very essential and it should not be ignored at any level of the process.
- The recruitment and selection through placement agencies as the last resort and is utilized only when need.
- The recruitment and selection procedure should not to lengthy and time consuming.

- The candidates called for interview should be allotted timings and it should not over lap with each othe

Conclusion

This presents the summary of the study and survey done in relation to the Recruitment and Selection in Veyyon Crane Technology. The conclusion is drawn from the study and survey of the Company regarding the Recruitment and Selection process carried out there. The recruitment Process at Veyyon Crane Technology to some extent is done objectively and therefore lot of bias Hampers the future of the employees. Most of the employees were satisfied but changes are Required according to the changing scenario as

recruitment process has a great impact on the Working of the company as a fresh blood, new idea enters in the company. Selection process is Good but it should also be modified according to the requirements and should job profile so that Main objective of selecting the candidate could be achieved.

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