

A Study on Recruitment and Selection Process in Electrosteel Casting Ltd, Rachagunneri (V) Srikalahasti (M)

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ABSTRACT

The recruitment and selection process is vital in any organization because it directly shapes the quality, performance and culture of the workforce. Hiring the right people is one of the most important steps a company can take to grow and succeed. The process of recruitment and selection isn't just about reviewing resumes and conducting interviews—it's about attracting potential candidates through various channels such as job advertisements, online job portals, social media, and professional networks. Once applications are received, the screening and shortlisting phase begins. This involves reviewing resumes, assessing qualifications, skills, and experience, and identifying candidates who meet the criteria. Selected candidates are then typically invited for interviews, which may include one-on-one news, panel interviews, or behavioural interviews. The candidates who are not suitable for the job are eliminated. The study was conducted to improve Electro Steel Casting Ltd.'s recruitment and selection process for better candidate matching and organizational growth.

INTRODUCTION

Recruitment and selection are two fundamental processes within human resource management that involve attracting, assessing and choosing the most suitable individuals to fill job positions within an organization. Recruitment is the process of attracting qualified candidates to apply for the job. This can be done through a variety of methods, such as job postings, online advertising, employee referrals, and networking. Recruitment have both internal source and external source. Selection is the process of evaluating the candidates and choosing the best one for the job. This can involve screening resumes, conducting interviews, and administering tests and assessments.

RECRUITMENT AND SELECTION PROCESS

The recruitment and selection process is typically carried out in an organized and systematic manner to ensure the best candidate is hired for the role. Here's an overview of how it's done:

1. Identify Job Needs
2. Job Description Creation
3. Sourcing Candidates
4. Application Screening

5. Initial Assessments
6. Interviews
7. Tests and Evaluations
8. Background checks
9. Decision-Making
10. Job Offer

REVIEW OF LITERATURE

Patel & Mehra (2024) Examined the growing influence of social media in recruitment practices in India, focusing on platforms like LinkedIn and Naukri.com. The study found that these platforms help recruiters connect with passive candidates. They suggested that companies should optimize their social media strategies to attract niche skill sets. Social media was seen as effective in expanding the recruitment pool and enabling targeted hiring. The authors concluded that social media is reshaping traditional recruitment methods in India. They emphasized its role in making recruitment more efficient and strategic.

Bhat & Yadav (2021) Highlighted the ongoing skills gap in sectors like technology, healthcare, and manufacturing as a major recruitment challenge. Despite advancements in recruitment technology, the shortage of skilled professionals remains a significant barrier. They suggested that companies invest in training, upskilling, and reskilling programs to address this issue. The study concluded that the skills gap continues to hinder effective hiring, even with advanced recruitment tools.

IC Siddarth (2020) Studied about recruitment and selection process. Primary data was collected by questionnaire or face to face interview, direct observation of work and day to day conversation. Secondary data was collected by website and by reports. The main objective of this research is to study about recruitment and selection process and to evaluate the practice of it. This research conclude that report shows some positive practice and some negative practice which need to be improve.

Kanagavalli et al. (2019) explored how technology, especially online platforms and mobile apps, is transforming recruitment. While tech tools improve efficiency, they noted that many companies overlook personal factors, such as family adaptability and relocation stress, particularly when hiring expatriates. The study recommended balancing technology with a more personalized approach. It concluded that combining tech with attention to personal needs enhances recruitment effectiveness and long-term employee retention.

NEED FOR THE STUDY

This study focuses on the importance of the recruitment and selection process in selecting the right candidate for the right job at the right time. It aims to identify the general processes organizations use to recruit and select employees and how these processes impact organizational outcomes. The study also highlights the need to find skilled candidates for specific roles. Additionally, it examines employee satisfaction with the recruitment and selection process.

SCOPE OF THE STUDY

This study examines how Electro Steel Castings Limited (ECL) handles various stages of recruitment, from job analysis to final selection. It explores recruitment strategies like internal and external sourcing, online platforms, and social media, as well as selection methods such as aptitude tests and behavioral assessments. The study also evaluates candidate satisfaction with the recruitment process and

onboarding. It covers the entire recruitment lifecycle, from job posting to onboarding.

OBJECTIVES OF THE STUDY

- To know the Recruitment and Selection process followed by Electro steel Casting Ltd.
- To assess the different sources used by the organization for Recruitment and Selection process.
- To know employees are satisfied with the selection process at Electro steel casting Ltd.
- To suggest the areas of necessity and to recommend for improving Recruitment and Selection process.

RESEARCH METHODOLOGY

Data collection : Primary & secondary data

Type of research : Descriptive research

Research instrument : Questionnaire

Sample size : 100

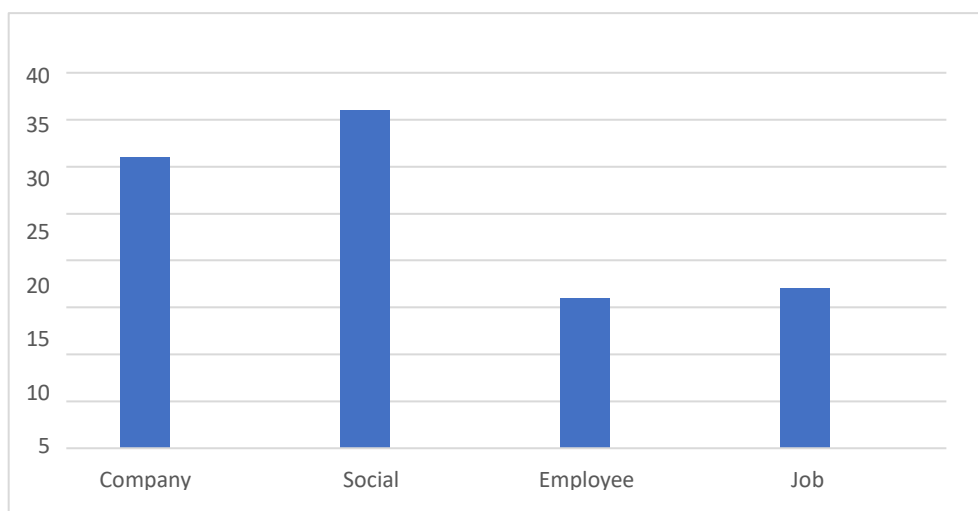
Sample method : Simple random sampling method

Statistical tool : Percentage and graphical analysis(Bar charts)

DATA ANALYSIS AND INTERPRETATION

1) The Job Opportunities at Electro steel casting Ltd

Options	Responses	Percentage
Company Website	31	31%
Social media	36	36%
Employee Referrals	16	16%
Job Boards	17	17%
Total	100	100%

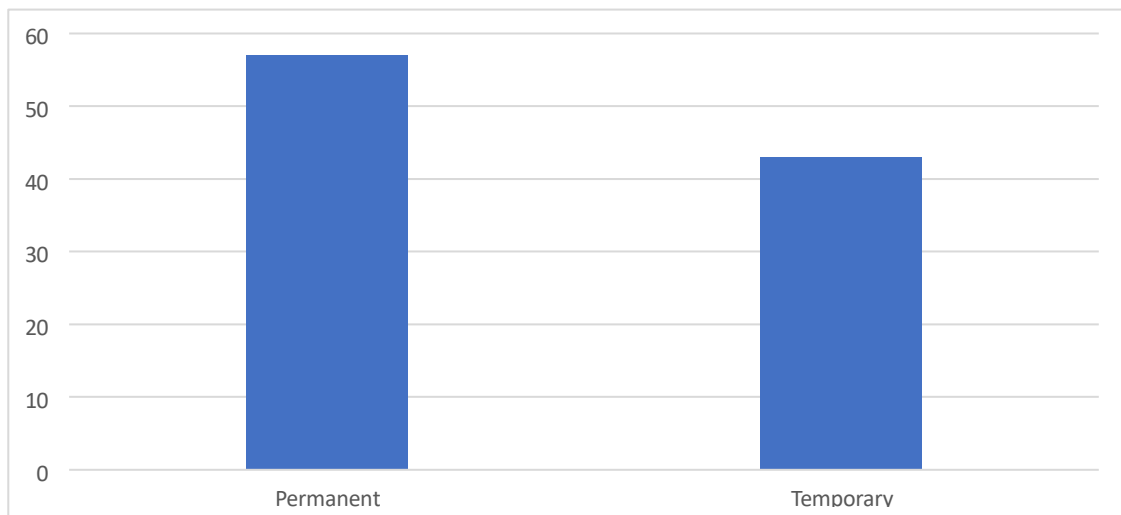


INTERPRETATION:

The above graph shows that job opportunities chosen by employees are 31% from company websites, 36% are from social media, 16% are from employee referrals and 17% are from Job boards offer moderate results at Electro steel casting Limited.

2) Nature of Job

Job type	Responses	Percentage
Permanent	57	57%
Temporary	43	43%
Total	100	100%

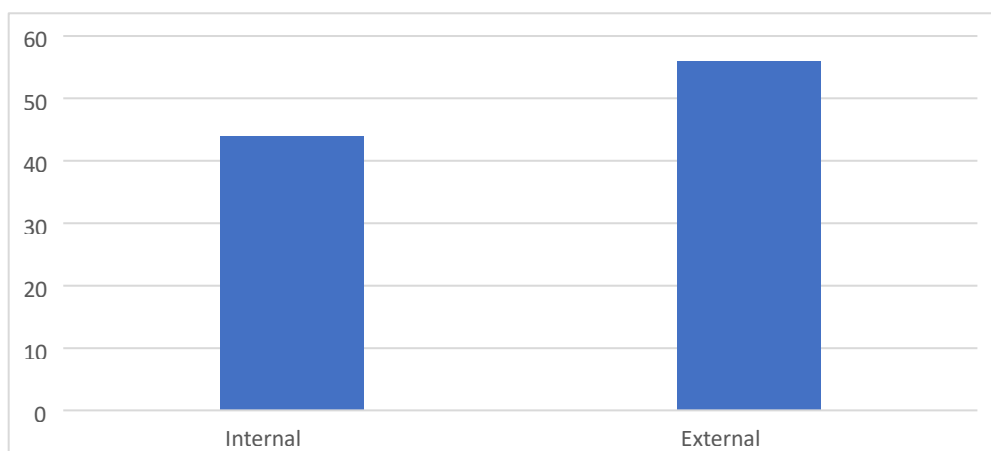


INTERPRETATION:

The above graph shows that 57% hold permanent positions, while 43% hold temporary positions, in nature of job at Electro steel casting Ltd.

3) Recruitment Source in Electro steel casting Ltd

Sources	Responses	Percentage
Internal recruitment	44	44%
External recruitment	56	56%
Total	100	100%

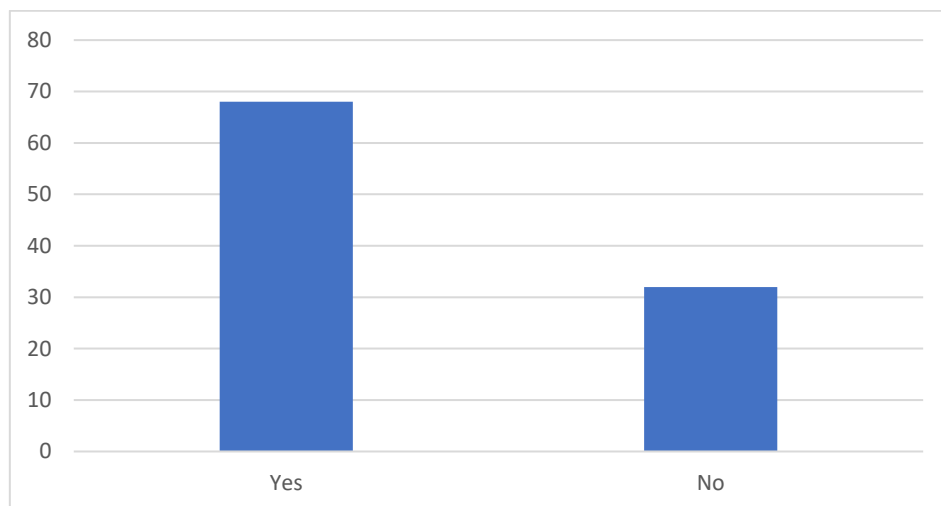


INTERPRETATION:

The above graph shows that recruitment of 44% from internal sources, 56% from external sources in Electro steel casting Ltd.

4) Company clearly mentioning Job roles on Recruitment process

Opinion	Responses	Percentage
Yes	68	68%
No	32	32%
Total	100	100%



INTERPRETATION:

The above graph shows that 68% respondents reported YES as the company mentioning job roles, 32% respondents reported NO as the company not mentioning job roles for Recruitment process at Electro Steel Casting Ltd.

FINDINGS:

- 36% of employees chosen social media is the most preferred and effective source for job opportunities at Electro Steel Casting Ltd.
- 57% of employees at Electro Steel Casting Ltd. hold permanent positions.
- 56% of recruitment comes from external sources at Electro Steel Casting Ltd.
- 68% respondents reported YES as the company mentioning job roles, 32% respondents reported NO as the company not mentioning job roles for Recruitment process at Electro Steel Casting Ltd.

SUGGESTIONS:

- It is suggested that Organization have to focus on company websites and job boards to actively reach out candidates for recruitment process at Electro Steel Casting Ltd.
- The organization more focus on recruit candidates through campus placements can get fresh ideas, up to date knowledge and for long-term growth for organization.
- It is recommended that organization have to clearly define job roles, improving screening processes for bringing right candidates for the right job for recruitment process.

CONCLUSION:

This research shows Electro Steel Casting Ltd. has a fairly effective recruitment and selection process. Company should focus more on company websites and job boards to actively reach potential candidates. Campus recruitment can bring in fresh perspectives and up-to-date knowledge, which will contribute to

the company's long-term growth. The organization should also consider internal recruitment to save time, reduce costs, and limit the need for extensive training. By clearly defining job roles and refining the screening process, ECL can ensure that the right candidates are matched with the right positions, ultimately improving the effectiveness and efficiency of their recruitment efforts.

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