A STUDY ON SELECTION PROCESS
IN YASHODHA HOSPITEL
BY
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ABSTRACT

From past decade the business organizations are more concentrating on the human capital because they are the most valued and most treasured assets. While recruiting the candidates the organizations has to map carefully the available human resources because they create the competitive advantage for the organizations. The word recruitment has become as a logistic of human resource capital for the many organizations. Business organizations are advancing modern recruiting and selection methods due to the entry of multinational companies. The aim of the paper is to study the recruitment and selection process followed at Yashoda Hospitals, HYD. The best human capital availability in organizations makes them competitive advantage and as well as they become the real life blood of the organizations. This research studies the review of literature for recruitment and selection procedures followed at organizations. The research was done using both primary and secondary data. Primary data was collected from 100 employees using questionnaire method. The results were obtained from percentage method. The research findings reveal that Yashoda Hospitals, HYD follows best recruitment and selection process and they are satisfied with the organizational climate and the organization follows ethical recruitment policy.

INTRODUCTION OF THE STUDY

Successful human resources planning is designed to identify an   organizations human resource needs. Once these needs are known an organization will want to do something about meeting them. The next step, then, in the staffing function is assuming, of course, that demand for certain skills, knowledge, and abilities is greater than the current supply in recruiting. This activity makes it possible for a company to acquire the people necessary to ensure the continued operation of the organization.

OBJECTIVES OF THE STUDY

1. To study the internal and external sources of recruitment.

2. To study where the company is successful in adopting practices that are cost effective and efficient;

3. To study the activities surrounding getting employees into the organization and of to know the reliability there activities.

4. To study the existing recruitment policies in the company.

SOURCES OF DATA:

The Data has been collected from both primary and secondary for the research work.

PRIMARY DATA:

Questionnaire, Interview Schedule and Observation is used as tools for primary data collection.

The workers served as sources of primary data for the research works.

Sample size 100

SECONDARY DATA:

Secondary data was collected from journals and previous record works.

STATISTICAL TOOLS USED:

To fulfill the objectives of the study both conventional and non conventional statistical
Techniques adopted in the present study are percentage analysis and graphical representation.

Objectives of recruitment:
The objectives of recruitment are:
- ➢ To attract people with multi-dimensional skills and experiences that suits
- ➢ the present and future organizational strategies
- ➢ To induct outsiders with a new perspective to lead the company
- ➢ To infuse fresh blood at all levels of the organization
- ➢ To develop an organizational culture that attracts competent people to the company
- ➢ To search or head hunt/head pouch people whose skills fit the company's values
- ➢ To devise methodologies for assessing psychological traits
- ➢ To seek out non-conventional development grounds of talent
- ➢ To search for talent globally and not just within the company
- ➢ To design entry pay that competes on quality but not on quantum
- ➢ To anticipate and find people for positions that does not exist yet

Factors affecting recruitment:

Both internal and external factors affect recruitment. The external factors include supply of and demand for human resources, employment opportunities and/or unemployment rate, labour market conditions, political, legal requirement and government policies, social factors, information system etc.
The internal factors include the company's pay package including salary, fringe benefits and incentives, quality of work life, organizational culture, career planning and growth opportunities, size of the company, company's product/services, geographical spread of the company's operations viz., local, national or global, company's growth rate, and role of trade unions and cost of recruitment.

The learners of human resources management may feel that sources and techniques of recruitment are one and the time. But they are different. Sources are those where prospective employees are available like employment exchanges while techniques are those which stimulate the respective employees to apply for jobs like nomination by employees, advertising, promotion etc. Now we discuss the sources of recruitment. Management has to find out and develop sources of recruitment as early as possible because of high rate of me-lapse.

Table-1

Whether the recruitment process influence the organization development:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	61	61
Agree	24	24
Disagree	9	9
Strong disagree	6	6
Total	100	100

Chart-1
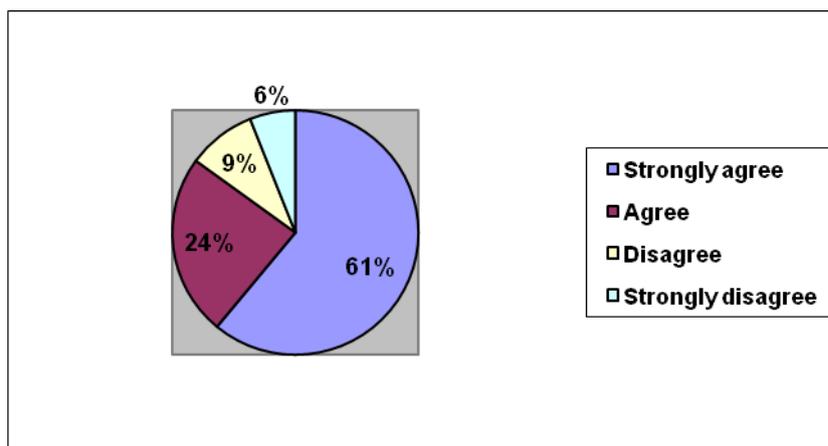
Table-2

Whether the internal sources of the recruitment is a reliable:

OPINIONS	RESPONDENTS	PERCENTAGE (%)

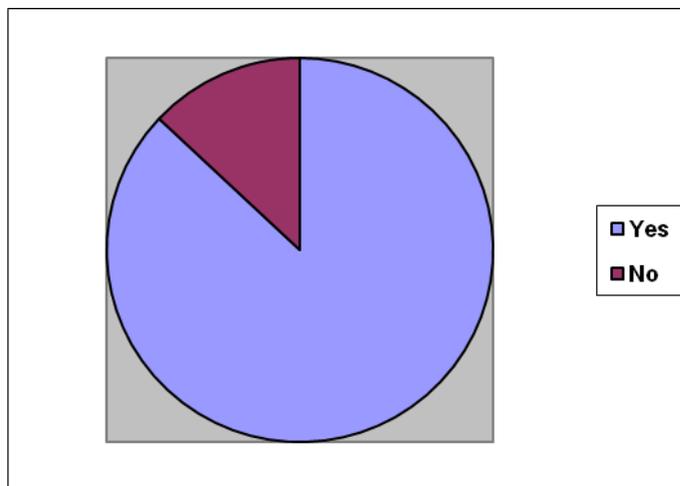|		
Yes	87	87
No	13	13
Total	100	100

Chart-2

Table-3

Whether the employee are satisfied with recruitment process in the organization:

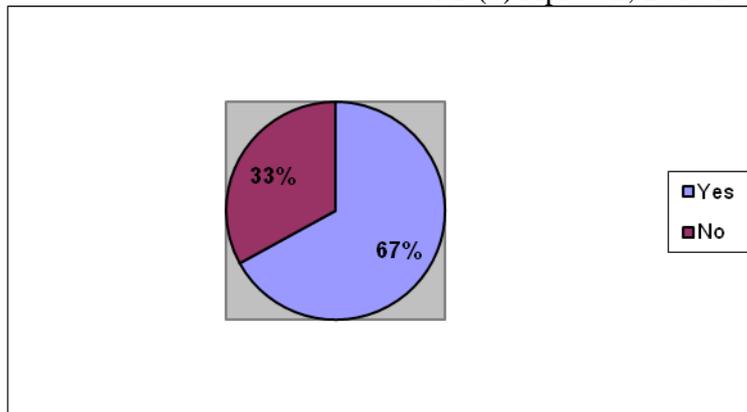| OPINIONS	RESPONDENTS	PERCENTAGE (%)
Yes	67	67
No	33	33
Total	100	100

Chart-3

Table-4

Whether the way of recruiting is always varying for different departments in the organization:

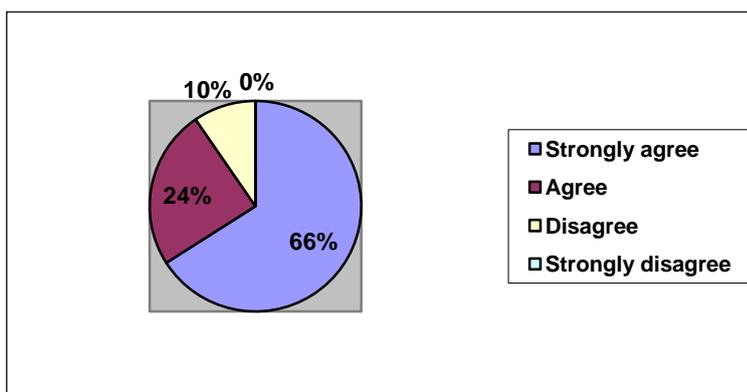| OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	62	62
Agree	23	23
Disagree	9	9
Strongly disagree	6	6
Total	100	100

Chart-4

Table-5

Whether the external recruitment source influence the existing employees:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	61	61
Agree	23	23
Disagree	10	10

Strongly disagree	6	6
Total	100	100

Chart-5
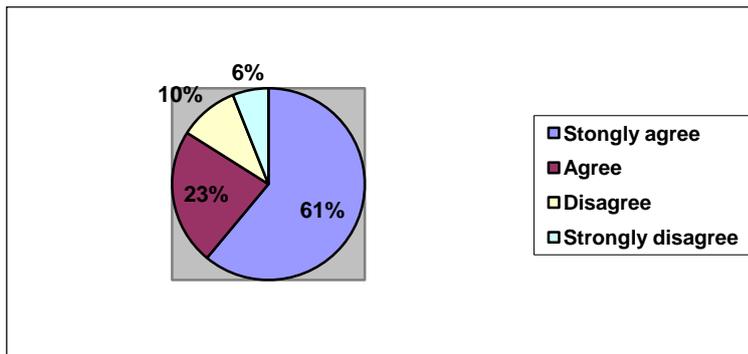
Table-6

Whether the advertisements influence the recruiting process:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Yes	80	80
No	20	20
Total	100	100

Chart-6
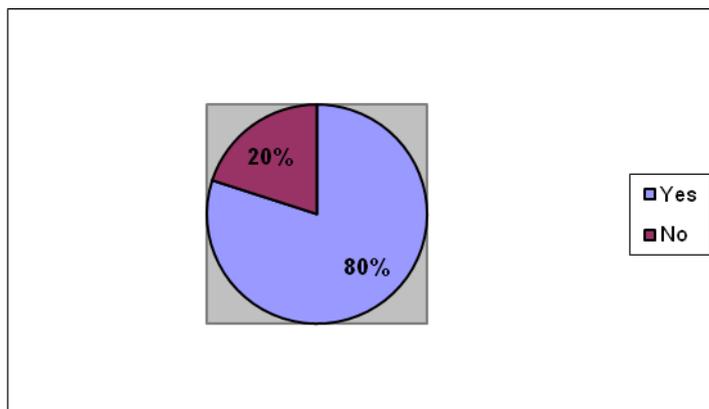
Table-7

Whether the employee reference is good source of internal recruitment:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	54	54
Agree	26	26
Disagree	12	12

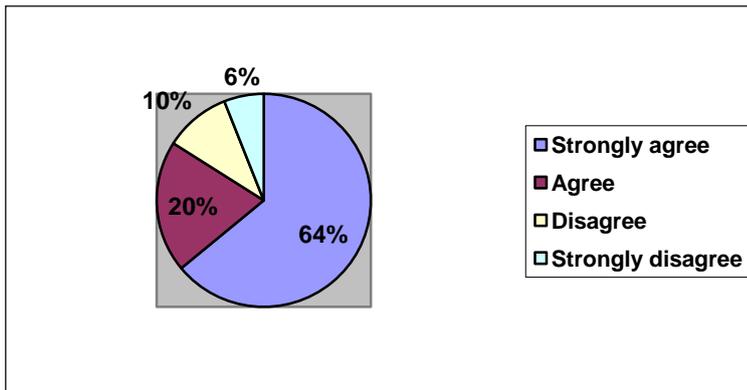| Strongly disagree | 8 | 8 |
| Total | 100 | 100 |

Chart-7
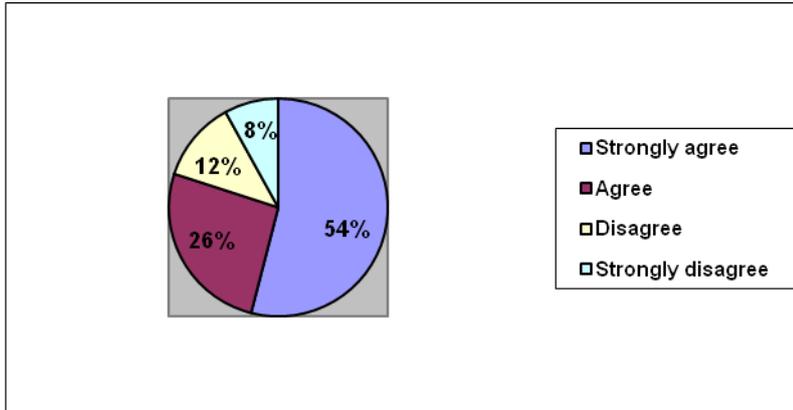
Table-8

Whether the promotions and transfers are the good source of recruitment:

OPINIONS	RESPONDENTS	PERCENTAGE (%)
Strongly agree	64	64
Agree	20	20
Disagree	10	10
Strongly disagree	6	6
Total	100	100

Chart-8

FINDINGS
- From the survey it is found that 61% of the respondents strongly felt that organization development was influenced by recruitment process.
- From the survey it is found that external sources of recruitment are reliable to the organization.
- From the analysis it is found that 67% of the employees are satisfied with the recruitment process.
- It is found that 62% of the respondents felt that recruitment process according job.
- From the analysis it is found that external source of recruitment influence the existing the employees.
- Majority of them felt that advertising influence the recruitment process.

- More than half of the percentage agreed for employee reference is a good source for internal recruitment.
- 64% of the respondents felt that promotion and transfers are the receded then selecting out sides.

SUGGESTIONS

Up to my observation and analysis there is definite Recruitment procedure in the organization but to make it standardize some more steps are to be followed such as:
- Some of the employees are not very well know about the recruitment and selection policies.
- Internal sources of recruitment to be followed in the recruitment process.
- Local to be given preference while giving posts.
- Some of the higher posts also should be directly recruited so that young blood and young thoughts can be very useful to the organization.
  - Ranks should be given on merit basis but not on reservation which indicates a strict pattern of recruitment.

CONCLUSION

To sum up the study aims to assess the Recruitment procedure of YASHODA HOSPITALS and it is conclude that the overall procedure adopted by YASHODA HOSPITAL. For Recruitment procedures is good and enable the researcher to come to the conclusion that in the changing Hospital scenario YASHODA has a larger scope of further improvement in the Recruitment procedure.

BIBLIOGRAPHY

The books used in the study are ……….

First, Break All The Rules: What the World's Greatest Managers Do Differently—Marcus Buckingham, Curt Coffman

The HR Answer Book: An Indispensable Guide for Managers and Human Resources Professionals—Shawn Smith and Rebecca Mazin

Smart Staffing: How to Hire, Reward and Keep Top Employees for Your Growing Company— Wayne Outlaw

Human Resource and Personal Management ---K.A.Aswathappa
Human Resource Management -----.S.P.Rao
Research Methodology------C.R.Kothari

Reading Materials:

1. Annual records and report of the company.
2. Previous Project records at the company.
Referred Websites:
www.hr.blr.com
www.fistfuloftalent.com
www.shrm.org
www.hrmorning.com