

A Study of the Role of HRM in Improving Employee Selection Process at Seed Plastico Pvt.Ltd

SwetapragyanMishra, Suchismita panda, Prof.Sushmita Singh

Student, MBA-HRM(4th Semester), Faculty of Management Studies, Parul University, AT & P.O. Limda, Waghodia, Vadodara – 391760Gujarat, India

(Asst.Prof)ParulInstituteofManagement&Research,ParulUniversity AT & P.O. Limda, Waghodia, Vadodara – 391760Gujarat, India

Date of Submission: 01-02-2023

Date of Acceptance: 10-02-2023

ABSTRACT

Human resource management (HRM) plays a crucial role in the employee selection process by identifying and attracting talented candidates, evaluating their qualifications, and selecting the most suitable individual for a position. A well-designed HRM selection process can significantly improve organizational performance and productivity by ensuring that the right people are placed in the right roles. However, the selection process can also be time-consuming and costly, and it is important for organizations to use effective and efficient methods to identify the best candidates. This research paper aims to examine the role of HRM in improving the employee selection process, including best practices and strategies for attracting and evaluating candidates, as well as the potential challenges and limitations of these approaches. Through a literature review and case studies, this paper aims to provide insights into the role of HRM in improving the employee selection process and to offer practical recommendations for organizations seeking to optimize their selection process

Key words-Employee selection, Human resource management, organizational performance

I. INTRODUCTION

The employee selection process is a series of steps that organizations go through to identify, evaluate, and hire the most suitable candidate for a job opening. This process typically begins with the creation of a job posting, which outlines the requirements, responsibilities, and qualifications for the position. Next, the organization may use a variety of methods to attract potential candidates, such as posting the job on online job boards,

advertising in newspapers or on social media, or reaching out to job agencies.

Once a pool of candidates has been identified, the organization will typically conduct initial screenings to narrow down the field and identify the most promising candidates. This may involve reviewing resumes and cover letters, conducting phone interviews, or administering aptitude tests. The next step is usually to invite the top candidates to participate in in-person interviews, which may be conducted by a hiring manager, a HR representative, or a panel of employees from different departments.

The in-person interviews are typically structured to allow the organization to assess the candidates' skills, experience, and suitability for the job. This may involve asking a mix of behavioral and technical questions, and providing the candidates with the opportunity to ask questions of their own. After the interviews are completed, the organization will typically conduct reference checks, background checks, and other assessments to gather more information about the candidates and make a final decision.

Once a decision has been made, the organization will typically make a job offer to the selected candidate, and provide information about the terms and conditions of employment. The candidate may then accept or reject the offer, and if accepted, will begin the process of onboarding and training.

About the Company

SEEDPlastico Pvt Ltd, have been excellent since the formation in 2016. Since its inception, Based in Silvassa DNH, it is known as a reputed manufacturer and supplier of the domain,

committed to assure premium quality products to the clients at competitive price. With years of industry experience and rich expertise, it is one of the leading manufacturers and traders in the industry. The products offered by them are known for their non-toxic nature, low density, odourless, resistance to high temperature, etc. These are processed under hygienic environment conditions, using latest technology machines and equipment.

The company assures the clients of the highest quality Plastics, thus results in their higher profits. The esteemed clients are foremost priority and thus the company works to please them as much as possible by means of providing premium quality products and services like timely delivery, customization, etc. Unlike other companies, the company believes in establishing long-term relations with clients.

Specialized in offering quality products, it have carved a niche for itself in national market. Its clients have recognized it as a trusted manufacturer, supplier, and trader of leading solutions in the industry. Developed using high grade material, it's wide array of products includes Plastic Granules and Plastic Granules Products and Glass Filled Granules.

Products

Granules Products

- ABS Granules/Dana
- PP Black Granules/Dana
- PC Granules/Dana
- PP-CP Granules/Dana
- LDPE Granules
- HIPS Granules
- HDPE Granules

Granules Products

- PP-CP Glass Filled/Granules
- PP Glass Filled/Granules
- ABS Glass Filled/Granules
- HIPS Glass Filled/Granules

II. OBJECTIVES OF STUDY

The main objective of an employee selection process is to identify and hire the most qualified candidates for a job. This typically involves assessing the skills, knowledge, experience, and other characteristics of job applicants to determine which individuals are best suited for the job and the organization. The selection process can also help ensure that the organization is in compliance with various laws and regulations related to hiring, such as those related to equal employment opportunity and non-discrimination. Additionally, a well-designed selection process can help the organization make

informed decisions about its staffing needs and promote a positive work environment for all employees.

1. Improve the quality of hires
2. Up your networking efforts
3. Conduct an in-depth talent assessment
4. Focus on building an innovative recruitment marketing strategy
5. Monitor the employee turnover rate
6. Build a thriving talent community
7. Improve employer's branding
8. Keep close tabs on the cost-per-hire ratio
9. Optimize the screening process
10. Support new hires to a greater extent
11. Avoid hiring failure

III. LITERATURE REVIEW

(Bauer, 2012)

The research is done to know about job candidates' attitudes and behavior, and provide a list of best practices for employer organizations. The process of recruiting and selecting top candidates is central to organizational success. From a recruitment perspective, a key goal of selection systems is to increase candidates' interest in the employer as a place to work. From a selection perspective, the key goal is to predict which employees will be successful on the job. As a result, it is critical to consider selection systems from the perspective of both the employer and the job candidate.

(Alsabbah, 2013)

The literature treated the employee workplace competence term as a dependent variable when it was treated as one of human resource management outcomes. Particularly, more famous literature realizes the competence variable after training and development of new recruits, few studies have measured the competencies variable as one of the recruitment and selection process outcome. And a few researchers have judge worker's competency with regard to recruitment and selection. However, these competencies were heavily considered during the recruitment and selection criteria under the competence based recruitment and selection literature. Accordingly, the study will illustrate how the workplace competence was considered by previous studies, as well, the proposed conceptual framework will justify why the workplace competence is considered in evaluating the recruitment and selection outcome. Keywords: Recruitment, Selection, Workplace Competence.

(Cerinus, 2014)

In recent times the importance of selecting staff not only with the right qualifications but also with the right attributes has been highlighted to ensure patients are well cared for in a safe, effective and compassionate manner. The article focuses on NMAHP selection processes, tracking local, collaborative development work undertaken to date. It presents an overview of some of the work being implemented, highlights a range of important factors, outlines how evaluation is progressing and concludes by recommending further empirical research.

(Ekwoaba, 2015)

Recruitment and selection in any organization is a serious business as the success of any organization or efficiency in service delivery depends on the quality of its workforce. The recruitment and selection practices will determine who is hired, shapes employee behaviour and attitude. If properly designed, it will identify competent candidates and accurately match them to the job. The use of the proper selection device will increase the probability that the right person is chosen to fill a slot. The study also state that organization environment keeps on changing so according to that Human resource management should plan out .

(Bogatova, 2017)

The main research problem was to identify better recruitment channels, selection methods and personnel retention strategies in a multicultural company. The objectives of the research were to analyze the current situation in the company from the HR point of view; to point out the most effective recruitment channels and selection methods; to make suggestions for the employee retention; and to provide the commissioning company with practical and trustworthy information about how to improve the human resource management in the company, and to make suggestions about strategies for further development. Which type of method One Organisation can use to make its selection process better .

(T.R, 2018)

The main objective is to identify to determine how the recruitment and selection practices affect organizational outcomes. It is very important to have a successful recruitment and selection process because the whole organization depend upon them . The article include various ways of recruiting process and finding which one

gives maximum benefits .As per the Author ,out of the various methods of sourcing candidates, the best one is – getting references via references and networking. In the process, I came across various experiences where the role of an HR and relevant traits he finds in the candidates were displayed.

(H.A.Hassan,2018)

Better recruitment and selection strategies result in improved organizational outcomes. Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization . In today's Competitive business environment, organizations have to respond to the requirements for people. It is important for an organization adopt well structured recruitment policy, which can be implemented effectively to get the best results. This study helps the organization to identify the area of problem and suggest way to improve the recruitment and selection process.pertaining to the organization. This research enlightensthe further research to understand the effect and impactofengagementrequiredwithinacompany.

(Rozario, 2019)

Today's knowledge economy very much depends on the value created by the human resource of an organisation. In such a highly competitive environment, organisations have started to pay much attention to the recruitment and selection process, as employees form their main asset. Proper planning before selection process is very important Various factors such as feedback provision, interview panel participation and preparations, relevance of interview questions, duration and bias were analysed and their correlations were studied to gain insights in providing suitable recommendations for enhancing the process.

(Saengchai, 2019)

This study aims to examine the impact of the recruitment and selection process on employee turnover and absenteeism. Through effective hrmsystem organization can attract good and efficient candidates which will further benefit the organization .The success of organization rely on employee mental wellbeing , hard work and level of motivation .

IV. RESEARCH DESIGN AND DATA COLLECTION METHOD

There are several ways to collect data which can help to improve the employee selection process:

Job analysis: This involves collecting data on the tasks, duties, and responsibilities of a given position, as well as the skills, knowledge, and experience required to perform those tasks effectively. This data can be collected through interviews with current employees, job observations, and review of job descriptions and performance evaluations.

Candidate assessment data: Data on candidates can be collected through resumes, application forms, and assessment tools such as aptitude tests, personality tests, and skills tests. This data can help to identify the most qualified and suitable candidates for a given position.

Reference checks: Data can be collected from past employers, colleagues, and other references to verify a candidate's qualifications and work history.

Employee performance data: Data on employee performance can be collected through performance evaluations, feedback from supervisors and colleagues, and other measures of job performance. This data can help to identify areas for improvement in the selection process and to identify candidates who are likely to be successful in a given role.

Retention data: Data on employee retention can be collected through exit interviews, surveys, and other methods to understand why employees leave the organization and to identify trends that may impact the selection process.

By collecting and analyzing this data, organizations can identify strengths and weaknesses in the employee selection process and make improvements as needed. This can help to ensure that the organization is hiring the most qualified and suitable candidates for the job, which can lead to improved performance and higher levels of employee satisfaction and retention

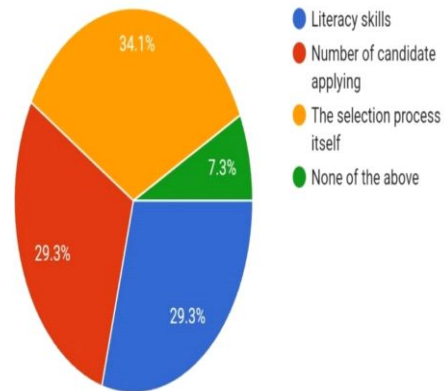
We have done online survey for our research at Seed Plastico Pvt Ltd where we have circulated questionnaires

And asked the employees to answer them so we can get a overview how to avoid poor employee selection process and choose the right candidates.

Analysis of the research result

Here is the results which are presented in a pie chart form where the respondents have given there responses according to the questions asked

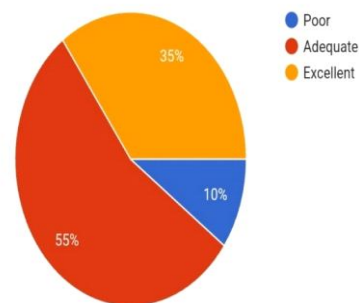
What are the factors affecting selection in HRM



Interpretation

The above data show how and which type of factors affect human resources Management during selection process of a candidate it is important because selection is the first step which need to done properly the pie chart shows literacy skills is the most affecting factor during selection which is true one should be literate enough for the position it had applied for.

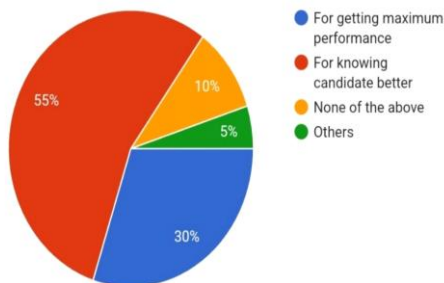
How well are the organization's affirmative action needs clarified and supported in the selection process



Interpretation

The above data shows how the organization needs to be clear about the affirmative actions such as Person's nationality, sex, gender etc for the opportunity so that people can apply accordingly and Most of the employees choose adequate as you can see the pie chart so organization do need to be more precise about

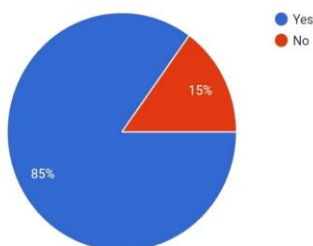
Why is it important to understand performance as part of the recruitment and selection process?



Interpretation

The pie chart shows it is important to know candidate better to understand the performance as part of the selection process the more interviewer know about candidate the better way they can select one

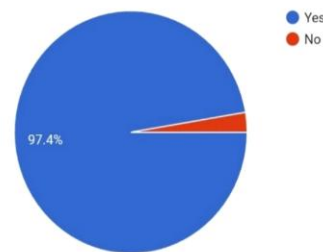
Does HR train hiring employees to make the best hiring decisions?



Interpretation

The best hiring decision can be only made by the Hr train hiring employees and most of the respondent have choose yes as there response by which we know that only hr can make the best hiring decision to select a candidate other than anyone else in the organization.

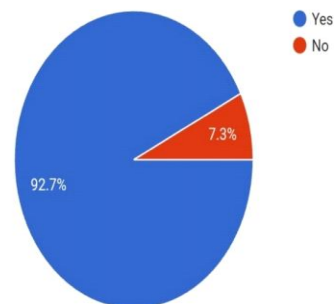
Do you think that the Job Responsibilities and Job Description should be clearly defined to the candidates appearing for selection process ?



Interpretation

The above data show that most of the respondent have selected option yes for that the job responsibilities and job descriptions should be mentioned clearly so according to that candidate will apply so less wrong candidate get opportunity to come and give interviews .

Is it important for the organization do proper Job Analysis before Selection Process begins?

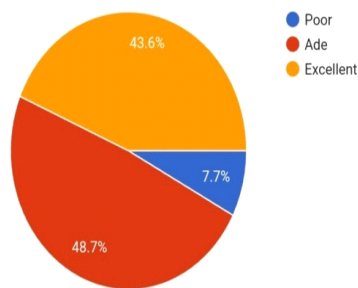


Interpretation

Yes it is important to do the proper job analysis before job selection process as most of the

respondent have selected the option yes and it is also very important to know which positions is vacant and what type of candidate is required for the vacant position knowing when will existing employees will be leaving and before that only job analysis should be done to avoid any issues.

Rate the effectiveness of the interviewing process and other selection instruments, such as testing?



Testing is the most important factor cause it gives the idea about how the candidate think and work majority of respondent have selected the option that testing is the excellent method or an instrument for interview process.

V. FINDINGS

The findings of the study is that HRM does play an important role in selection process and doing proper planning before and after selection process helps to reduce the poor selection process .Knowing and researching the background of the candidate and rechecking every detail will help in better selection too.

The more organization do the background check of Candidate the less chances will be there to choose wrong candidate more research of candidates leads to good selection process

LIMITATIONS INRESEARCH ANDFUTURESCOPE

There are some limitations in the role of human resource management (HR) in improving employee selection. These limits are below
Legal Constraints: HRM must ensure that the recruitment process complies with relevant laws and regulations, such as anti-discrimination laws and privacy laws, as prescribed by the government.

Budgetary Constraints: HR may have limited resources such as time and budget to devote to the selection process, which may affect the efficiency of the process.

Lack of Standardization: HR organizations may not have consistent or standardized selection procedures, which may lead to inconsistencies in employee selection.

Limited Information: HR may not have access to all relevant information about potential candidates, such as work history or personal characteristics, which may affect the accuracy of the selection process.

Bias: HRM may be subject to unconscious bias in the selection process, which may affect the fairness and objectivity of the process.

Overall, HR can play an important role in improving the personnel selection process, but it is important to be aware of these limitations and address them to ensure a fair and efficient process.

VI. CONCLUSION

The role of human resource management (HRM) in improving the selection process is crucial. HRM is responsible for attracting, selecting, and hiring the most qualified candidates for an organization. By implementing effective selection processes and procedures, HRM can ensure that the organization is able to hire the best possible candidates, which can lead to improved performance, productivity, and overall success.

There are several ways in which HRM can improve the selection process:

Developing job descriptions and person specifications: HRM can work with managers to identify the specific skills, knowledge, and experience required for a particular role. This helps to ensure that the right candidates are attracted to the organization and that the selection process is focused on finding the best fit for the position.

Using a variety of recruitment methods: HRM can utilize a range of recruitment methods, such as online job postings, employee referrals, and recruitment agencies, to attract a diverse pool of candidates. This can help to improve the chances of finding the best candidates for the organization.

Conducting structured interviews: HRM can use structured interviews to assess candidates based on predetermined criteria and ensure that all candidates are treated fairly and consistently.

Using assessment tools: HRM can use tools such as aptitude tests, personality tests, and skills assessments to help identify the most qualified candidates.https://www.researchgate.net/publication/n/321140311_The_plant_pathogen_Gluconobacter

_cerinus_strain_CDF1_is_beneficial_to_the_fruit_fly_Bactrocera_dorsalis

In conclusion, HRM plays a vital role in improving the selection process by developing job descriptions, using a variety of recruitment methods, conducting structured interviews, and utilizing assessment tools. By implementing effective selection processes and procedures, HRM can help organizations to hire the best possible candidates and improve overall performance and productivity.

REFERENCE

- [1]. <https://authors.library.caltech.edu/35384/2/1209.2363.pdf>
- [2]. [https://www.scirp.org/\(S\(351jmbntvnsjt1aadkposzje\)\)/reference/referencespapers.aspx?referenceid=2204068](https://www.scirp.org/(S(351jmbntvnsjt1aadkposzje))/reference/referencespapers.aspx?referenceid=2204068)
- [3]. https://www.researchgate.net/publication/321140311_The_plant_pathogen_Gluconobacter_cerinus_strain_CDF1_is_beneficial_to_the_fruit_fly_Bactrocera_dorsalis
- [4]. <https://www.eajournals.org/wp-content/uploads/The-Impact-of-Recruitment-and-Selection-Criteria-on-Organizational-Performance.pdf>
- [5]. <https://core.ac.uk/download/pdf/80995154.pdf>
- [6]. <https://www.seedplastico.com/>
- [7]. <https://www.comeet.com/resources/blog/employee-selection-process#:~:text=There%20are%20approximately%20five%20to,testing%2C%20and%20making%20an%20offer>
- [8]. <https://insights.ehotelier.com/announcements/2021/06/07/7-ways-to-improve-the-recruitment-and-selection-process/>