A study on scientific screening process of recruitment in smart way solutions

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Abstract

Recruitment is an integral activity of any organization, Screening of candidates is one of the crucial step inrecruitment process. The screening process decides whether the candidate qualifies or not. Candidates resume plays a vitalrole on this process. Providing a secure, challenging and right work environment should be the apex priority for theconsultancies. The study focuses on screening process in consulting firms by determining the actual candidate screeningprocedure. The main objective of the research is to identify the effectiveness of screening process in recruitment consultingfirms, and provide suggestions tothe firm's improvement and future jobseekers to make them fit for the selection.Descriptive research was undertaken in order to attain the objective. A formal questionnaire was designed to obtain theinformation from the respondents. The questionnaire was distributed to 150 employees working in various consulting firmChennai, directly and through mail, the sampling technique used to collect the data is convenience sampling and systematicrandomsampling. The data collected was analyzed by using Psychometric Test Social media verification

INTRODUCTION

The screening process is very critical, as the consistency of the intake is directly affected. In terms of ability, education, experience criteria, preference for the location of the applicant, it is important to understand the requirements of the clients. For each of the candidates, the consulting firm looks for and excludes those who do not have the minimum years of experience or skills necessary for the job. The consulting firms find the best fit for the job among the remaining applicants. For this reason, the recruiter who scans the resume must read andcompare the resume in depth with the job description. As the number of candidates to be interviewed is small, a relative decision on the candidates must be made by the recruiter. A proper screening procedure will assist organizations to hire a suitable individual. In general, recruiting is the method of inviting, screening or briefly listing the application and selecting the applicant who fits the work requirements. The process of putting together job seekers and workers is simply a connecting task. For a good company or an organization, this is the most important factor. It is difficult to find a correct individual and ofte,includes costs for the

company. The aim of the company will be to minimize the cost factor, so that businesses do not spend time and resources on poorer quality profiles. Screening takes place until applicants are sourced. The goal is to find out if the applicant fits the job's requirements. Consulting companies play a vital role in bridging the gap between organizations and applicants; many organizations serve as recruiters. Any type of counselling is consulting. Consultancies understand the requirements of the customer and align the resumes with the criteria and shortlist the applicants. In order to enhance their operation, HR consultancies help companies minimize costs and save time. Consultancies recognize their complex role in any organizations' growth and development. The recruiters are given proper training to navigate dynamic and demanding situations. Recruitment is a process to hire a new talent to a Company. Human capital is the most valuable asset to any company. The company's success relies on the workforce. Modern competitive business has undergone a paradigm shift towards an ever changing economy, & transformed to a competitive place than ever, PEOPLE have the uttermost priority. Any organization to survive its business needs money, machinery, materials and the important resource that is men. The success depends upon these main factors. The modern competitive business is undergoing a standard shift towards an ever changing economy, where PEOPLE are the most important and valuable asset. So the whole scenario has put a chaos in organizations that it is hard to acquire a right person. Companies are facing greater difficulty in acquiring right talent. It has almost become a daunting task to identify a highly skilled top-notch resource out of the mass, almost like searching for needle in haystack. Candidate's expectation and demands continue to change and it has become battlefield. It's an almost a war out there to hunt for the right talent. Screening is the first and a very important process which helps in identifying a qualified resource. Proper screening process would help the organizations recruit a qualified person. Recruitment in general is the process of inviting the application, screening or short listing them and selecting the candidate who matches the job requirements. It is actually a linking task of bringing together the job seekers and jobs. It is most crucial aspect for a successful business or an organization. Recruitment and selection are key areas of Human resource management, but are frequently discussed in rigid manner. It is just not filling the jobs; it is everything in an organization. In many countries personnel management has adopted 'best practice' which fits the existing ideologies of the business. The model stands for 'right men at right place'. But different models of resourcing were framed with greater effort to focus personality and ability. Screening is just done to qualify or disqualify an applicant. Finding a right person is hard and also involves cost for the company. The organizations focus would be minimizing the cost factor, so the companies do not waste

time and money on less quality profiles. Once candidates are sourced, screening takes place. The purpose is to find out whether the candidate matches the requirements of the job. While screening the application the recruiter see skills, educational qualification and job related experience of the candidate. Screening applications through online can also increase the efficiency and reduce the cost. Few years back telephonic interview was the only screening technique, after lot many changes happened in the technologies recruiters with just clicking a button on keystrokes screen the candidates. The evolution of Multimedia interviewing has brought lots of opportunities and threats. Consulting firms plays a key role in bridging the gap between organizations and the candidates; act as a recruiter for many organizations. Consulting is any form of counseling. The consultancies understand the client needs and match the resumes with the requirements and shortlist the candidates. HR consultancies help the organizations to reduce the cost and save time in order to improve their services to employees. Consultancies understand their dynamic role in growth and progress of any organization. To handle complex and challenging situations the recruiters are given proper training.

RESEARCH GAP

Previous article included study of recruitment process and satisfactory level of employees. But my study included scientific screening process in recruitment which include Psychometric test and social media verification This article supports the firms in betterment of screening practices. An evaluative study on the screening process which has been conducted helps the firms to identify the good quality of Candidates who perfectly matches the job requirement given by clients.

RESEARCH QUESTIONS

- What are the five steps in the screening process?
- How screening is done in recruitment process?
- What are the 7 steps in the recruitment and selection process?
- What is screening in recruitment?

SCOPE OF THE STUDY

The aim of study is to study the scientific screening process in a recruitment consulting firm. The types of data collected, nature of samples, sample size, tools used for data analyses Recruitment is an essential task of every company and applicant screening is one of the main step in the process of recruitment. Whether or not the applicant qualifies is determined by the screening process. In this phase, candidates resume playing a vital role. The main objective of the study is to determine the effectiveness of the screening process in recruitment consultancy firms and to include recommendations for the enhancement of the business and prospective

jobseekers to make them eligible for selection. To get the data from the respondents, a structured questionnaire was developed. The questionnaire was circulated to workers working at different consulting firms.

OBJECTIVES OF THE STUDY

➢ To study the different process of recruitment in the company

➢ To examine the various scientific scientific screening process and their uses

➢ To compare the relationship between normal recruitment and scientific process of a recruitment

➢ To study the employee satisfaction level with the scientific recruitment process in company.

HYPOTHESIS

➢ Ho: there is no significant relationship between Scientific screening process and recruitment

➢ Ho: there is no significant relationship between scientific recruitment process and satisfactory level of employees

RESEARCH METHODLOGY

Statistical Tool :

Regression Analysis

.Sampling Technique: Convenience Sampling

.Sampling Size: 100

. Duration : 45 days

. Dependent variable

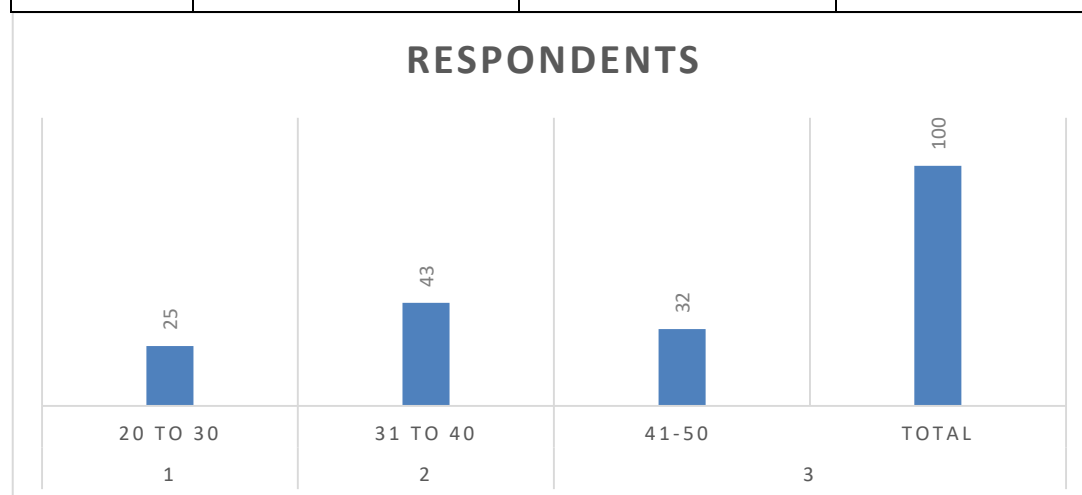Employees Performance, satisfactory, level of Employees

. Independent variables

Psychometric Test

Social media verification

DATA ANALYSIS

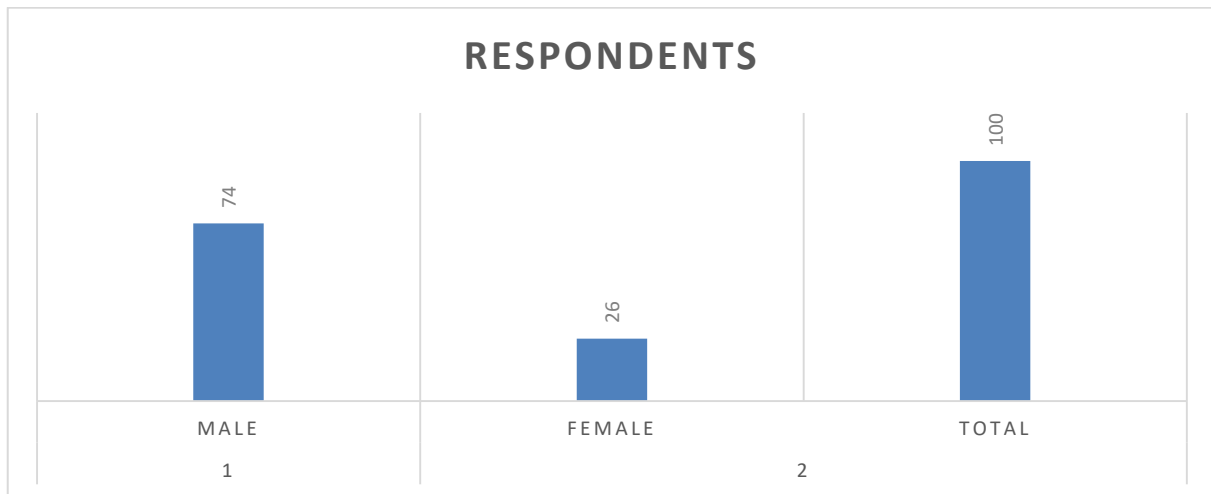| s.no	AGE	RESPONDENTS	PERCENTAGES(%)
1	20 TO 30	25	25
2	31 TO 40	43	43
3	41-50	32	32
	TOTAL	100	100

INTERPRETATION: The above graph shows its represents 20-30 aged 25% and 43 % 31 to 40 aged 43 are replied for opinion.

GENDER

s.no	SEX	RESPONDENTS	PERCENTAGES(%)
1	MALE	74	74
2	FEMALE	26	26
	TOTAL	100	100

s.no	Occupation	RESPONDENTS	PERCENTAGES(%)
1	Under Graduate	27	27
2	Post Graduate	41	41

RESPONDENTS

INTERPRETATION: The above graph shows its represents male 74% replied and 26 % are said female.

3	Others	32	32
	TOTAL	100	100

| s.no	AWARENESS	RESPONDENTS	PERCENTAGES(%)
1	Agree	32	32
2	Disagree	27	27
3	Neutral	15	15
4	Dis Agree	26	26
	TOTAL	100	100

Occupation
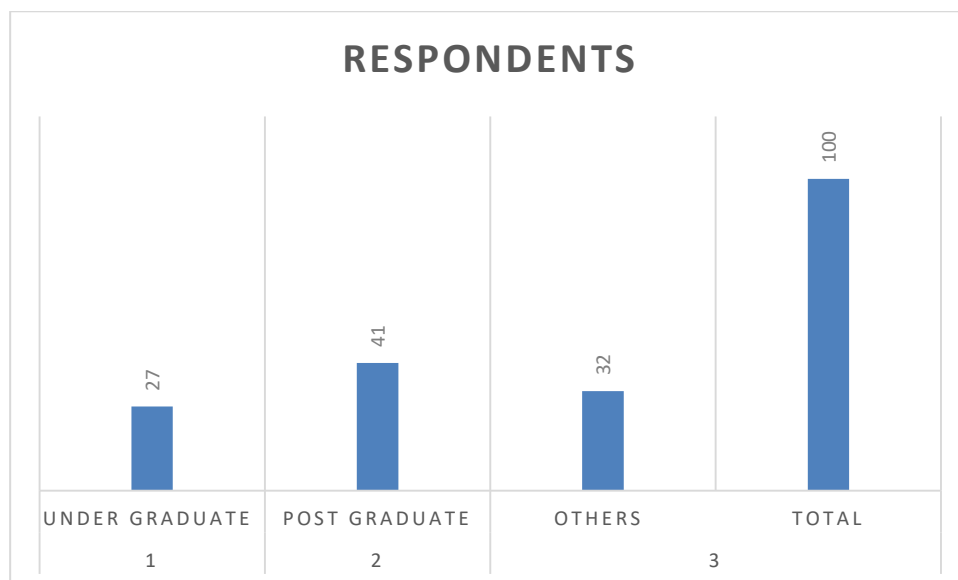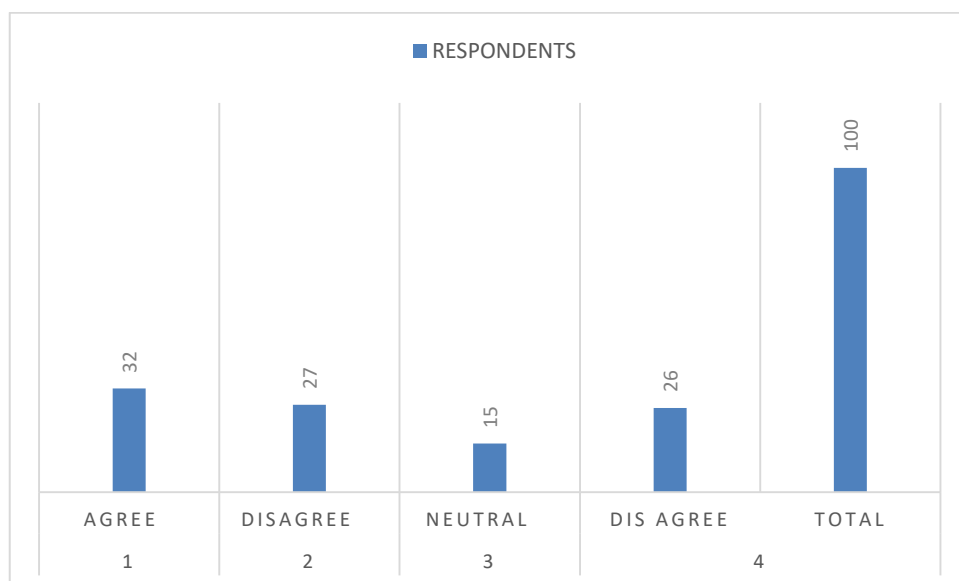
INTERPRETATION:

The above graph shows its represents   32% you aware of the method social media verification scientific process.

Do you think the Employee dissatisfaction in the organization is due to scientific recruitment process?

s.no	Employees dissatisfaction	RESPONDENTS	PERCENTAGES(%)
1	Agree	29	29
2	Disagree	14	14
3	Neutral	21	21
4	Strongly agree	17	17
5	Strongly Disagree	19	19
	TOTAL	100	100
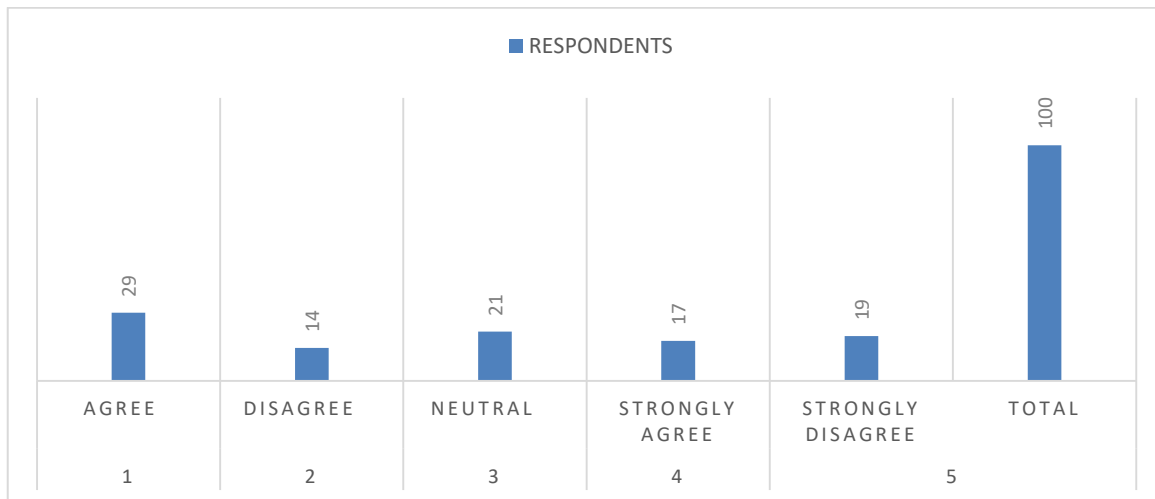
INTERPRETATION:

The above graph shows its represents 29% agree Employee dissatisfaction in the organization is due to scientific recruitment process.

CONCLUSION

The main purpose of the study was to analyze the effective screening techniques in consulting firms. Though we find enormous study based on recruitment screening, there is need for similar type of research to be conducted at regular intervals to know the changing needs and know about their effectiveness to improve the screening process. From the above discussion it is found that the consultancies are still following the traditional screening techniques. The consultant recruiters use marketing techniques and networking to attract client companies and young talents. The applicants true phase and skills level are really tricky, but definitely ways to bring them out. So consultants need to make effort on snapping them and bring them out of comfort zones, which may give way a drastic improvement in whole recruitment. So that the companies get the right person and a candidate placed at right job.

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