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A STUDY ON RECRUITMENT PROCESS AT DIFFERENT CONSULTANCY COMPANIES.

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ABSTRACT

The process of finding and hiring the best-qualified candidate for a job opening, in a timely and cost effective manner is called recruitment. The companies which provide employment to the candidates are called consultancy. Consultancy companies are the bridge between the candidate and recruiter. We wanted to know whether different consultancy companies do the work in a same manner or not and to know employees views regarding recruitment process followed by their company we have conducted survey of 50 employees of different consultancy companies. According to them satisfaction of candidate towards recruitment process, comfort of employees, limitations, accessibility of candidate and detail information of candidate are important factors to do proper recruitment.

KEYWORDS: Recruitment, consultancy, candidate, recruiter.

INTRODUCTION

Recruitment of candidates is the function preceding the selection, which helps create a pool of prospective employees for the organization so that the management can select the right candidate for the right job from this pool. E- recruitment is Using electronic resources, typically the internet but also HR software, to guide or assist the hiring process in order to reduce the administrative and financial burden of recruitment and gain access to a wider pool of talent. Syamala Devi Bhoganadam (2014) stated that recruitment has a great impact on working of the company as a fresh blood; new idea enters in the company.

Dr. Ankita Jain(January 2014) stated that Electronic Recruitment has made the job much easier for both the companies and the job seekers. E-Recruitment is an easiest and convincing way to hire people from any part of the world and promotes opportunity, it benefits the company to be recognized globally. Joy O. Ekwoaba(March 2015) in his study suggests that in designing and instituting recruitment and selection criteria quality should not be compromised. Song Wei (December 2014) stated that the organizational politics influence over the effectiveness of fair recruitment and selection.

RESEARCH METHODOLOGY

The objective of our research was to know the view point of employees at different consultancy about the recruitment process and to know about the main factors that are affecting the recruitment process of the company. To understand demographic factor effect the view point of the employee or not. Using non probability convenience sampling we had contacted 50 employees of different consultancy companies. Using structured questionnaire we had collected data. Following were the objectives of the study.

1. To study the recruitment process of banking and financial companies at different consultancy companies.
2. To know whether the demographic factor affect the view point.
3. Draw backs to recruitment companies due to E-recruitment policy of Banks and financial service company.

DATA ANALYSIS AND INTERPRETATION

Objective 1: Recruitment process at different consultancy companies

The study suggests that there is no major change in the recruitment process by different companies. Almost all the companies follow the following recruitment procedure.

1) Planning

There are basically two clients – Existing & New. For existing clients the criteria and requirements are known to the recruiters. On basis of the requirement they plan their daily work out and try to reach the requirements of the clients. For new clients the planning process starts with the study of company, their products, requirements and needs.

2) Research

After the planning stage, the main phase in recruitment is research. Before approaching any candidate the recruiter must be aware of the needs and requirements of the client. This is again a part of mandatory activity as research for any recruiter is must. The recruiter must

know the product line of the company, the functioning, their covered areas, & history of the company.

3) Job role / need

The recruiter need to analyse the job role and job need. Whenever they are searching the candidate for a particular position, they first have to keep in mind the requirements for the particular positions and the job description of that position. So the recruiter should know and note all the qualities and qualifications needed.

4) Candidate Search

After the job role is done, the candidate search takes place. The candidate search starts by the recruiter as per the required needs of client. On the basis of job profile the best fitted candidate is searched. For recruiting the candidate there are certain sources being used like naukri.com, monster.com, shine, times etc. The candidates who are interested their CV and other information are forwarded to the team leader. The CV is scrutinized by them and then further passed to client.

5) CV short listing

After the CV is forwarded to the client, they screen out the CV as per the requirement of the vacant position in the company. They verify the qualities and qualification of the candidate. And if it is find suitable for the company the interview is been schedule.

6) Interview

The candidate whose CV is been shortlisted by the client, their interview is been schedule by the recruiters. There are different medium of taking interviews. In each and every organization the procedure for interview is different. In some companies they arrange more than 1 round of interviews while in some companies there finalised the candidate only in 1 round of interview.

7) Final short listing

After the interview of candidate is completed and if the client selects the candidate then a procedure is to be followed. There are different criteria's of different company for finalising a candidate and closing the deal.

8) Joining

The candidate agrees with the term and condition of the company then the joining date is been offered to the candidate.

Objective 2. To know the view point on recruitment process we have used factor analysis

For doing the analysis we have used KMO Bartlett's test. And result suggests that factor analysis can be applied on collected data.

Table 1: List of Variables.

VARIABLE NO.	VARIABLES
V-1	Advance study
V-2	Location
V-3	Portal limitations
V-4	Follow up
V-5	Maximum candidate
V-6	Comfortable with process
V-7	Appropriate medium
V-8	Updated profiles
V-9	Good response
V-10	Satisfied recruitment process
V-11	Responsive candidate
V-12	Pass reference

Table 2: Final Factors Extracted.

Factor-1	Factor-2	Factor-3	Factor-4	Factor-5
V-9	V-4	V-2	V-5	V-1
V-10	V-6	V-3		V-8
V-11	V-7			
V-12				

After doing the factor analysis we have got following five factors.

1. **Satisfaction of candidate towards the recruitment process:** If the candidates are satisfied with the process of recruitment that Consultancy Company is following then their response will be great towards the company. Then they will follow the whole procedure properly and timely. Also the candidate will stay in touch and will provide company with reference.

2. **Comfort of candidate**: The candidates must be comfortable with the medium the recruiter is using. If they are comfortable then the whole process of recruitment will go smoothly.

3. **Limitations:** There are certain limitation of the recruitment process that is been used by consultancy companies. The main limitations are the passive candidates on the portals; time limit and the candidate for all the location are not always easily available.

4. **Accessibility of candidate:** Accessibility of candidate is very important. This factor focuses on whether the candidates are easily available by the portal that is been used in the recruitment process by the consultancy company or not.

5. **Advanced survey (detail information):** Whenever recruitment is to be done it is very much necessary that one should have knowledge about the company for which they are recruiting and the need of the client.

Objective 3: To know whether the demographic profile wise the view point of the recruiters are different related to the recruitment process or not.

Ho: Demographic profile and view point regarding recruitment process are independent to each other.

H1: Demographic profile and view point regarding recruitment process are not independent to each other.

There are three demographic factors that are considered by us here. They are.

1) AGE

2) EXPERIENCE

3) GENDER

By applying the chi-square test on this factors in context of the view point of the employee we got the following probabilities.

Variable 1= view point

Variable 2 = demographic factors

Table 3: Chi-Square.

Variable 1	Variable 2	Significant values (probability)
View point	Age	0.978
View point	Experience	0.360
View point	Gender	0.654

From chi square test we conclude that the view point of employees towards the recruitment process of company and their demographic profile are independent.

Means there is no relation of the view point of employee with their gender, experience and age.

CONCLUSION

Recruitment process is almost same for all the consultancy companies. There is no impact of demographic variables on employees view point towards recruitment. E Recruitment is always a disadvantage for the consultants.

According to employees of the consultancy companies few factors are very important for recruitment process like satisfaction of candidate towards recruitment process, comfort of employees, limitations, accessibility of candidate and detail information of candidate.

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