



A study on Evaluating the Effectiveness of Recruitment and Selection processes special reference to Vishay Precision Groups, Chennai

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ABSTRACT

Sensors are electronic devices that detect and measure physical, chemical, and biological characteristics of the environment and convert them into electrical signals. They play a crucial role in the development of new technologies and applications, providing the necessary tools to measure and monitor various physical, chemical, and biological characteristics of the environment.

There are many different types of sensors, each with unique performance characteristics and applications. Some common types of sensors include temperature sensors, pressure sensors, motion sensors, light sensors, proximity sensors, chemical sensors, biometric sensors, gas sensors, and many others.

The sensor industry is a rapidly growing market, driven by the increasing demand for smart devices and the Internet of Things (IoT) applications. The global sensor market is expected to reach \$123.8 billion by 2027, growing at a CAGR of 8.5% during the forecast period 2020-2027.

The major players in the sensor industry include Honeywell International Inc., Texas Instruments Incorporated, Robert Bosch GmbH, Siemens AG, and ABB Ltd. These companies invest heavily in R&D to develop new sensor technologies and applications.

CHAPTER 1

1.1 INTRODUCTION

Sensor manufacturing is the process of designing, developing, and producing sensors for various applications. Sensors are electronic devices that detect and measure physical, chemical, and biological characteristics of the environment and convert them into electrical signals. These signals are then processed and analysed to provide useful information for various applications.

The sensor manufacturing process typically involves several steps, including design, prototyping, testing, and mass production. The design phase involves the development of a sensor concept and the selection of appropriate materials and technologies. The prototyping phase involves the fabrication of a small number of sensors for testing and evaluation. The testing phase involves the evaluation of sensor performance in various environmental conditions and the optimization of sensor design. The mass production phase involves the manufacture of large quantities of sensors using automated assembly processes.

There are many different types of sensors, each with unique performance characteristics and applications. Some common types of sensors include temperature sensors, pressure sensors, motion sensors, light sensors, proximity sensors, chemical sensors, biometric sensors, gas sensors, and many others.

The sensor manufacturing industry is a rapidly growing market, driven by the increasing demand for smart devices and the Internet of Things (IOT) applications. The global sensor market is expected to reach \$123.8 billion by 2027, growing at a CAGR of 8.5% during the forecast period 2020-2027. The major players in the industry include Honeywell International Inc., Texas Instruments Incorporated, Robert Bosch GmbH, Siemens AG, and ABB Ltd.

Overall, the sensor manufacturing industry plays a crucial role in the development of new technologies and applications, providing the necessary tools to measure and monitor various physical, chemical and biological characteristics of the environment.

1.2 INDUSTRY PROFILE

The **Sensing Technologies** industry encompasses a wide range of technologies that are used to detect and measure physical, chemical, and biological characteristics of the environment. Some of the key sub-segments within the sensing technologies industry include Temperature sensors, Pressure sensors, Motion sensors, Light sensors, Proximity sensors, Chemical sensors, Biometric sensors, Gas sensors.

The **Specialized Sensors** industry is a sub-segment of the larger sensing technologies industry and includes sensors that are designed for specific applications or industries. Some examples of specialized sensors include medical sensors, Industrial sensors, Environmental sensor, Agriculture sensors, Smart city sensor, Automotive sensors, Aerospace sensors, Marine sensors.

The **Weighing Solutions** industry encompasses a wide range of technologies and products that are used to measure the weight of various materials and objects. Some of the key sub-segments within the weighing solutions industry include Industrial scales, Laboratory scales, Retail scales, Portable scales, Weighting instrument, Weighting software.

The **Measurement Systems** industry encompasses a wide range of technologies and products that are used to measure various physical and chemical properties of materials and objects. Some of the key sub-segments within the measurement systems industry include Dimensional measurement system, Force measurement system, temperature measurement system, Flow measurement system, Level measurement system, Weight measurement system, other measurement system.

1.3 COMPANY PROFILE



Vishay Precision Group, Inc. (VPG) is a global designer, manufacturer, and marketer of precision sensors and sensor-based measurement systems. The company was founded in 1962 and is headquartered in Malvern, Pennsylvania, USA. VPG operates through two business segments: Foil Technology Products and Force Sensors.

The Foil Technology Products segment designs, manufactures, and markets precision resistive foil devices, including foil resistors, current sensing resistors, and strain gages. These products are used in a wide range of applications such as precision measurement, industrial process control, and aerospace and defence.

The Force Sensors segment designs, manufactures, and markets sensors that measure force, weight, and pressure. These products are used in a wide range of applications such as industrial process control, material handling, and transportation.

VPG's products are used in a variety of industries including aerospace and defence, medical, industrial, and automotive. The company has a global presence, with manufacturing facilities and sales offices in

North America, Europe, and Asia. Vishay Precision Group is a well-established player in the industry, with a strong reputation for quality and reliability.

The company has a wide range of products and solutions that are used in a variety of industries and applications. The company focuses on R&D and innovation and has a strong patent portfolio.

VPG is committed to sustainability and has implemented a number of initiatives to reduce its environmental footprint. The company has implemented energy-efficient practices in its manufacturing facilities, and also utilizes recycled materials in its products.

Vishay Precision Group's financial performance has been stable over the years. The company has reported consistent revenues and profits. The company's revenues have been consistently growing over the years, and the company has been able to maintain its profitability.

Overall, Vishay Precision Group is a well-established company in the industry, with a strong reputation for quality and reliability. The company has a wide range of products and solutions that are used in a variety of industries and applications. The company has a strong focus on R&D and innovation and is committed to sustainability.

1.4 NEED FOR THE STUDY

- ❖ The need for a study evaluating the effectiveness of recruitment and selection processes and making recommendations for improvement stems from the fact that these processes are crucial for organizations. A study is needed to ensure that these processes are efficient, cost-effective, and aligned with the organization's goals. Evaluating the effectiveness can help identify areas for improvement and ensure legal compliance in recruitment practice
- ❖ To measure the effectiveness of the current recruitment and selection processes by analysing data on time-to-hire, cost-per-hire, and new employee retention rates.

1.5 STATEMENT OF THE PROBLEM

The process of hiring and choosing personnel is crucial for businesses looking to draw in and keep bright people. However, there is a broad range in the efficacy of recruiting and selection procedures, which may have unfavourable effects on organisational culture and result in issues like high turnover and low productivity. To increase the quality of the workforce and realise strategic business objectives, it is crucial to assess the efficacy of the recruiting and selection procedures and offer suggestions for improvement.

1.6 OBJECTIVES OF THE STUDY

PRIMARY OBJECTIVE:-

- ❖ To identify and understand the current recruitment and selection process used by the organization.

SECONDARY OBJECTIVE:-

- ❖ To Identify areas of the recruitment and selection process that are not working effectively and that could be improved.
- ❖ To present findings and recommendation to the management team in order to improve the overall effectiveness of the recruitment and selection process.
- ❖ To reduce cost of the recruitment and increase the efficiency of the process.

1.7 SCOPE OF THE STUDY

- ❖ The study would focus on evaluating the recruitment and selection processes of a specific organization, and making recommendations for how to improve them.
- ❖ The study would focus on evaluating recruitment and selection processes within a specific industry.
- ❖ The study would focus on evaluating recruitment and selection processes for a specific role or level within an organization
- ❖ The study would focus on evaluating recruitment and selection processes within a specific geographic location

1.8 LIMITATIONS OF THE STUDY

The study may face limitations such as a small sample size, potential biases in participant responses, and limited access to data. The study will attempt to mitigate these limitations by using appropriate research methods and tools and ensuring the validity and reliability of the study findings.

1.9 CHAPTER FRAMEWORK

CHAPTER 1: INTRODUCTION

This chapter consists of Industry profile, company profile, Need for the study, Statement of the problem, Objective for the study, Scope of the study and Limitation of the study of Vishay precisions groups

CHAPTER 2: REVIEW OF LITERATURE

This chapter consists of research paper of authors who had been conducted the research study on effective recruitment and selection process.

CHAPTER 3: RESEARCH METHODOLOGY

This chapter consists of research design, methods of data collection, sample size, sample method, period of the study, statistical tools and hypothesis of the study.

CHAPTER 4: DATA ANALYSIS AND INTERPRETATION

This chapter consists of analyses of data which is collected through questionnaire and chisquare is used as a tool to analyses the study.

CHAPTER 5: FINDINGS, SUGGESTIONS AND CONCLUSION

This chapter consists of findings , suggestions and conclusion for the study.

CHAPTER 2

2.1 REVIEW OF LITERATURE

INTRODUCTION

Processes for recruiting and selecting employees are important parts of human resource management that are important in defining the calibre of a workforce in a business. The success of these procedures has received a lot of attention from academics and practitioners over the years, as well as suggestions on how to make them better. 25 research that study various facets of hiring and selection procedures were completed between 2004, and 2019, and are summarised in this review of the literature. The research includes a wide variety of subjects, such as how assessment centres and social media affect recruiting and selection procedures, as well as the effects of diversity and inclusion, employer branding, technology, different cultures, and social media. The objective of this study is to summarise the results of these research and offer suggestions for how businesses might improve their hiring and selecting procedures.

LIST OF REVIEWS

- ❖ "Recruitment and Selection in the Public Service: A Study of the Perceptions of Public Servants" by Ifeyinwa N. Agwu and Isaac K. Nyong (2017) - This study investigated the perceptions of public servants in Nigeria regarding the recruitment and selection processes in the public service sector. The findings showed that the recruitment and selection processes were seen as being transparent and fair, but also noted areas for improvement such as a need for better job matching and employee training.
- ❖ "Recruitment and Selection Practices in the UAE Public Sector" by Nashwa Al Ruwaini (2012) - This study analysed the recruitment and selection practices in the public sector in the United Arab Emirates. The findings showed that the selection processes were considered to be objective and transparent, but also identified areas for improvement such as a lack of job matching and a need for better employee training.

- ❖ "Evaluating the Effectiveness of Recruitment and Selection Processes in Small and Medium Enterprises" by K.R. Wood, A.R. Sims and B.L. Dowling (2005) - This study evaluated the effectiveness of recruitment and selection processes in small and medium-sized enterprises (SMEs) in Australia. The findings showed that SMEs faced challenges in attracting and selecting qualified candidates, but also found that effective recruitment and selection processes could improve organizational performance.
- ❖ "An Examination of Recruitment and Selection Processes in Multinational Companies" by S.L. Toh and A.K. Loi (2009) - This study analysed recruitment and selection processes in multinational companies. The findings showed that multinational companies faced challenges in attracting and selecting the right candidates due to cultural and language differences, but also found that effective recruitment and selection processes were key to improving organizational performance.
- ❖ "The Impact of Recruitment and Selection Practices on Organizational Performance" by Oluwaseyi J. Akingbesote and Taiwo O. Adeyemo (2017) - This study investigated the impact of recruitment and selection practices on organizational performance in Nigeria. The findings showed that effective recruitment and selection processes can lead to improved employee performance and overall organizational performance.
- ❖ "A Study on the Effectiveness of Recruitment and Selection Process in Private Sector Organizations" by A. Murali and P. Sridhar (2010) - This study examined the effectiveness of recruitment and selection processes in private sector organizations in India. The findings showed that effective recruitment and selection processes are crucial for hiring the right employees and improving organizational performance.
- ❖ "The Impact of Recruitment and Selection Process on Employee Performance: An Empirical Study" by P.V. Narayanan and R.J. Chaudhary (2017) - This study investigated the impact of recruitment and selection processes on employee performance in the Indian banking sector. The findings showed that effective recruitment and selection processes lead to higher employee job satisfaction, engagement, and performance.
- ❖ "Evaluating the Effectiveness of Recruitment and Selection Processes in Higher Education Institutions" by K.A. Barnes, T.A. Bass and A.G. Hershberger (2006) - This study evaluated the recruitment and selection processes used by higher education institutions in the United States. The findings showed that effective recruitment and selection processes are critical for attracting and selecting qualified faculty and staff, and for improving organizational performance.
- ❖ "The Role of Recruitment and Selection Processes in Talent Management" by R.S. Jain and D. Kumar (2010) - This study examined the role of recruitment and selection processes in talent management in Indian organizations. The findings showed that effective recruitment and selection processes are key components of talent management strategies and can improve employee retention and organizational performance.

- ❖ "Recruitment and Selection Processes in Non-profit Organizations: A Study of Best Practices" by M.L. Williams and M.J. Donohue (2018) - This study examined the recruitment and selection processes used by non-profit organizations in the United States. The findings showed that effective recruitment and selection processes can help non-profit organizations attract and retain high-quality employees and improve organizational performance.
- ❖ "Recruitment and Selection Practices in the Hospitality Industry: A Case Study Approach" by M.A. Tazim and M.A. Islam (2014) - This study examined recruitment and selection practices in the hospitality industry in Bangladesh. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, reduce turnover, and improve organizational performance.
- ❖ "The Impact of Recruitment and Selection on Employee Turnover in the Retail Industry" by C. Wang, W. Sun and Y. Chen (2017) - This study investigated the impact of recruitment and selection processes on employee turnover in the retail industry in China. The findings showed that effective recruitment and selection processes can help reduce employee turnover and improve organizational performance.
- ❖ "Evaluating the Effectiveness of Recruitment and Selection Processes in Health Care Organizations" by M.S. Lee and J.A. Alexander (1999) - This study evaluated the recruitment and selection processes used by health care organizations in the United States. The findings showed that effective recruitment and selection processes can help organizations attract and retain qualified health care professionals and improve organizational performance.
- ❖ "Recruitment and Selection Practices in the Information Technology Industry: A Comparative Study" by S. Sanyal and S. Ganguly (2011) - This study compared recruitment and selection practices in the information technology industry in India and the United States. The findings showed that effective recruitment and selection processes are critical for hiring qualified employees and improving organizational performance.
- ❖ "The Effectiveness of Recruitment and Selection Processes in the Oil and Gas Industry: A Case Study Approach" by O.T. Adeyemi and O.O. Adeyinka (2017) - This study examined the effectiveness of recruitment and selection processes in the oil and gas industry in Nigeria. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, reduce turnover, and improve organizational performance.
- ❖ "The Impact of Recruitment and Selection Processes on Diversity and Inclusion in Organizations" by S.L. Chatman and S.E. O'Reilly (2004) - This study investigated the impact of recruitment and selection processes on diversity and inclusion in organizations. The findings showed that effective recruitment and selection processes can help organizations attract and select a diverse workforce and improve organizational performance through increased innovation and creativity.

- ❖ "The Role of Recruitment and Selection Processes in Employer Branding" by N.K. Bhatt and D. Dangwal (2013) - This study examined the role of recruitment and selection processes in employer branding in Indian organizations. The findings showed that effective recruitment and selection processes can help organizations create a positive employer brand and attract high-quality candidates.
- ❖ "Recruitment and Selection Practices in Small and Medium-sized Enterprises: A Comparative Study" by A. Farooq and T. Ahmad (2015) - This study compared recruitment and selection practices in small and medium-sized enterprises in Pakistan and the United Kingdom. The findings showed that effective recruitment and selection processes can help SMEs attract and retain qualified employees and improve organizational performance.
- ❖ "The Impact of Social Media on Recruitment and Selection Processes" by S. Muqaddam and S. Nasir (2018) - This study investigated the impact of social media on recruitment and selection processes in Pakistani organizations. The findings showed that social media can be an effective tool for recruitment and selection, but organizations need to be aware of the potential biases and risks involved.
- ❖ "The Effectiveness of Gamification in Recruitment and Selection Processes" by S. Ghai and S. Agarwal (2017) - This study examined the effectiveness of gamification in recruitment and selection processes in Indian organizations. The findings showed that gamification can be an effective tool for attracting and engaging candidates and improving the quality of hires.
- ❖ "The Role of Technology in Recruitment and Selection Processes" by A.M. Ahmad and S. Tayyab (2019) - This study explored the role of technology in recruitment and selection processes in Pakistani organizations. The findings showed that technology can help streamline recruitment and selection processes, reduce bias, and improve the efficiency and effectiveness of the hiring process.
- ❖ "The Impact of Cultural Differences on Recruitment and Selection Processes in Multinational Corporations" by Y. Zhang and L. Chen (2018) - This study investigated the impact of cultural differences on recruitment and selection processes in multinational corporations. The findings showed that effective recruitment and selection processes need to take into account cultural differences in order to attract and retain qualified employees in different regions of the world.
- ❖ "Recruitment and Selection Practices in the Construction Industry: A Case Study Approach" by A.M. Osipova and V.V. Ivanov (2016) - This study examined recruitment and selection practices in the construction industry in Russia. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, reduce turnover, and improve organizational performance.

- ❖ "The Effectiveness of Assessment Centers in Recruitment and Selection Processes" by S. Khatri and A. Gupta (2019) - This study evaluated the effectiveness of assessment centres in recruitment and selection processes in Indian organizations. The findings showed that assessment centres can be an effective tool for identifying high-quality candidates and improving the quality of hires.
- ❖ "The Impact of Employer Branding on Recruitment and Selection Processes" by R. Mushtaq and M. Ahmed (2018) - This study investigated the impact of employer branding on recruitment and selection processes in Pakistani organizations. The findings showed that a strong employer brand can help attract high-quality candidates and improve the effectiveness of recruitment and selection processes.
- ❖ "The Role of Emotional Intelligence in Recruitment and Selection Processes" by R. Singh and V. Singh (2017) - This study examined the role of emotional intelligence in recruitment and selection processes in Indian organizations. The findings showed that emotional intelligence can be an important predictor of job performance, and should be considered in recruitment and selection processes.
- ❖ "The Impact of Age Diversity on Recruitment and Selection Processes" by M. Al-Maamari and A. Al-Swidi (2018) - This study investigated the impact of age diversity on recruitment and selection processes in Omani organizations. The findings showed that age diversity can provide a competitive advantage for organizations, but effective recruitment and selection processes need to take into account the different needs and expectations of employees of different ages.
- ❖ "Recruitment and Selection Practices in the Healthcare Industry: A Comparative Study" by A. Arif and M.A. Qaiser (2019) - This study compared recruitment and selection practices in the healthcare industry in Pakistan and Saudi Arabia. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, and improve the quality of patient care.
- ❖ "The Role of Personality Traits in Recruitment and Selection Processes" by S. Kumari and S. Jain (2017) - This study explored the role of personality traits in recruitment and selection processes in Indian organizations. The findings showed that personality traits can be important predictors of job performance, and should be considered in recruitment and selection processes.
- ❖ "The Effectiveness of Job Fairs in Recruitment and Selection Processes" by M. Hassan and Z. Ali (2019) - This study evaluated the effectiveness of job fairs in recruitment and selection processes in Pakistani organizations. The findings showed that job fairs can be an effective tool for attracting and engaging candidates, and improving the quality of hires.
- ❖ "The Impact of Social Media on Recruitment and Selection Processes" by A. Singh and V. Singh (2017) - This study investigated the impact of social media on recruitment and selection processes in Indian organizations. The findings showed that social media can be an effective tool for attracting

and engaging candidates, but also highlighted the need for organizations to be aware of potential biases and privacy concerns.

- ❖ "The Effectiveness of Online Screening Tests in Recruitment and Selection Processes" by N. Kapoor and A. Dhar (2016) - This study evaluated the effectiveness of online screening tests in recruitment and selection processes in Indian organizations. The findings showed that online screening tests can be an effective tool for identifying high-quality candidates and reducing the cost and time associated with recruitment and selection processes.
- ❖ "The Role of Diversity and Inclusion in Recruitment and Selection Processes" by S. Rai and V. Sharma (2019) - This study explored the role of diversity and inclusion in recruitment and selection processes in Indian organizations. The findings showed that promoting diversity and inclusion can improve organizational performance and help attract and retain high-quality employees.
- ❖ "Recruitment and Selection Practices in the Hospitality Industry: A Case Study Approach" by M. Ahmed and R. Mushtaq (2018) - This study examined recruitment and selection practices in the hospitality industry in Pakistan. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, reduce turnover, and improve customer satisfaction.
- ❖ "The Effectiveness of Behavioral Interviews in Recruitment and Selection Processes" by M. Al Mamun and A. Jannat (2017) - This study evaluated the effectiveness of behavioral interviews in recruitment and selection processes in Bangladeshi organizations. The findings showed that behavioral interviews can be an effective tool for identifying high-quality candidates and improving the quality of hires.
- ❖ "The Role of Employer Branding in Recruitment and Selection Processes" by S. Ahmed and A. Zaidi (2019) - This study explored the role of employer branding in recruitment and selection processes in Pakistani organizations. The findings showed that a strong employer brand can help organizations attract and retain high-quality employees, and improve organizational performance.
- ❖ "The Impact of Recruitment and Selection Processes on Employee Engagement" by N. Rashid and N. Naveed (2018) - This study investigated the impact of recruitment and selection processes on employee engagement in Pakistani organizations. The findings showed that effective recruitment and selection processes can improve employee engagement, job satisfaction, and organizational commitment.
- ❖ "The Effectiveness of Assessment Centers in Recruitment and Selection Processes" by S. Alam and S. Yasmin (2017) - This study evaluated the effectiveness of assessment centers in recruitment and selection processes in Bangladeshi organizations. The findings showed that assessment centers can be an effective tool for identifying high-quality candidates, improving the quality of hires, and reducing the risk of bias in recruitment and selection processes.

- ❖ "The Role of Talent Management in Recruitment and Selection Processes" by A. Zaman and S. Javed (2018) - This study examined the role of talent management in recruitment and selection processes in Pakistani organizations. The findings showed that effective talent management can help organizations attract and retain high-quality employees, and improve organizational performance.
- ❖ "Recruitment and Selection Practices in the Information Technology Industry: A Comparative Study" by A. Ali and M. Ali (2019) - This study compared recruitment and selection practices in the information technology industry in Pakistan and India. The findings showed that effective recruitment and selection processes can help the industry attract and retain qualified employees, and improve organizational performance.
- ❖ "The Effect of Recruitment and Selection Processes on Employee Turnover" by H. Tariq and S. Saeed (2017) - This study investigated the effect of recruitment and selection processes on employee turnover in Pakistani organizations. The findings showed that effective recruitment and selection processes can help reduce employee turnover, and improve organizational performance.
- ❖ "The Impact of Technology on Recruitment and Selection Processes" by S. Khan and H. Nasir (2018) - This study explored the impact of technology on recruitment and selection processes in Pakistani organizations. The findings showed that technology can be an effective tool for streamlining recruitment and selection processes, improving the quality of hires, and reducing the cost and time associated with these processes.
- ❖ "The Role of Recruitment and Selection Processes in Employer Branding" by S. Hussain and A. Malik (2019) - This study examined the role of recruitment and selection processes in employer branding in Pakistani organizations. The findings showed that effective recruitment and selection processes can help build a strong employer brand, attract and retain high-quality employees, and improve organizational performance.
- ❖ "The Effectiveness of Referral Programs in Recruitment and Selection Processes" by M. Hussain and A. Haider (2016) - This study evaluated the effectiveness of referral programs in recruitment and selection processes in Pakistani organizations. The findings showed that referral programs can be an effective tool for identifying high-quality candidates, improving the quality of hires, and reducing the cost and time associated with recruitment and selection processes.
- ❖ "The Role of Emotional Intelligence in Recruitment and Selection Processes" by S. Ahmed and A. Bano (2017) - This study explored the role of emotional intelligence in recruitment and selection processes in Pakistani organizations. The findings showed that emotional intelligence can be an important factor in identifying high-quality candidates, improving the quality of hires, and reducing turnover.

CONCLUSION

The research examined in this paper offer convincing proof that efficient hiring and selection procedures may aid businesses in attracting and keeping competent staff, lowering turnover rates, enhancing productivity, and fostering a favourable employer brand. The studies emphasise the significance of taking into account elements like diversity, inclusiveness, cultural variances, and the usage of technology and social media in hiring and selecting procedures. Also, the results imply that assessment centres might be a useful tool for locating top applicants and raising the calibre of recruits. Organizations must have a comprehensive grasp of their recruiting requirements, employ a range of recruitment channels, standardise selection criteria, and regularly monitor and assess their processes if they want to enhance recruitment and selection procedures. The review's conclusions can assist organisations in making.



CHAPTER 3 RESEARCH METHODOLOGY

3.1 METHODOLOGY

The systematic and organized technique of designing, carrying out, analyzing, and summarizing research investigations is referred to as research methodology. In order to gather and analyze data in order to find the answers to research questions or test hypotheses, it requires a set of concepts, methodologies, and procedures. Research methodology aids researchers in choosing the best study designs, sample strategies, data collecting instruments, and data processing methodologies for their specific research goals. The research challenge, the type of research questions, and the availability of resources all influence the methodological chosen. A sound research methodology guarantees that the study is carried out in an ethical, legitimate, accurate, and dependable way and that the results are reliable and believable.

3.2 RESEARCH DESIGN

The study will adopt a descriptive research design, which will involve collecting data from employees and managers at Vishay Precisions Groups to assess the effectiveness of the organization's recruitment and selection processes.

3.3 STRUCTURE OF QUESTIONNAIRE

Basic introduction

In this questionnaire we follow basic and simple way. Hence it is easy for respondents of the questionnaire without delay or confusion. Set of questions prepare in questionnaire constructed on the based questions. In structure of questionnaire used in this project as follows:

PERSONAL DETAILS

This section will collect basic demographic information about the participants, such as age, gender, education level, and job position.

PERCEPTION QUESTIONS

Recruitment Process: This section will focus on the participants' experiences with the recruitment process, including the quality of job postings, the clarity of job descriptions, the effectiveness of the screening process, and the timeliness of feedback.

Selection Process: This section will focus on the participants' experiences with the selection process, including the quality of the interview process, the relevance of the selection criteria, and the timeliness of feedback.

3.4 SOURCE OF DATA

Data collection is the term used to describe a process of preparing and collecting data.

3.4.1 PRIMARY DATA - The present study data have been collected through questionnaire.

3.4.2 SECONDARY DATA - Secondary data has been collected from company websites, journals, books and internet.

3.5 SAMPLE SIZE

A Survey is collected as a questionnaire as size of containing 164 samples through google forms.

3.6 SAMPLING TECHNIQUES

CONVENIENCE SAMPLING METHOD

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.7 PERIOD OF STUDY

The period of time taken to conduct the survey and preparation of the research paper is 3 Month.

3.8 TOOLS FOR ANALYSIS

- Percentage Analysis
- Chi-square test
- Correlation

PERCENTAGE ANALYSIS

Percentage refers to a special kind of ratio in marketing comparison between two or more data to describe Relationships. Percentage can be used to compare the relative terms. The distribution of two or more series of data.

Percentage analysis = (No. of Respondents/ Sample size) *100

CHI-SQUARE TEST

A Chi-square test is a statistical hypothesis test in which the sampling distribution of the test statistic is a chi-square distribution. The formulae used to calculate the chi – square value is

$$\chi_c^2 = \sum \frac{(O_i - E_i)^2}{E_i}$$

χ^2 = Pearson's cumulative test statistic, when asymptotically approaches a χ^2 distribution. O = an Observed Frequency. E = an expected frequency, asserted by the null hypothesis n = the number of cells in the table

CORRELATION

This is one of the statistical tools used to measure the relationship between two or more than two variables. The measure of correlation is coefficient of correlation.

Of the several mathematical methods of measuring correlation, Karl's Pearson method popularly known as Pearson coefficient of correlation, is most widely used in practice. The correlation coefficient is popularly denoted as R.

The correlation coefficient R value should be between -1 to +1. The value is 0 means there is no relationship between the variables.

The values + ve means there is a positive relationship between the variables. The value is – ve means there is a negative relationship between the variables.

Mathematically solved by using this equation

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

3.9 HYPOTHESIS

CHI-SQUARE:

NULL HYPOTHESIS (H_0)- There is no significant difference between age and level of communication

ALTERNATIVE HYPOTHESIS (H_1)- There is significant difference between age and level of communication

CORRELATION:

NULL HYPOTHESIS (H_0)- There is no significant difference between Gender and level of fairness and biasness in the recruitment process

ALTERNATIVE HYPOTHESIS (H_1)- There is significant difference between Gender and level of fairness and biasness in the recruitment process



CHAPTER 4

4.1 DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

4.1.1 TABLE NO 1 SHOWS THE AGE OF THE RESPONDENTS

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	18 - 25 years	68	41.5%
2	25 -35 years	58	35.4%
3	35 - 45 years	26	15.9%
4	45 years and above	12	7.30%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

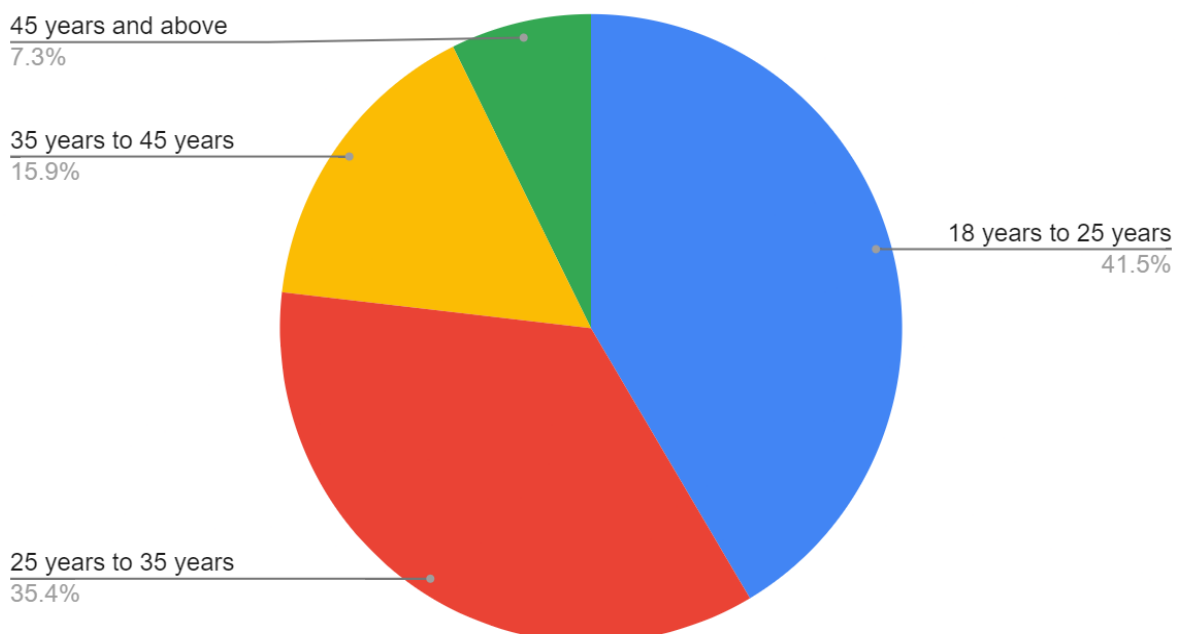
The above table reveals that, 41.5% of the respondents are of age group from 18 years to 25 years, 35.4% of the respondents are of age group from 25 years to 35 years, 15.9% of the respondents are of age group from 35 years to 45 years and 7.3% of the respondents are of age group from 45 years and above.

INFERENCE

41.5% of the respondents of questionnaire belong to the age group of 18 years to 25 years.

4.1.1 CHART NO 1 SHOWS THE AGE OF THE RESPONDENTS

Count of Age



4.1.2 TABLE NO 2 SHOWS THE GENDER OF THE RESPONDENTS

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	MALE	114	69.5%
2	FEMALE	50	30.5%
TOTAL		164	100%

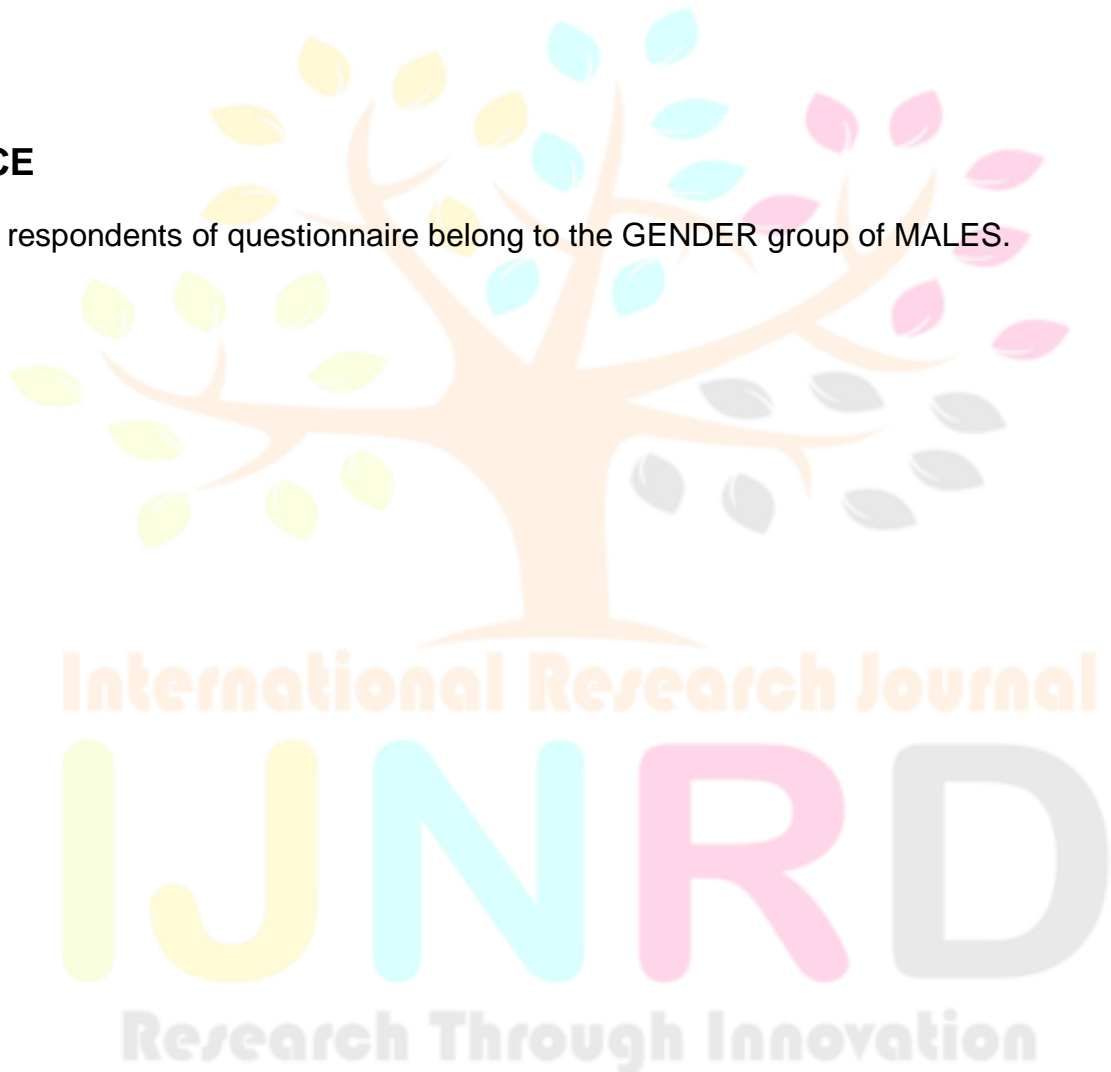
SOURCE: PRIMARY DATA

INTERPRETATION

The above table reveals that, 69.5% of the respondents are MALE, 30.5% of the respondents are FEMALE.

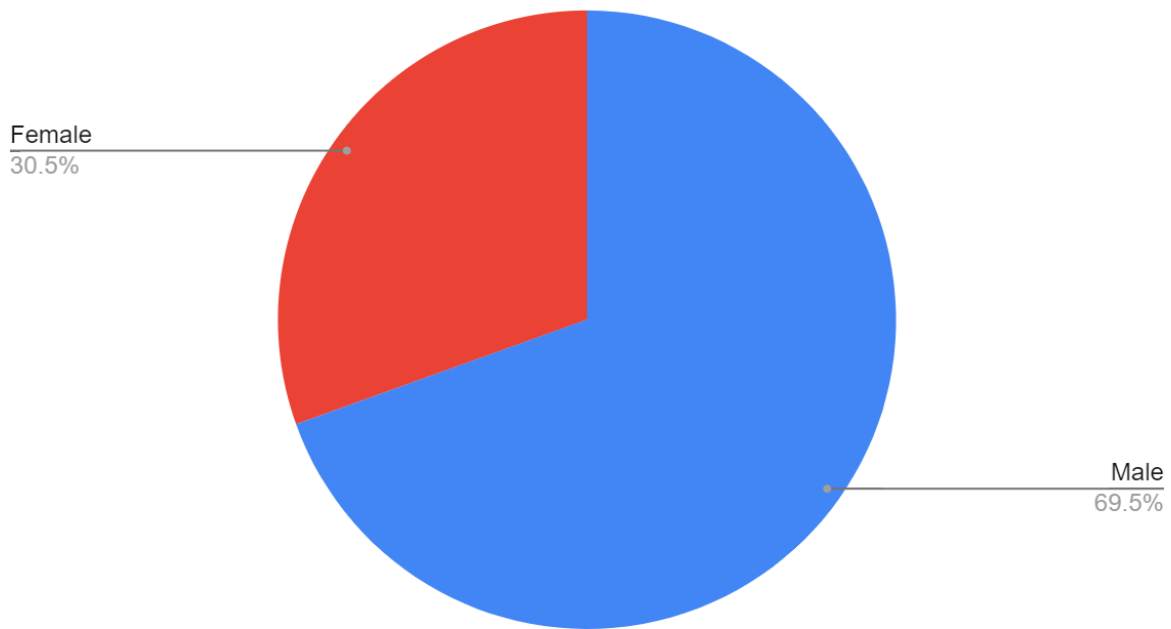
INFERENCE

69.5% of the respondents of questionnaire belong to the GENDER group of MALES.



4.1.2 CHART NO 2 SHOWS THE GENDER OF THE RESPONDENTS

Count of Gender



4.1.3 TABLE NO 3 SHOWS THE MARTIAL STATUS WISE CLASSIFICATION OF THE RESPONDENTS

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	MARRIED	88	53.7%
2	UNMARRIED	76	46.3%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

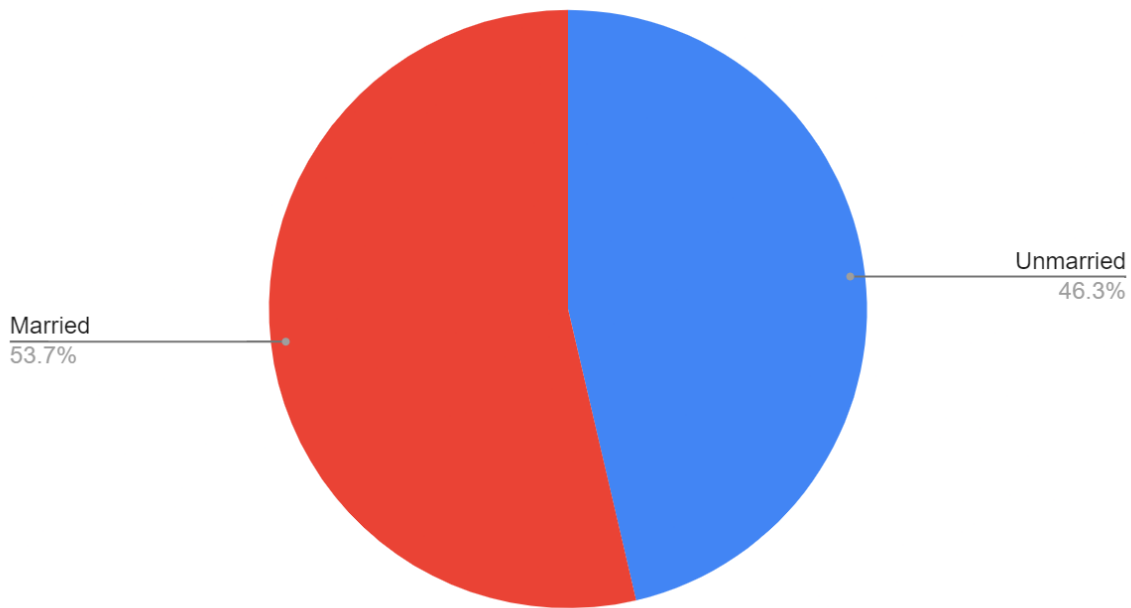
The above table reveals that, 53.7% of the respondents are MARRIED, 46.3% of the respondents are UNMARRIED.

INFERENCE

53.7% of the respondents of questionnaire belong to the MARRIED employees.

4.1.3 CHART NO 3 SHOWS THE MARTIAL STATUS WISE CLASSIFICATION OF THE RESPONDENTS

Count of Marital Status



4.1.4 TABLE NO 4 SHOWS THE HOW DID YOU LEARN ABOUT THE JOB OPENING FOR WHICH YOU APPLIED?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	COMPANY WEBSITE	34	20.7%
2	SOCIAL MEDIA	50	30.5%
3	REFERRAL FROM A CURRENT EMPLOYEE	32	19.5%
4	JOB BOARD	48	29.3%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

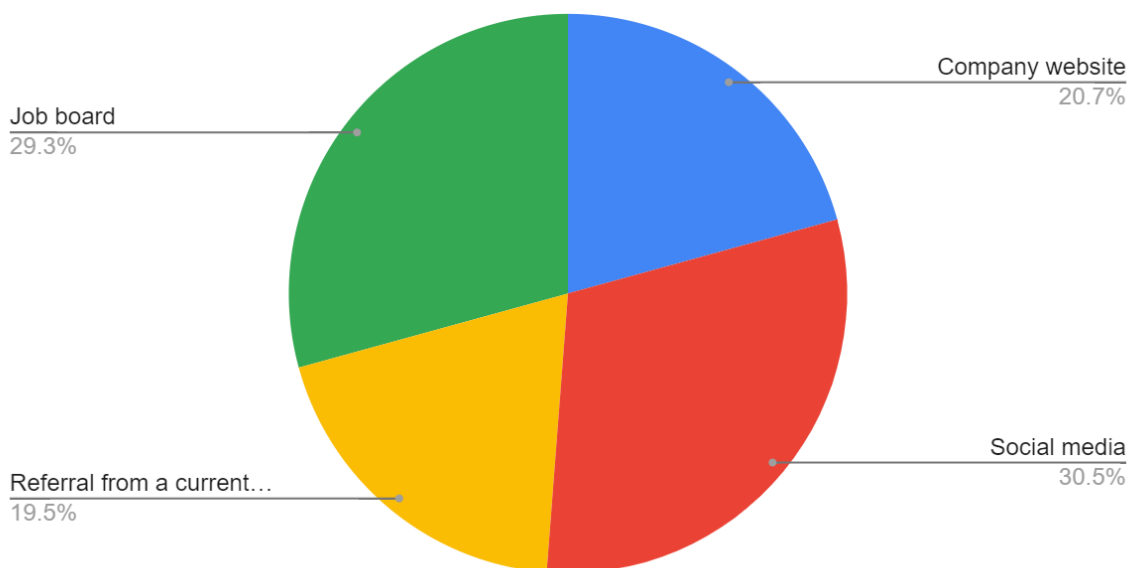
The above table reveals that, 30.5% of the respondents are from SOCIAL MEDIA, 29.3% of the respondents are form JOB BOARD, 20.7% of the respondents are from COMPANY WEBSITE and 19.5% of the respondents are from REFERRAL FROM A CURRENT EMPLOYEE.

INFERENCE

30.5% of the respondents of questionnaire belong to the SOCIAL MEDIA.

4.1.4 CHART NO 4 SHOWS THE HOW DID YOU LEARN ABOUT THE JOB OPENING FOR WHICH YOU APPLIED?

Count of How did you learn about the job opening for which you applied?



4.1.5 TABLE NO 5 SHOWS THE HOW WOULD YOU RATE THE OVERALL QUALITY OF THE JOB POSTING?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	1	8	4.9%
2	2	21	12.8%
3	3	19	11.6%
4	4	36	22%
5	5	80	48.8%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

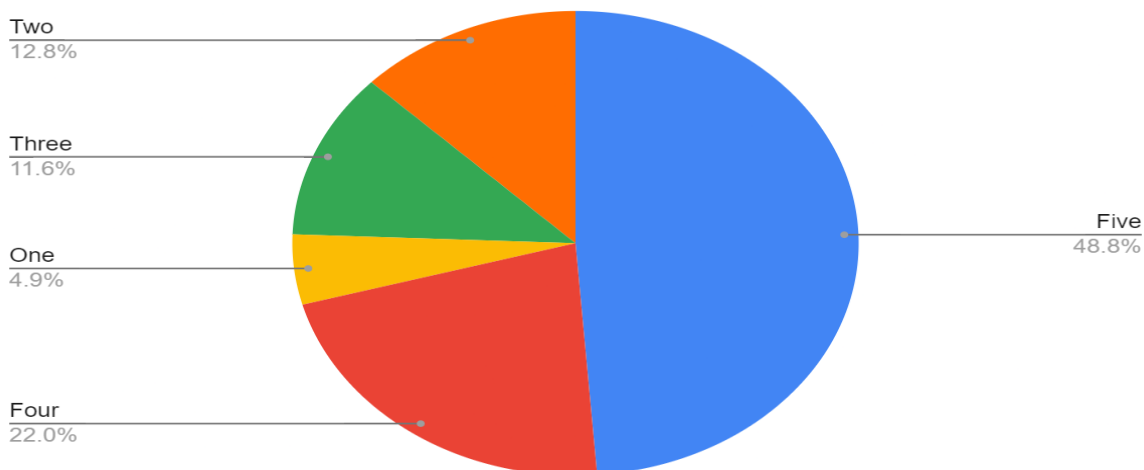
The above table reveals that, 48.8% of the respondents RANKED 5, 22% of the respondents RANKED 4, 11.6% of the respondents RANKED 3, 12.8% of the respondents RANKED 2 and 4.9% of the respondents RANKED 1.

INFERENCE

48.8% of the respondents of questionnaire belong to RANK 5.

4.1.5 CHART NO 5 SHOWS THE HOW WOULD YOU RATE THE OVERALL QUALITY OF THE JOB POSTING?

Count of How would you rate the overall quality of the job posting?



4.1.6 TABLE NO 6 SHOWS THE WERE ALL THE REQUIRED QUALIFICATIONS AND EXPERIENCE CLEARLY STATED IN THE JOB POSTING?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	YES, ALL WERE CLEAR	81	49.4%
2	SOME WERE CLEAR, SOME WERE NOT	57	34.8%
3	NONE WERE CLEAR	26	15.9%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

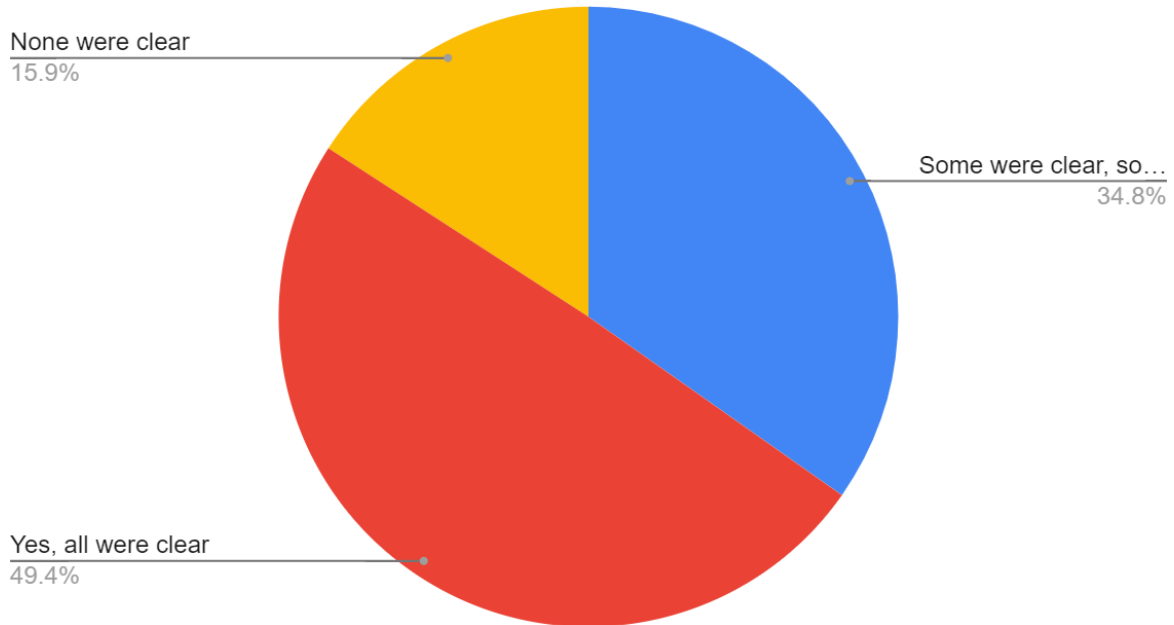
The above table reveals that, 49.4% of the respondents Yes, all were clear, 34.8% of the respondents Some were clear and 15.9% of the respondents None were clear.

INFERENCE

49.4% of the respondents of questionnaire belong to Yes, all were clear.

4.1.6 CHART NO 6 SHOWS THE WERE ALL THE REQUIRED QUALIFICATIONS AND EXPERIENCE CLEARLY STATED IN THE JOB POSTING?

Count



4.1.7 TABLE NO 7 SHOWS THE WHICH OF THE FOLLOWING RECRUITMENT PROCEDURE IS FOLLOWED BY VISHAY PRECISION GROUPS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	CENTRALIZED RECRUITMENT	89	54.3%
2	DECENTRALIZED RECRUITMENT	75	45.7%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

The above table reveals that, 54.3% of the respondents given Centralized Recruitment and 45.7% of the respondents Decentralized Recruitment.

INFERENCE

54.3% of the respondents of questionnaire belong to Centralized Recruitment.

4.1.7 CHART NO 7 SHOWS THE WHICH OF THE FOLLOWING RECRUITMENT PROCEDURE IS FOLLOWED BY VISHAY PRECISION GROUPS?

Count



4.1.8 TABLE NO 8 SHOWS THE WHICH TYPE OF TECHNIQUES USED FOR INTERVIEW?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	STRUCTURE	49	29.9%
2	UNSTRUCTURE	63	38.4%
3	BOTH	52	31.7%
TOTAL		164	100%

SOURCE: PRIMARY DATA

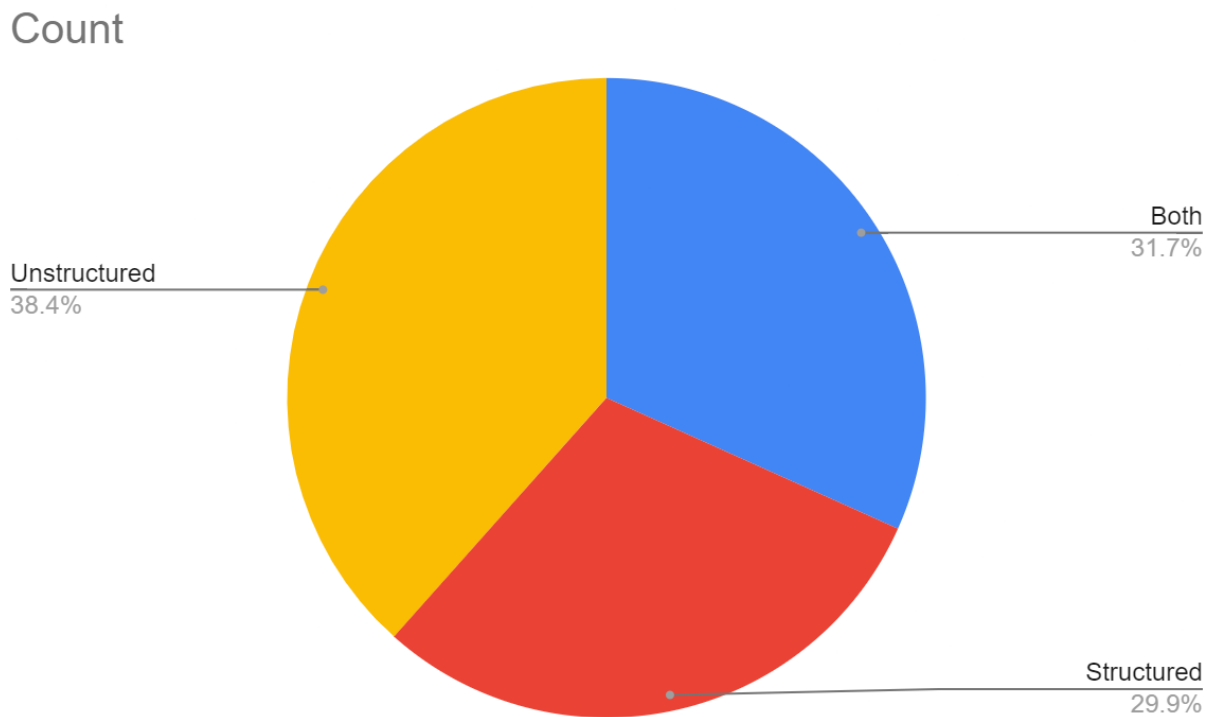
INTERPRETATION

The above table reveals that, 38.4% of the respondents given Unstructured, 31.7% of the respondents given Both and 29.9% of the respondents given Structured.

INFERENCE

38.4% of the respondents of questionnaire belong to Unstructured.

4.1.8 CHART NO 8 SHOWS THE WHICH TYPE OF TECHNIQUES USED FOR INTERVIEW?



4.1.9 TABLE NO 9 SHOWS THE HOW MANY ROUNDS OF INTERVIEWS ARE CONDUCTED BEFORE A CANDIDATE IS OFFERED OFFER LETTER?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	ONE	59	36%
2	TWO	35	21.3%
3	THREE	64	39%
4	MORE THAN THREE	6	3.7%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

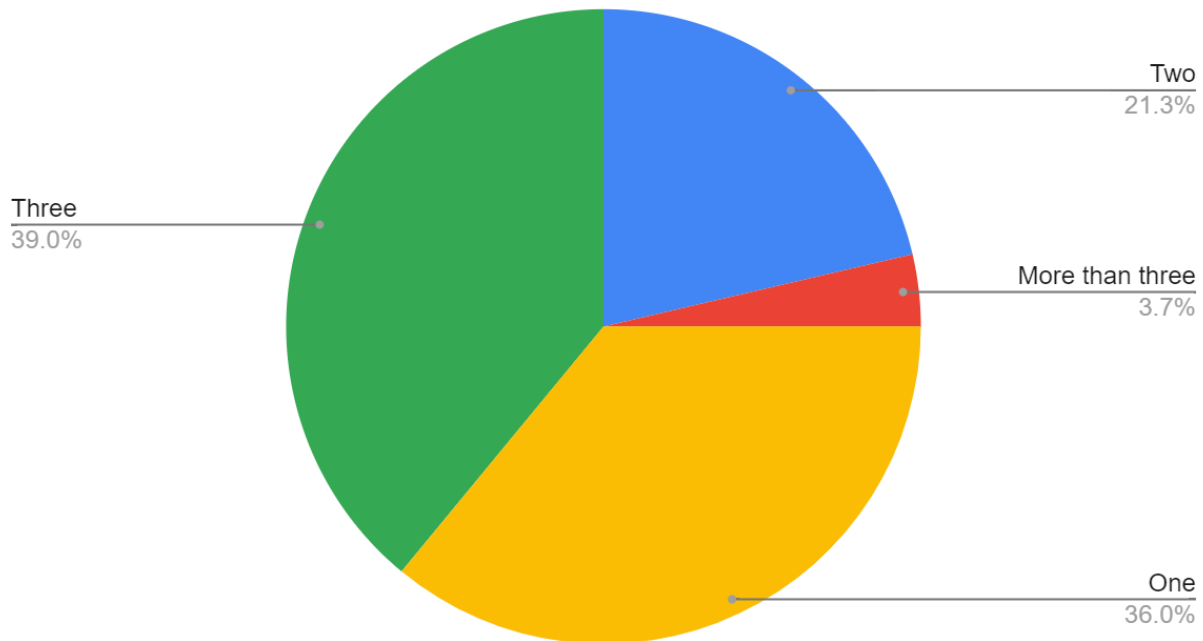
The above table reveals that, 39% of the respondents given Three rounds, 36% of the respondents given One round, 21.3% of the respondents given Two rounds and 3.7% of the respondents given More than three rounds.

INFERENCE

39% of the respondents of questionnaire belong to Three rounds.

4.1.9 CHART NO 9 SHOWS THE HOW MANY ROUNDS OF INTERVIEWS ARE CONDUCTED BEFORE A CANDIDATE IS OFFERED OFFER LETTER?

Count



4.1.10 TABLE NO 10 SHOWS THE WHAT KIND OF EMPLOYEE TESTS IS CONDUCTED IN LOWER LEVEL RECRUITMENT?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	ACHIEVEMENT TEST	55	33.5%
2	APTITUDE TEST	46	28%
3	GRAPHOLOGY TEST	7	4.3%
4	INTELLIGENCE TEST	40	24.4%
5	POLYGRAPH TEST	16	9.8%
TOTAL		164	100%

SOURCE: PRIMARY DATA

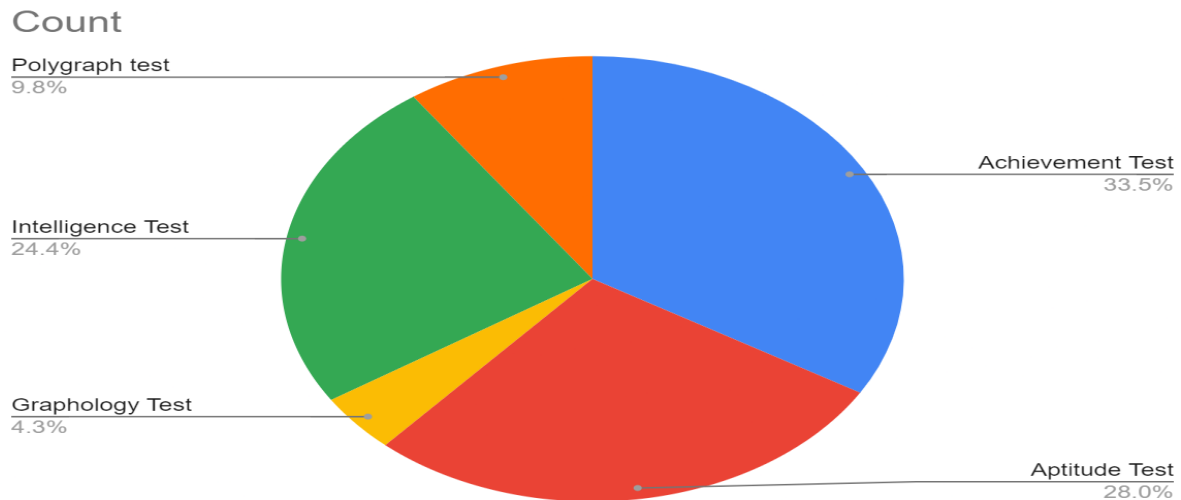
INTERPRETATION

The above table reveals that, 33.5% of the respondents given Achievement test, 28% of the respondents given Aptitude test, 24.4% of the respondents given Intelligence test, 9.8% of the respondents given Polygraph test and 4.3% of the respondents given Graphology test.

INFERENCE

33.5% of the respondents of questionnaire belong to Achievement test.

4.1.10 CHART NO 10 SHOWS THE WHAT KIND OF EMPLOYEE TESTS IS CONDUCTED IN LOWER LEVEL RECRUITMENT?



4.1.11 TABLE NO 11 SHOWS THE WHAT KIND OF EMPLOYEE TEST IS CONDUCTED IN MIDDLE LEVEL RECRUITMENT?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	ACHIEVEMENT TEST	33	20.1%
2	APTITUDE TEST	25	15.2%
3	GRAPHOLOGY TEST	12	7.3%
4	INTELLIGENCE TEST	78	47.6%
5	POLYGRAPH TEST	16	9.8%
TOTAL		164	100%

SOURCE: PRIMARY DATA

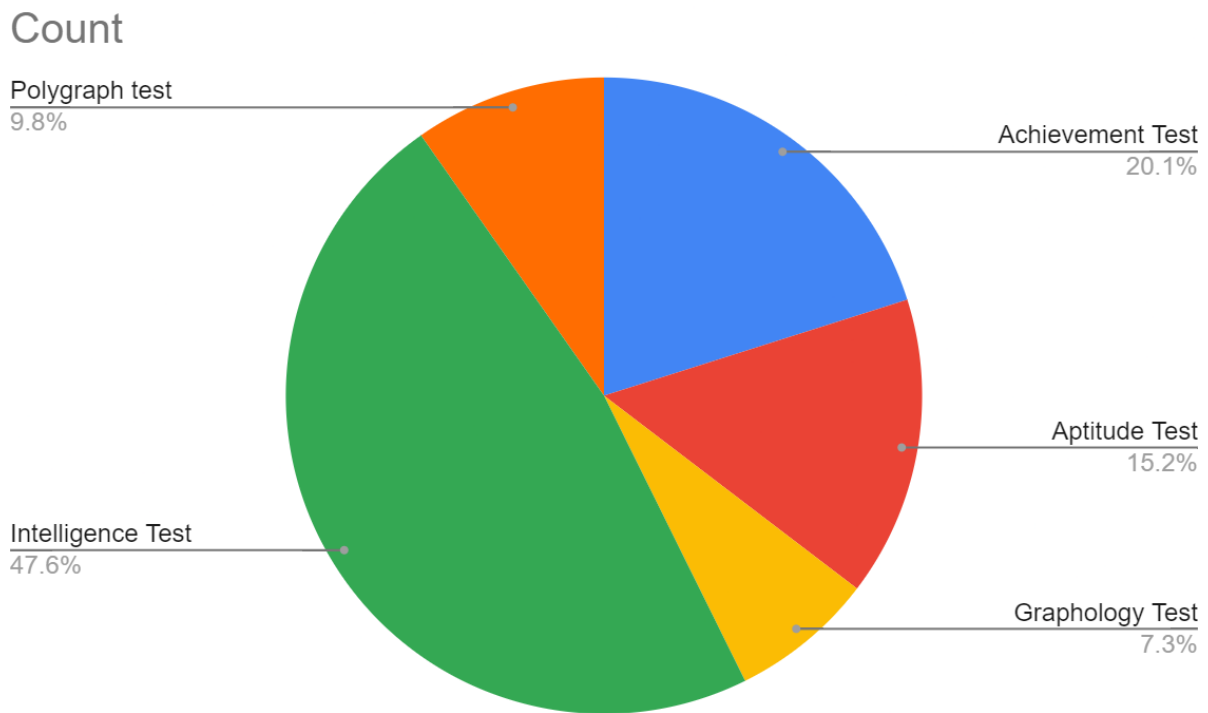
INTERPRETATION

The above table reveals that, 20.1% of the respondents given Achievement test, 15.2% of the respondents given Aptitude test, 47.6% of the respondents given Intelligence test, 9.8% of the respondents given Polygraph test and 7.3% of the respondents given Graphology test.

INFERENCE

47.6% of the respondents of questionnaire belong to Intelligence test.

4.1.11 CHART NO 11 SHOWS THE WHAT KIND OF EMPLOYEE TEST IS CONDUCTED IN MIDDLE LEVEL RECRUITMENT?



4.1.12 TABLE NO 12 SHOWS THE WHAT KIND OF EMPLOYEE TEST IS CONDUCTED IN HIGHER LEVEL RECRUITMENT?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	ACHIEVEMENT TEST	40	24.4%
2	APTITUDE TEST	56	34.1%
3	GRAPHOLOGY TEST	15	9.1%
4	INTELLIGENCE TEST	40	24.4%
5	POLYGRAPH TEST	13	7.9%
TOTAL		164	100%

SOURCE: PRIMARY DATA

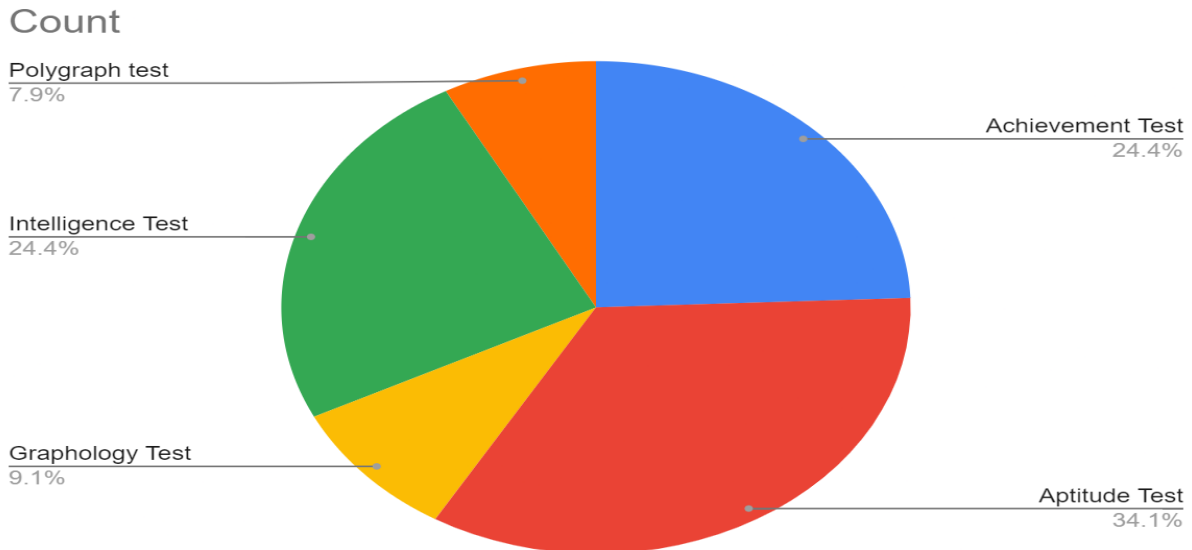
INTERPRETATION

The above table reveals that, 24.4% of the respondents given Achievement test, 34.1% of the respondents given Aptitude test, 24.4% of the respondents given Intelligence test, 7.9% of the respondents given Polygraph test and 9.1% of the respondents given Graphology test.

INFERENCE

34.1% of the respondents of questionnaire belong to Aptitude test.

4.1.12 CHART NO 12 SHOWS THE WHAT KIND OF EMPLOYEE TEST IS CONDUCTED IN HIGHER LEVEL RECRUITMENT?



4.1.13 TABLE NO 13 SHOWS THE WHAT ARE THE TYPES OF INTERVIEWS CONDUCTED IN YOUR COMPANY?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	GROUP INTERVIEW	29	17.7%
2	ONE-ON-ONE INTERVIEW	11	6.7%
3	PANEL INTERVIEW	68	41.5%
4	STRESS INTERVIEW	21	12.8%
5	TELEPHONE INTERVIEW	35	21.3%
TOTAL		164	100%

SOURCE: PRIMARY DATA

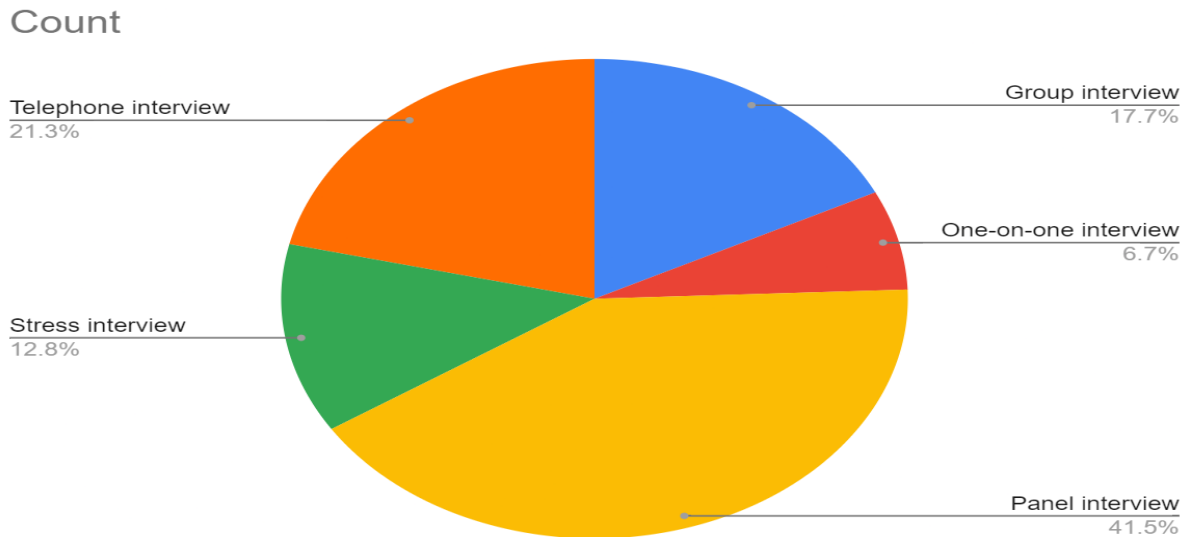
INTERPRETATION

The above table reveals that, 17.7% of the respondents given Group interview, 6.7% of the respondents given One-on-one interview, 41.5% of the respondents given Panel interview, 12.8% of the respondents given Stress interview and 21.3% of the respondents given Telephone interview.

INFERENCE

41.5% of the respondents of questionnaire belong to Panel interview.

4.1.13 CHART NO 13 SHOWS THE WHAT ARE THE TYPES OF INTERVIEWS CONDUCTED IN YOUR COMPANY?



4.1.14 TABLE NO 14 SHOWS THE WHICH OF THE FOLLOWING EXTERNAL SOURCES YOU CHOOSE FOR THE RECRUITMENT OF EMPLOYEES?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	ADVERTISEMENTS	21	12.8%
2	CAMPUS RECRUITMENT	62	37.8%
3	EMPLOYEES EXCHANGE CONSULTANT	15	9.1%
4	PRIVATE EMPLOYEE AGENCIES	66	40.2%
TOTAL		164	100%

SOURCE: PRIMARY DATA

INTERPRETATION

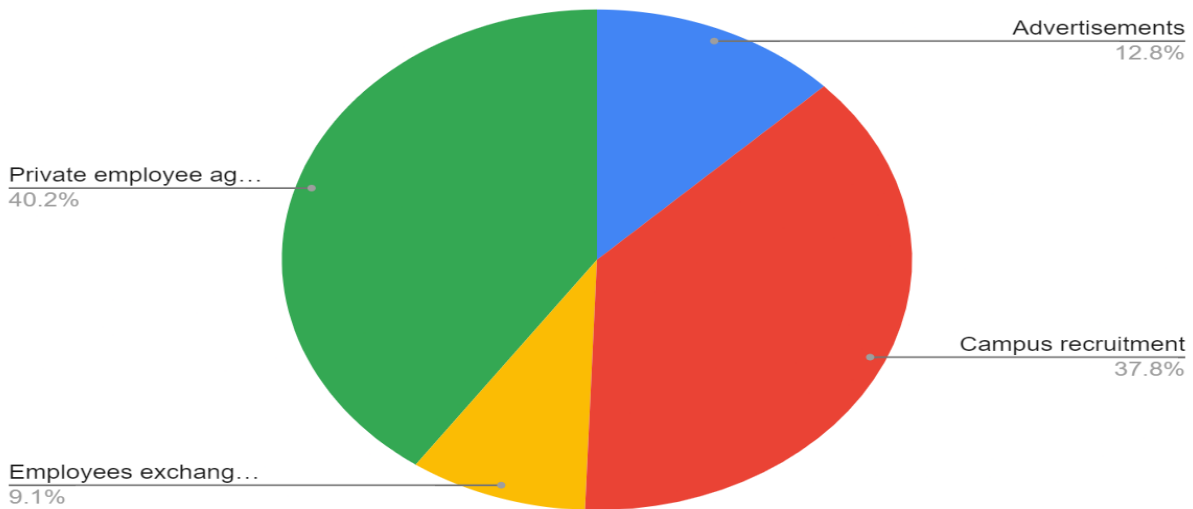
The above table reveals that, 12.8% of the respondents given Advertisements, 37.8% of the respondents given Campus recruitment, 9.1% of the respondents given Employee exchange consultant and 40.2% of the respondents given Private employee agencies.

INFERENCE

40.2% of the respondents of questionnaire belong to Private employee agencies.

4.1.14 CHART NO 14 SHOWS THE WHICH OF THE FOLLOWING EXTERNAL SOURCES YOU CHOOSE FOR THE RECRUITMENT OF EMPLOYEES?

Count



4.1.15 TABLE NO 15 SHOWS THE HOW WOULD YOU RATE THE RESPONSIVENESS AND HELPFULNESS OF THE RECRUITMENT TEAM DURING THE APPLICATION PROCESS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	1	3	1.8%
2	2	16	9.8%
3	3	15	9.1%
4	4	76	46.3%
5	5	54	32.9%
TOTAL		164	100%

SOURCE: PRIMARY DATA

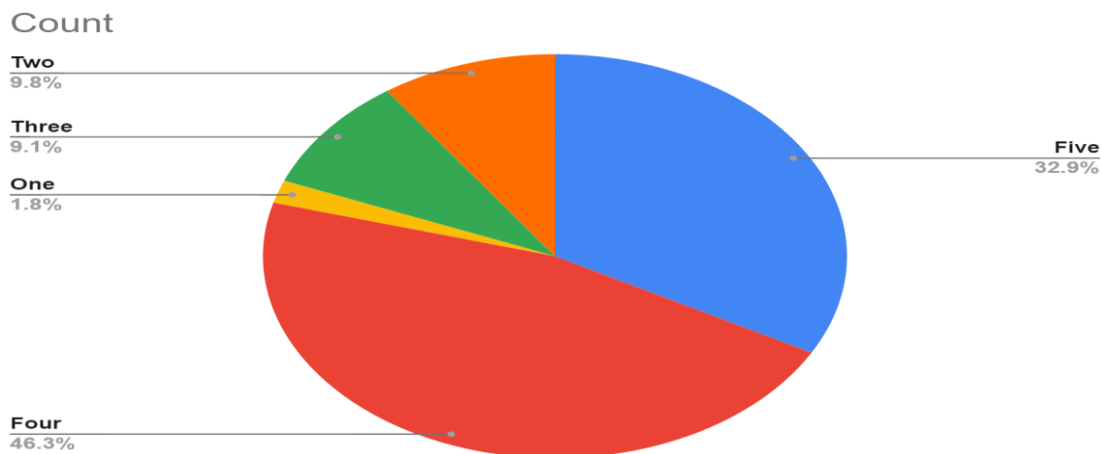
INTERPRETATION

The above table reveals that, 32.9% of the respondents RANKED 5, 46.3% of the respondents RANKED 4, 9.1% of the respondents RANKED 3, 9.8% of the respondents RANKED 2 and 1.8% of the respondents RANKED 1.

INFERENCE

46.3% of the respondents of questionnaire belong to RANK 4.

4.1.15 CHART NO 15 SHOWS THE HOW WOULD YOU RATE THE RESPONSIVENESS AND HELPFULNESS OF THE RECRUITMENT TEAM DURING THE APPLICATION PROCESS?



4.1.16 TABLE NO 16 SHOWS THE TO WHAT EXTENT DO YOU AGREE WITH THE STATEMENT "ALL REQUIRED QUALIFICATIONS AND EXPERIENCE WERE CLEARLY STATED IN THE JOB POSTING?"

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	STRONGLY AGREE	62	37.8%
2	AGREE	20	12.2%
3	NEUTRAL	55	33.5%
4	DISAGREE	16	9.8%
5	STRONGLY DISAGREE	11	6.7%
TOTAL		164	100%

SOURCE: PRIMARY DATA

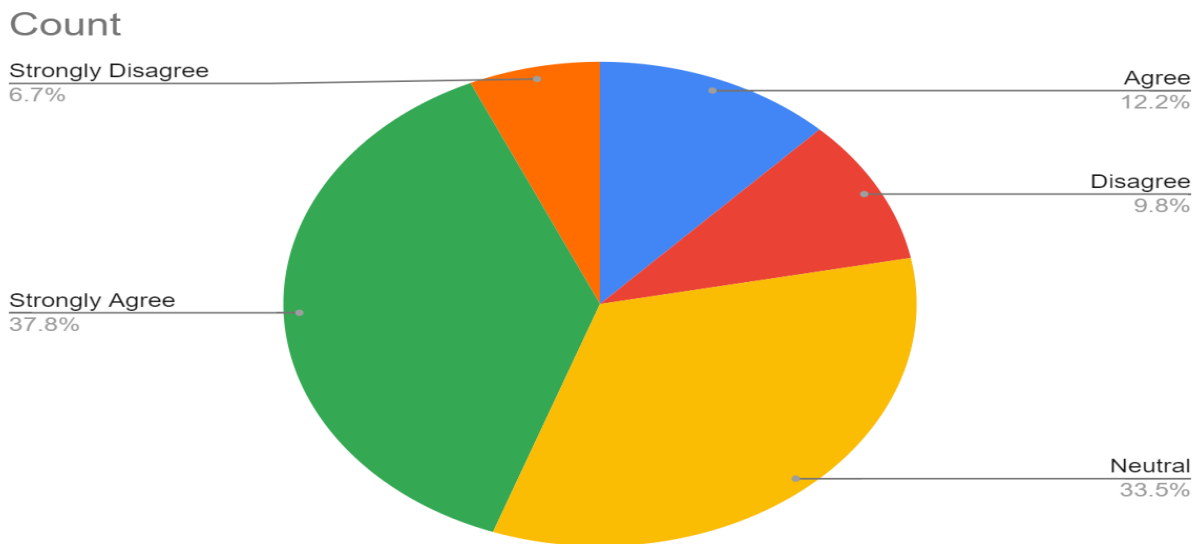
INTERPRETATION

The above table reveals that, 37.8% of the respondents Strongly Agree, 12.2% of the respondents Agree, 33.5% of the respondents Neutral, 9.8% of the respondents Disagree and 6.7% of the respondents Strongly Disagree.

INFERENCE

37.8% of the respondents of questionnaire belong to Strongly Agree.

4.1.16 CHART NO 16 SHOWS THE TO WHAT EXTENT DO YOU AGREE WITH THE STATEMENT "ALL REQUIRED QUALIFICATIONS AND EXPERIENCE WERE CLEARLY STATED IN THE JOB POSTING?"



4.1.17 TABLE NO 17 SHOWS THE HOW WOULD YOU RATE THE ON BOARDING AND ORIENTATION PROCESS FOR NEW HIRES?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	1	7	4.3%
2	2	15	9.1%
3	3	29	17.7%
4	4	45	27.4%
5	5	68	41.5%
TOTAL		164	100%

SOURCE: PRIMARY DATA

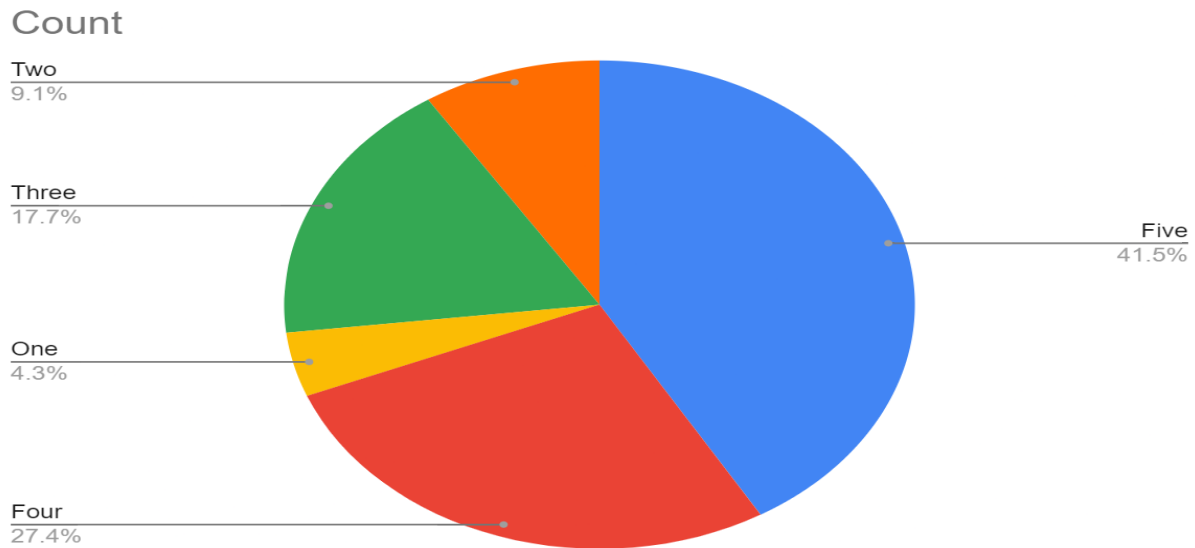
INTERPRETATION

The above table reveals that, 41.5% of the respondents RANKED 5, 27.4% of the respondents RANKED 4, 17.7% of the respondents RANKED 3, 9.1% of the respondents RANKED 2 and 4.3% of the respondents RANKED 1.

INFERENCE

41.5% of the respondents of questionnaire belong to RANK 5.

4.1.17 CHART NO 17 SHOWS THE HOW WOULD YOU RATE THE ON BOARDING AND ORIENTATION PROCESS FOR NEW HIRES?



4.1.18 CHART NO 18 SHOWS THE WHAT ARE THE AREAS THAT NEED IMPROVEMENT IN THE RECRUITMENT AND SELECTION PROCESS ACCORDING TO YOU?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	APPLICATION PROCESS	28	17.1%
2	BACKGROUND CHECK AND REFERENCE CHECK PROCESS	47	28.7%
3	INTERVIEW PROCESS	33	20.1%
4	JOB POSTING AND ADVERTISING	36	22%
5	ON BOARDING AND ORIENTATION PROCESS	20	12.2%
TOTAL		164	100%

SOURCE: PRIMARY DATA

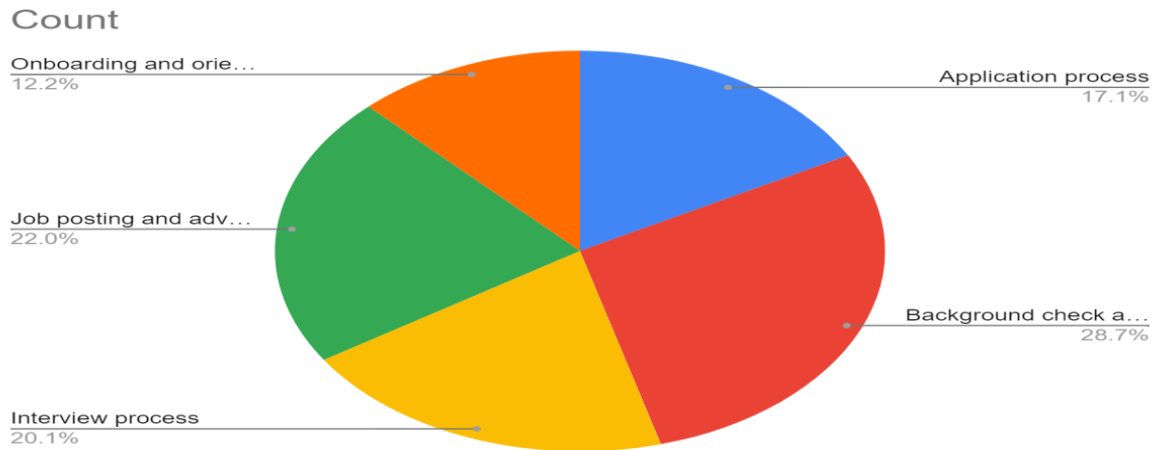
INTERPRETATION

The above table reveals that, 17.1% of the respondents Application process, 28.7% of the respondents Background check and reference check process, 20.1% of the respondents Interview process, 22% of the respondents Job posting and advertising and 12.2% of the respondents On boarding and orientation process.

INFERENCE

28.7% of the respondents of questionnaire belong to Background check and reference check process.

4.1.18 CHART NO 18 SHOWS THE WHAT ARE THE AREAS THAT NEED IMPROVEMENT IN THE RECRUITMENT AND SELECTION PROCESS ACCORDING



TO YOU?

4.1.19 CHART NO 19 SHOWS THE TO WHAT EXTENT DID THE RECRUITMENT AND SELECTION PROCESS ALIGN WITH THE JOB REQUIREMENTS AND EXPECTATIONS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	STRONGLY AGREE	82	50%
2	AGREE	35	21.3%
3	NEUTRAL	14	8.5%
4	DISAGREE	20	12.2%
5	STRONGLY DISAGREE	13	7.9%
TOTAL		164	100%

SOURCE: PRIMARY DATA

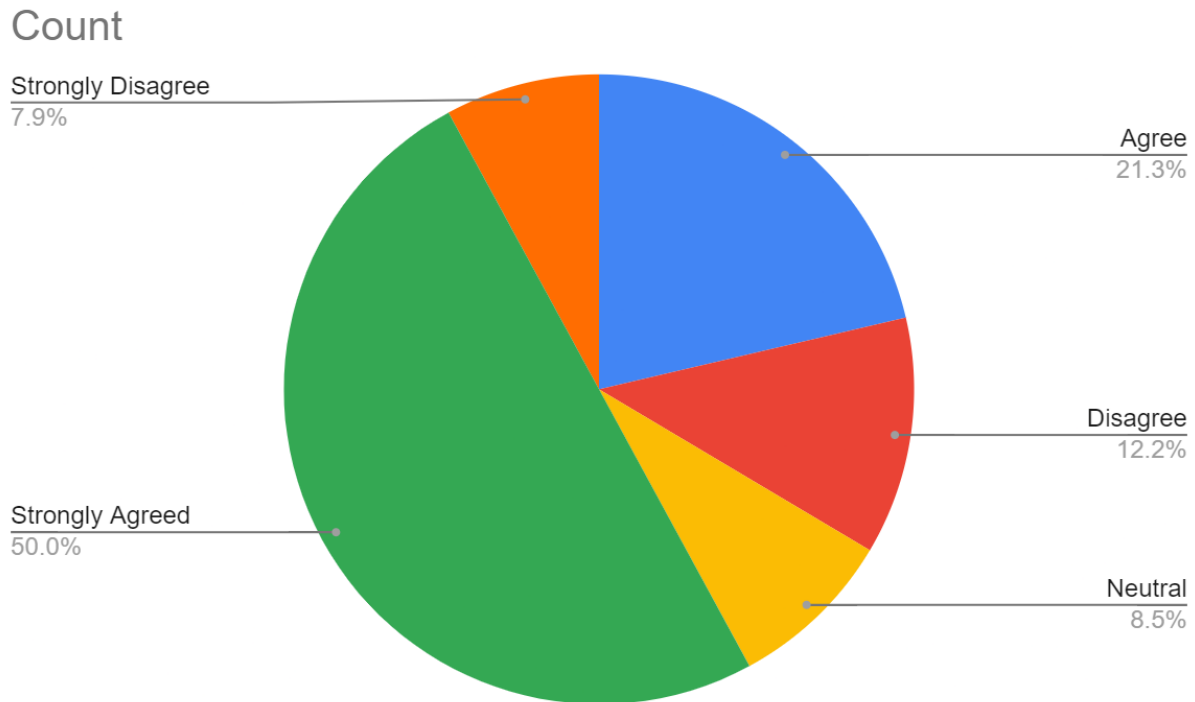
INTERPRETATION

The above table reveals that, 50% of the respondents Strongly Agree, 21.3% of the respondents Agree, 8.5% of the respondents Neutral, 12.2% of the respondents Disagree and 7.9% of the respondents Strongly Disagree.

INFERENCE

50% of the respondents of questionnaire belong to Strongly Agree.

4.1.19 CHART NO 19 SHOWS THE TO WHAT EXTENT DID THE RECRUITMENT AND SELECTION PROCESS ALIGN WITH THE JOB REQUIREMENTS AND EXPECTATIONS?



4.1.20 TABLE NO 20 SHOWS THE TO WHAT EXTENT WERE YOU PROVIDED WITH CONSTRUCTIVE FEEDBACK AFTER EACH STAGE OF THE RECRUITMENT PROCESS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	EXTREMELY	34	20.7%
2	NOT AT ALL	35	21.3%
3	SLIGHTLY	80	48.8%
4	VERY	15	9.1%
TOTAL		164	100%

SOURCE: PRIMARY DATA

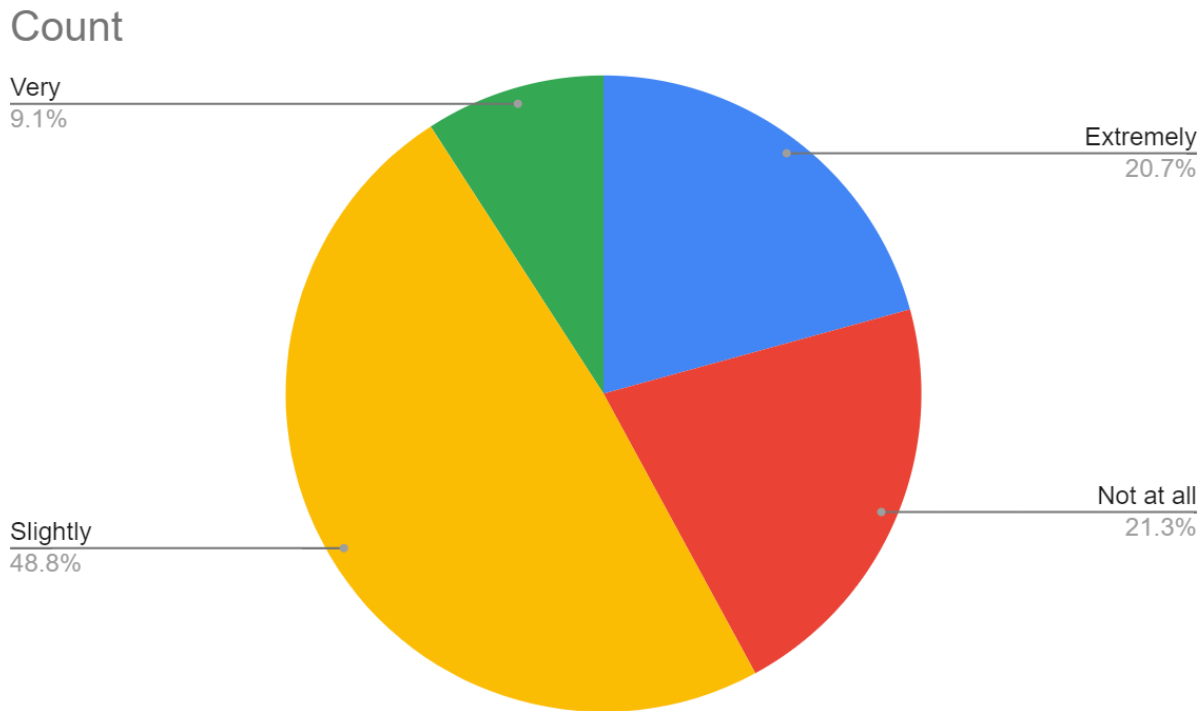
INTERPRETATION

The above table reveals that, 20.7% of the respondents Extremely, 21.3% of the respondents Not at all, 48.8% of the respondents Slightly and 9.1% of the respondents very.

INFERENCE

48.8% of the respondents of questionnaire belong to Slightly.

4.1.20 CHART NO 20 SHOWS THE TO WHAT EXTENT WERE YOU PROVIDED WITH CONSTRUCTIVE FEEDBACK AFTER EACH STAGE OF THE RECRUITMENT PROCESS?



4.1.21 TABLE NO 21 SHOWS THE HOW WOULD YOU RATE THE LEVEL OF COMMUNICATION DURING THE RECRUITMENT PROCESS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	1	8	4.9%
2	2	14	8.5%
3	3	13	7.9%
4	4	85	51.8%
5	5	44	26.8%
TOTAL		164	100%

SOURCE: PRIMARY DATA

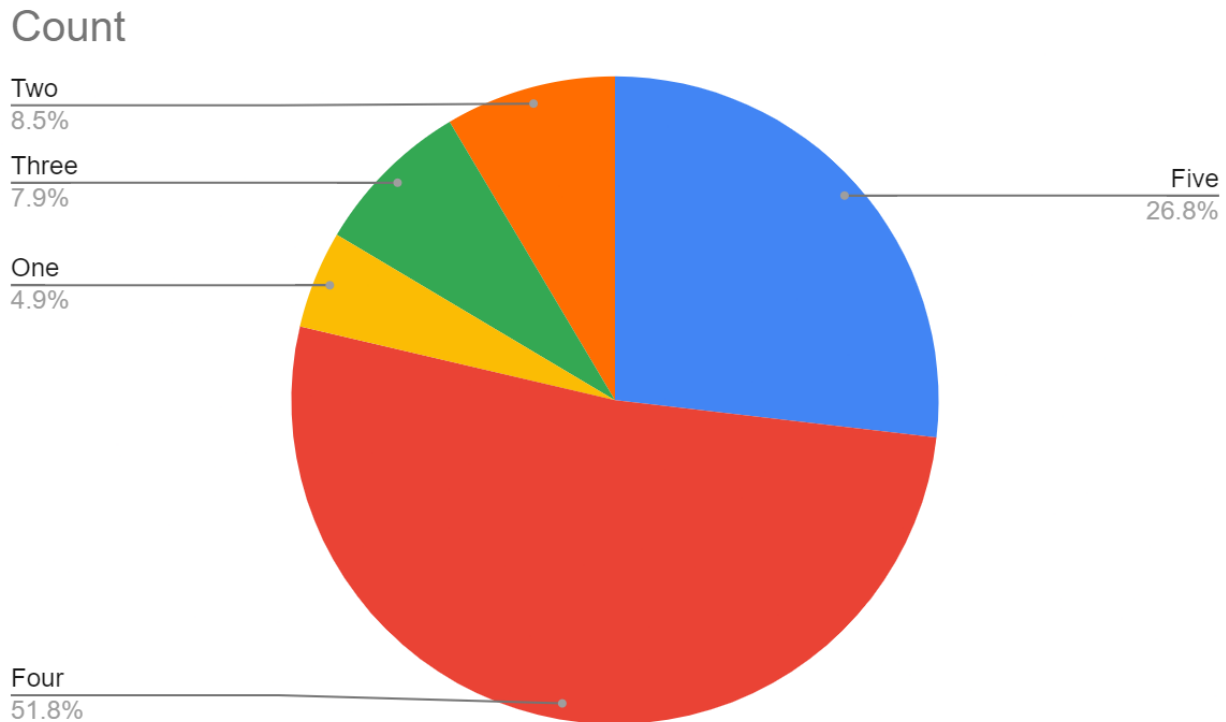
INTERPRETATION

The above table reveals that, 26.8% of the respondents RANKED 5, 51.8% of the respondents RANKED 4, 7.9% of the respondents RANKED 3, 8.5% of the respondents RANKED 2 and 4.9% of the respondents RANKED 1.

INFERENCE

51.8% of the respondents of questionnaire belong to RANK 4.

4.1.21 CHART NO 21 SHOWS THE HOW WOULD YOU RATE THE LEVEL OF COMMUNICATION DURING THE RECRUITMENT PROCESS?



4.1.22 TABLE NO 22 SHOWS THE HOW WOULD YOU RATE THE LEVEL OF FAIRNESS AND BIASNESS IN THE RECRUITMENT PROCESS?

S.NO	PARTICULARS	NO OF RESPONDANCE	PERCENTAGE %
1	1	7	4.3%
2	2	4	2.4%
3	3	35	21.3%
4	4	43	26.2%
5	5	75	45.7%
TOTAL		164	100%

SOURCE: PRIMARY DATA

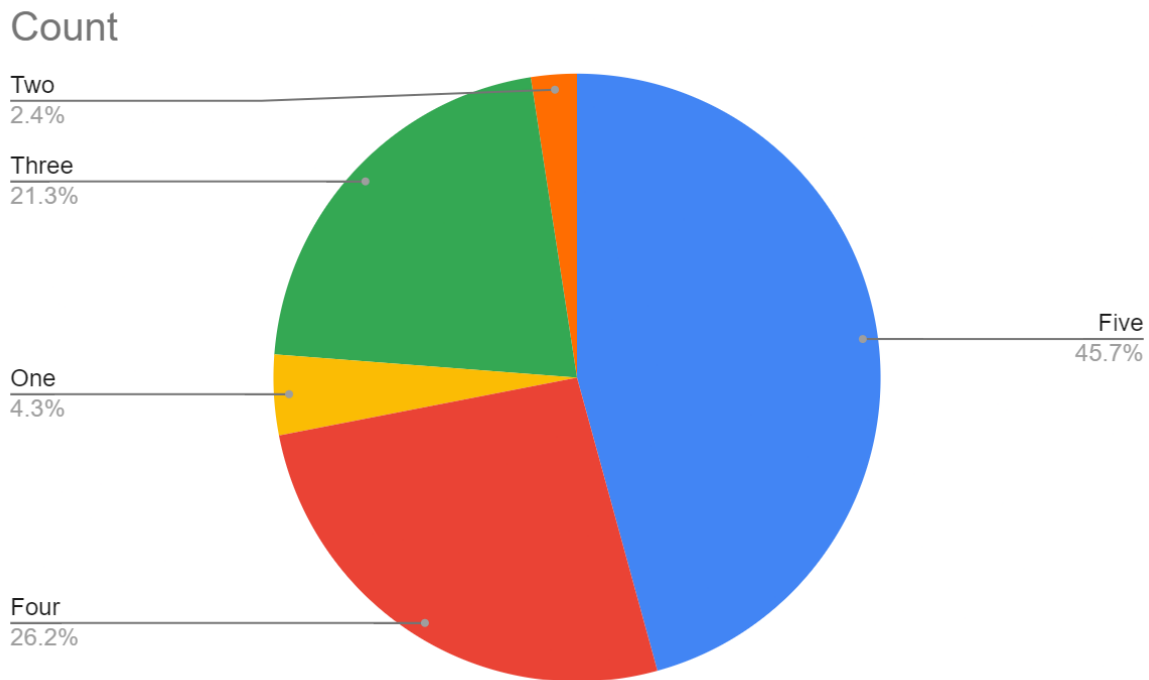
INTERPRETATION

The above table reveals that, 45.7% of the respondents RANKED 5, 26.2% of the respondents RANKED 4, 21.3% of the respondents RANKED 3, 2.4% of the respondents RANKED 2 and 4.3% of the respondents RANKED 1.

INFERENCE

45.7% of the respondents of questionnaire belong to RANK 4.

4.1.22 CHART NO 22 SHOWS THE HOW WOULD YOU RATE THE LEVEL OF FAIRNESS AND BIASNESS IN THE RECRUITMENT PROCESS?



4.2 HYPOTHESIS OF THE STUDY

4.2.1 CHI SQUARE FOR THE AGE AND LEVEL OF COMMUNICATION:-

NULL HYPOTHESIS (H₀)- There is no significant difference between age and level of communication

ALTERNATIVE HYPOTHESIS (H₁)- There is significant difference between age and level of communication

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Age * How would you rate the level of communication during the recruitment process?	163	16.3%	836	83.7%	999	100.0%

Age * How would you rate the level of communication during the recruitment process? Crosstabulation

		Count					Total
		How would you rate the level of communication during the recruitment process?					
		1	2	3	4	5	
Age	18 - 25 years	0	0	13	54	1	68
	25 - 35 years	8	8	0	23	18	57
	35 - 45 years	0	6	0	8	12	26
	45 years and above	0	0	0	0	12	12
Total		8	14	13	85	43	163

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	113.069 ^a	12	.000
Likelihood Ratio	130.551	12	.000
Linear-by-Linear Association	7.203	1	.007
N of Valid Cases	163		

a. 11 cells (55.0%) have expected count less than 5. The minimum expected count is .59.

RESEARCH THROUGH INNOVATION

INTERPRETATION

Since p value (0.007) is LESS than 0.05 at 5 percent level of significance, the null hypothesis is REJECTED, and alternate hypothesis is ACCEPTED. Hence it is proved that is significant difference between the AGE and LEVEL OF COMMUNICATION.

4.2.2 CORRELATION FOR THE GENDER AND LEVEL OF FAIRNESS AND BIASNESS IN THE RECRUITMENT PROCESS:-

NULL HYPOTHESIS (H₀)- There is no significant difference between Gender and level of fairness and biasness in the recruitment process

ALTERNATIVE HYPOTHESIS (H₁)- There is significant difference between Gender and level of fairness and biasness in the recruitment process

Correlations

		Gender	How would you rate the level of fairness and biasness in the recruitment process?
Gender	Pearson Correlation	1	-.013
	Sig. (2-tailed)		.874
	N	163	163
How would you rate the level of fairness and biasness in the recruitment process?	Pearson Correlation	-.013	1
	Sig. (2-tailed)	.874	
	N	163	163

INTERPRETATION

Since r negative there is positive relationship between Gender and level of fairness value (-0.013) is LESS than 0.05 at 5 percent level of significance, the null hypothesis is REJECTED, and alternate hypothesis is ACCEPTED. Hence it is proved that is significant difference between the GENDER and LEVEL OF FAIRNESS AND BIASNESS IN THE RECRUITMENT PROCESS.

CHAPTER 5 INDINGS SUGGESTIONS AND CONCLUTION

5.1 FINDINGS OF THE STUDY

- ❖ 41.5% of the respondents of questionnaire belong to the age group of 18 years to 25 years, 35.4% of the respondents are of age group from 25 years to 35 years, 15.9% of the respondents are of age group from 35 years to 45 years and 7.3% of the respondents are of age group from 45 years and above.
- ❖ 69.5% of the respondents of questionnaire belong to the GENDER group of MALES, 30.5% of the respondents are FEMALE.
- ❖ 53.7% of the respondents of questionnaire belong to the MARRIED employees, 46.3% of the respondents are UNMARRIED.
- ❖ 30.5% of the respondents of questionnaire belong to the SOCIAL MEDIA, 29.3% of the respondents are form JOB BOARD, 20.7% of the respondents are from COMPANY WEBSITE and 19.5% of the respondents are from REFERRAL FROM A CURRENT EMPLOYEE.
- ❖ 48.8% of the respondents of questionnaire belong to RANK 5, 22% of the respondents RANKED 4, 11.6% of the respondents RANKED 3, 12.8% of the respondents RANKED 2 and 4.9% of the respondents RANKED 1.
- ❖ 49.4% of the respondents of questionnaire belong to Yes,all were clear, 34.8% of the respondents Some were clear and 15.9% of the respondents None were clear.
- ❖ 54.3% of the respondents of questionnaire belong to Centralized Recruitment and 45.7% of the respondents Decentralized Recruitment.
- ❖ 38.4% of the respondents of questionnaire belong to Unstructured, , 31.7% of the respondents given Both and 29.9% of the respondents given Structured.
- ❖ 39% of the respondents of questionnaire belong to Three rounds, 36% of the respondents given One round, 21.3% of the respondents given Two rounds and 3.7% of the respondents given More than three rounds.
- ❖ 33.5% of the respondents of questionnaire belong to Achievement test, 28% of the respondents given Aptitude test, 24.4% of the respondents given Intelligence test, 9.8% of the respondents given Polygraph test and 4.3% of the respondents given Graphology test.
- ❖ 47.6% of the respondents of questionnaire belong to Intelligence test, 20.1% of the respondents given Achievement test, 15.2% of the respondents given Aptitude test, 9.8% of the respondents given Polygraph test and 7.3% of the respondents given Graphology test.

- ❖ 34.1% of the respondents of questionnaire belong to Aptitude test, 24.4% of the respondents given Achievement test, 24.4% of the respondents given Intelligence test, 7.9% of the respondents given Polygraph test and 9.1% of the respondents given Graphology test.
- ❖ 41.5% of the respondents of questionnaire belong to Panel interview, 17.7% of the respondents given Group interview, 6.7% of the respondents given One-on-one interview, 12.8% of the respondents given Stress interview and 21.3% of the respondents given Telephone interview.
- ❖ 40.2% of the respondents of questionnaire belong to Private employee agencies, 12.8% of the respondents given Advertisements, 37.8% of the respondents given Campus recruitment, 9.1% of the respondents given Employee.
- ❖ 46.3% of the respondents of questionnaire belong to RANK 4, 32.9% of the respondents RANKED 5, 9.1% of the respondents RANKED 3, 9.8% of the respondents RANKED 2 and 1.8% of the respondents RANKED 1.
- ❖ 37.8% of the respondents of questionnaire belong to Strongly Agree, 12.2% of the respondents Agree, 33.5% of the respondents Neutral, 9.8% of the respondents Disagree and 6.7% of the respondents Strongly Disagree.
- ❖ 41.5% of the respondents of questionnaire belong to RANK 5, 27.4% of the respondents RANKED 4, 17.7% of the respondents RANKED 3, 9.1% of the respondents RANKED 2 and 4.3% of the respondents RANKED 1.
- ❖ 28.7% of the respondents of questionnaire belong to Background check and reference check process, 17.1% of the respondents Application process, 20.1% of the respondents Interview process, 22% of the respondents Job posting and advertising and 12.2% of the respondents On boarding and orientation process.
- ❖ 50% of the respondents of questionnaire belong to Strongly Agree, 21.3% of the respondents Agree, 8.5% of the respondents Neutral, 12.2% of the respondents Disagree and 7.9% of the respondents Strongly Disagree.
- ❖ 48.8% of the respondents of questionnaire belong to Slightly, 20.7% of the respondents Extremely, 21.3% of the respondents Not at all and 9.1% of the respondents very.
- ❖ 51.8% of the respondents of questionnaire belong to RANK 4, 26.8% of the respondents RANKED 5, 7.9% of the respondents RANKED 3, 8.5% of the respondents RANKED 2 and 4.9% of the respondents RANKED 1.
- ❖ 45.7% of the respondents of questionnaire belong to RANK 4, 45.7% of the respondents RANKED 5, 21.3% of the respondents RANKED 3, 2.4% of the respondents RANKED 2 and 4.3% of the respondents RANKED 1.

- ❖ **CHI-SQUARE-** Since p value (0.007) is LESS than 0.05 at 5 percent level of significance, the null hypothesis is REJECTED, and alternate hypothesis is ACCEPTED. Hence it is proved that is significant difference between the AGE and LEVEL OF COMMUNICATION.
- ❖ **CORRELATION-** Since r negative there is positive relationship between Gender and level of fairness value (-0.013) is LESS than 0.05 at 5 percent level of significance, the null hypothesis is REJECTED, and alternate hypothesis is ACCEPTED. Hence it is proved that is significant difference between the GENDER and LEVEL OF FAIRNESS AND BIASNESS IN THE RECRUITMENT PROCESS

5.2 SUGGESTIONS

The recruitment & selection policies of gozlon industry Fairly, systematic & sound. As there is a lways scope for Improvement the following recommendations are given below.

- ❖ Advertisement policy of the company is very good and should include more systematic way of advertisements.
- ❖ Company should give much more importance for freshers also rather than only giving importance to experienced people.
- ❖ Interview process during the recruitment and selection

5.3 CONCLUSION

According to this study organization must expand completely if the hiring and selection proceduren is effectively developed an implemented. The employees will be according to the requirements The recruitment and selection process has a significant impact on the organisational activities in terms of growth because if the employees are qualified and in line with the organization's needs, costs will drop and the business will expand. All of the research has demonstrated that there is a relationship direct or indirect between these characteristics and how they impact the recruitment and selection process. Recruiting sources, interviews, and recruiters are all independent variables that are crucial to the Recruitment and Selection Process because if any one of these variables is absent, it is possible that the entire Recruitment and Selection Process would be impacted. Other elements undoubtedly influence the recruitment and selection process as well, but these are the primary ones and demand more focus.

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ANNEXURE – QUESTIONNAIRE

- ❖ Name
 - ❖ Age
 - 18 years to 25 years
 - 25 years to 35 years
 - 35 years to 45 years
 - 45 years and above
 - ❖ Gender
 - Male
 - Female
 - ❖ Marital Status
 - Married
 - Unmarried
 - ❖ How did you learn about the job opening for which you applied?
 - a) Company website
 - b) Job board
 - c) Referral from a current employee
 - d) Social media
 - e) Other
 - ❖ How would you rate the overall quality of the job posting?
 - a) 1
 - b) 2
 - c) 3
 - d) 4
 - e) 5
 - ❖ Were all the required qualifications and experience clearly stated in the job posting?
 - a) Yes, all were clear
 - b) Some were clear, some were not
 - c) None were clear
-

- ❖ Which of the following recruitment procedure is followed by Vishay Precisions Groups?
 - a) Centralized Recruitment
 - b) Decentralized Recruitment
- ❖ Which type of techniques used for interview?
 - a) Structured
 - b) Unstructured
 - c) Both
- ❖ How many rounds of interviews are conducted before a candidate is offered offer letter?
 - a) One
 - b) Two
 - c) Three
 - d) More than three
- ❖ What kind of employee tests is conducted in Lower level recruitment?
 - a) Intelligence Test
 - b) Aptitude Test
 - c) Achievement Test
 - d) Graphology Test
 - e) Polygraph test
- ❖ What kind of employee test is conducted in middle level recruitment?
 - a) Intelligence Test
 - b) Aptitude Test
 - c) Achievement Test
 - d) Graphology Test
 - e) Polygraph test
- ❖ What kind of employee test is conducted in higher level recruitment?
 - a) Intelligence Test
 - b) Aptitude Test
 - c) Achievement Test
 - d) Graphology Test
 - e) Polygraph test

❖ What are the types of interviews conducted in your company?

- a) Panel interview
- b) Stress interview
- c) Group interview
- d) One-on-one interview
- e) Telephone interview

❖ Which of the following external sources you choose for the recruitment of employees?

- a) Employees exchange consultant
- b) Private employee agencies
- c) Campus recruitment
- d) Advertisements

❖ How would you rate the responsiveness and helpfulness of the recruitment team during the application process?

- a) 1
- b) 2
- c) 3
- d) 4
- e) 5

❖ Were all required qualifications and experience clearly stated in the job posting?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

❖ How would you rate the onboarding and orientation process for new hires?

- a) 1
- b) 2
- c) 3
- d) 4
- e) 5

❖ What are the areas that need improvement in the recruitment and selection process according to you?

- a) Job posting and advertising
- b) Application process
- c) Interview process
- d) Background check and reference check process
- e) Onboarding and orientation process

❖ Did the recruitment and selection process accurately reflect the job requirements and expectations?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

❖ Were you provided with constructive feedback after each stage of the recruitment process?

- a) Strongly Agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly Disagree

❖ How would you rate the level of communication during the recruitment process?

- a) 1
- b) 2
- c) 3
- d) 4
- e) 5

❖ How would you rate the level of fairness and biasness in the recruitment process?

- a) 1
- b) 2
- c) 3
- d) 4
- e) 5