

**RECRUITMENT AND SELECTION PROCESS IN ROYAL ENFIELD,73,
THADICOMBU ROAD,DINDIGUL DISTRICT, TAMILNADU, INDIA: AN
ANALYTICAL STUDY**

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ABSTRACT

The Essential od selection are first,the nature of selection,whether faulty and safe and second, the policy of the company and the aptitude of the management and third, the length of the probationary or the trial period. The different types of selection test are ability test, aptitude test, personality test, graphology test, medical tests, andgenetic screening .the final decision has to be made from the pool of the individual who pass the test, interviews,and the reference checks and also the HRmanager plays the crucial role in the final selection process

“Recruitment”is a process of the discover the sources of the manpower tomeet the recruitment of the staffing, scheduling and the employ effective measure for the attracting that manpower in definition of recruitment is it is the process of finding and attracting capabilities of applicant for employment the process begins when new recruits and sought and ends when their applicants are submitted.

The process of recruitment involves planning, strategy developing, searching screening and control the sources of the recruitment are categories as internal and the external sources

ABOUT ROYAL ENFIELD

RoyalEnfieldis amotorcycle.manufacturingcompanybasedinChennai,India. Originally,aconfluenceoftheBritishMotorcyclecompany, RoyalEnfieldand indigenousMadrasMotors,it is nowasubsiary ofEicherMotorsLimited,an Indianautomaker.Alongwithits flagship motorcycleRoyalEnfieldBullet,the enterpriseis notableforitsMid-premiummotorcycleswiththecharacteristic thumpingenginesoundsandhighcapacityengines.RoyalEnfield motorcyclesmadeinEngland werebeingsold inIndiafrom1949.In 1955,the Indiagovernmentlookedforasuitablemotorcycleforits policeandarmy, forpatrollingthecountry'sborder.TheBulletwaschosenasthemostsuitablebikefor thejob.TheIndiagovernment order 800350ccmodelBullets.In 1955,the Redditchcompany partneredwithMadrasMotors inIndiatoform'EnfieldIndia'to assemble,underlicence,the350ccRoyalEnfieldBulletmotorcycleinMadras(now called

Chennai). The first machines were assembled entirely from components shipped from England. In 1957, the tooling was sold to Enfield India so that they could manufacture components. By 1962, all components were made in India. The Indian Enfield uses the 1960 engine (with metric bearing sizes), in the pre 1956 design frame. An independent manufacturer since the demise of Royal Enfield in England, Enfield India still makes an essentially similar bike in 350cc and 500cc form today, along with several different models for different market segments.

MISSION:

Our mission is to build and maintain a fleet of Royal Enfield's and its variants for our clients who are looking for hassle-free rentals for their road trips.

VISION:

To be recognized as the industry driving modernization in biking in India and developing world.

SIGNIFICANCE OF THE STUDY

Selecting the right employee is an important goal for the recruitment team and establishing the correct process can enhance the experience of the Candidate, Interviewer, Hiring Manager and the HR Department. It can also help increase the effectiveness of your business.

- The study enables the company use all the recruitment strategies effectively in an organization
- To increase the effectiveness of different sources source for all types job in an organization.
- To obtain the employee that can be solved in order to help organizational goals .
- The study of the project is important which is need for recruiting and selection procedure followed by the organization
- To identifies the company recruited efficient & qualitative candidates in an organization.

REVIEW OF LITERATURE

According to Edwin B. Flippo, (1979) "Recruitment is the process of searching the candidates for employment and stimulating them to apply for jobs in the organization"

De Sanctis (1986), in his research paper defined HRIS as "a specialized information system within traditional functional areas of the organization, designed to support the planning, administration, decision-making, and control activities of human resource management".

Years later, Haines and Petit (1997) specified HRIS as a system applied within an organization to obtain, store, manage, analyze, search and distribute human resource information.

Bharat (1992) said that Indian women continue to bear the burden of household responsibilities regardless of their employment status. Desai found that Indian women tend to impose restrictions on their career aspirations or personal achievements for family reasons.

Delery and Doty (1996) argued that providing students with a greater awareness of employment opportunities, and equipping them with the ability to be proactive in approaching potential employers, will lead to more effective career self-management and selection processes.

Chris Piotrowski and Terry Armstrong say that in their article that around all the organizations are using traditional recruitment sources and 30% of organizations are screening candidates honestly

According to SHRM (Society for Human Resource Management) says that 15% joined in the organizations are replacing false resumes. Some of the employers select the candidates with discrimination was not supposed to be done in the organization.

STATEMENT OF THE PROBLEM

“A Study On Recruiting and Selection” A solid recruitment and selection process can help convince top management candidates that reduces turnover and absenteeism and selection process improve the employee engagement and my study on recruiting and selection in ROYAL Enfield Motors Pvt Ltd give me to scope to know in detail about the different techniques and method adopted by Royal Enfield to train their employees very effectively. In many problems regarding their employees that recruiting and selection process are fail to hiring the employees for their organization and they are not bring any progress with themselves and not stay longer in their organization. Rapidly hiring practice is very costly.

OBJECTIVES OF THE STUDY

To get right person at right place and in right time, the organizations should have the specific and clear policies and recruitment and selection methods which are essential for the growth of the organization.

- To analyze the process of recruiting and selection of the candidates
- To observe the procedure to selecting the candidates
- To study on the employee satisfactory level with the existing recruitment policies
- To analyze the consequences of the recruitment and selection process
- To find out the problems and identifies the reason behind with procedure.

HYPOTHESIS OF THE STUDY

It means tentative generalization of the validity of which remains to be tested. In short it deals with certain assumptions made in the study.

- **Null Hypothesis**

A hypothesis which assumes that there is no significant difference between sample statistics and population parameter is called null hypothesis. It is denoted by H_0

- **Alternative Hypothesis**

A hypothesis which assumes that there is significant difference between sample statistics and population parameter is called alternative hypothesis. It is denoted by H_1

RESEARCH DESIGN:

The research design used in this project is descriptive in nature. The descriptive research is study in an attempt to obtain all relevant and accurate descriptive of the situation.

A descriptive study is designed to describe details of the problem. Descriptive research includes surveys and fact findings enquiries of different kinds.

METHOD OF COLLECTION

Data collection of data can define to be techniques use in gathering empirical research data. this process typically stipulates how information is gathering and there are six major essential method of collection data which are as following question focus group, test, observation interviews and secondary data

It has two types

- Primary data
- Secondary data

Primary data:

Primary data means data which is fresh collected data. Primary data mainly been collected through personal interviews, surveys etc.

Secondary data:

Secondary data means the data that are already available. Generally speaking secondary data is collected by some organizations or agencies which have already been processed when the researcher utilizes secondary data; the process of secondary data collection and analysis is called desk research.

TOOLS USED FOR DATA COLLECTION:

Among the various methods, which can be used to collect the Primary data, the researcher has adopted Questionnaire method. The researcher has prepared structured questionnaires, which contained predominantly multiple choice questions.

ANALYICAL TOOLS FOR THE STUDY:

1. Percentage analysis test
2. Chi-square test
3. Correlation

PERCENTAGE ANALYSIS

This method is used as making comparison between two or source of data percentage can also be used to compare the distribution of two or more sources of data.

CHI-SQUARE TEST:

A chi-square test is statistical test used to compare observed results with expected results. The purpose of this test is to determine if a difference between observed data and expected data is due to chance, or if it is due to a relationship between the variables being studied.

LIMITATIONS OF THE STUDY

- The study is limited to the information given by the employees.
- Meeting some of the top management associates in the senior cadre was difficult.
- The study has been limited due to time constraint.

DATA ANALYSIS

RECRUITMENT PROCESS OF THE RESPONDENTS

S.no	Recruitment process to Maintain vacancy	No. of Respondents	Percentage
1	Strongly agree	25	31.25
2	Agree	15	18.75
3	Disagree	20	25
4	Strongly disagree	20	25
	Total	80	100

INTERPRETATION:

It is inferred from the above table that a majority of 25% of the respondents are strongly agree, 15% are agree, 20% are disagree, 20% are strongly disagree.

TIME TAKEN FOR PROCESS OF THE RESPONDENTS

S.No	Time taken for process	No of respondents	Percentage
1	Within one week	25	31.25
2	Within two weeks	40	50
3	Within three weeks	8	10
4	More than three weeks	7	8.75
	Total	80	100

INTERPRETATION

It is inferred the above table that a majority of 25% of the respondents are Within one week, 40% are Within two weeks, 8% are Within three weeks, 7% are More than three weeks.

CONCLUSION

This presents the summary of the study and survey done in relation to the Recruitment and Selection in ROYAL ENFIELD. The conclusion is drawn from the study and survey of the Company regarding the Recruitment and Selection process carried out there. The recruitment Process at ROYAL ENFIELD to some extent is done objectively and therefore lot of bias Hampers the future of the employees. Most of the employees were satisfied but changes are Required according to the changing scenario as recruitment process has a great impact on the Working of the company as a fresh blood, new idea enters in the company. Selection process is Good but it should also be modified according to the requirements and should job profile so that Main objective of selecting the candidate could be achieved.

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