

## **A Study on Recruitment and Selection at Hyundai**

### **Labba Mohini<sup>1</sup>, Dr. Krati Kulshrestha<sup>2</sup>, A. Renuka<sup>3</sup>**

**Student<sup>1</sup>, Internal guide<sup>2</sup>, HOD<sup>3</sup>**

**DRK Institute of Science and Technology**

**Hyderabad**

### **ABSTRACT**

*Management education deals with the art and science of directing and controlling or handling any organization, especially under resource constraint situations, be it business, industry, public system or government. Such education not only covers a thorough understanding of behavioral science. Human Resource Development, Finance, Marketing, Operations and Information systems, but also calls for an adequate grasp of the National and Global economics, politics, Sociology. Legal Framework, Technology trends and natural environment in which the organization has to function and proper the formulation of effective strategies. All organizations need to have a vision and mission with a milestone to achieve a common goal.*

### **I. INTRODUCTION**

Experience of successful organizations has proved beyond doubt the personality factory plays a key role in day-to-day interactions. In today's competitive environment, organizations are becoming more and more personality conscious and are making efforts to develop the facets of personality of their employees. The focus is on developing a pleasing personality that insures success and happiness emphasizing on motivational as well as behavioral aspects of personality. Institutions offering management programmers cannot afford to ignore this vital component. In fact, planned efforts are required to be made to evolve comprehensive programmers for personality development in management education.

### **II. OBJECTIVE OF THE STUDY**

The purpose of the study is to learn the practical applicability of the theoretical knowledge gained about recruitment and selection process.

- To gain knowledge about the process of recruitment and selection
- To know the effectiveness or ineffectiveness of the process of recruitment and selection
- To provide suggestions if any, for having an effective recruitment and selection process
- To prepare the employees to move higher in their jobs.
- To impart new entrants with basic HRD skills and knowledge.
- To develop the potentialities of the employees for the next level job.

### **III. NEED OF STUDY:**

The purpose of study is to learn the practical applicability of the theoretical knowledge gained about recruitment and selection process.

- To gain knowledge about, the process of recruitment and selection in

## **HYUNDAI MOTORS**

- To know the effectiveness or ineffectiveness of the process of recruitment and selection in **HYUNDAI MOTORS**.

### **IV. SCOPE OF THE STUDY:**

The study covers **HYUNDAI MOTORS** in Hyderabad consisting of 100 employees.

### **V. RESEARCH METHODOLOGY:**

#### **DATA COLLECTION METHODS:**

The data for the study was collected through primary and secondary **METHODS**  
Primary Data: Primary methods are those methods that provide first hand information. The methods followed were interview methods and questionnaire method

#### **Secondary Data:**

Secondary methods are those methods that provide already existing information of the past, also called as second hand information. The information was obtained from the different HR journals published by the organization for various purposes like HR 'department personal use, reference by any other department about the performance of various activities that have been started by the HR department, to know about the performance appraisal system or the bonus system etc.

### **VI. PERIOD OF THE STUDY:**

Since so many years **HYUNDAI MOTORS** Hyderabad has been following the same procedure of appraisals for their executives and employees and for the study of my project last on-year data has collected on Selection process.

### **Sampling technique:**

Sampling technique is adopted in multi stages.

#### **Stage 1:**

Company is selected from particular region only.

#### **Stage 2:**

Sample of 100 is selected through convenient random sampling.

**Population Size:** 487.

**Sample Size:** 100

### **VII. LIMITATIONS OF THE STUDY:**

- As the period of study is limited for 45 days the data collected is very limited.
- Due to time constraints, data is collected from limited number of employees of the Company.
- As the data is collected in the working hours of the employees, they are busy they could not give the complete response.
- Unable to obtain proper feed back because of the limited time period & busy schedule of the employees.
- Problem with the confidential information.

### VIII. REVIEW OF LITERATURE

Recruitment is the phase, which immediately precedes selection. Its purpose is to pave the way for the selection procedures by producing, ideally, the smallest number of candidates who appear to be capable either of performing the required tasks of the job from the outset, or of developing the ability to do so within a period of time acceptable to the employing organization. The smallest number of potentially suitable candidates can in theory, of course, be any number. The main point that needs to be made about the recruitment task is that the employing organization should not waste time and money examining the credentials of people whose qualifications do not match the requirements of the job.

Apart from the methods used and the general administration of task, the achievement of the objective will depend very much in the end on how efficiently the basic tasks of manpower planning and job analysis have been carried out and applied. In short, efficient recruitment of staff may be described as knowing what resources you want, what resources are available, where and how they may be found.

- The unit concerned concentrates only on those sources/places where it normally gets the suitable candidates. As such, the cost of recruitment would be relatively less.
- The unit gets the most suitable candidates as it is well aware of the requirements of the jobs regarding cultural, traditional, family background aspects, local factors, social factors etc.,
- Units can recruit candidates as and when they are required without any delay.

### IX. DATA ANALYSIS

#### Data Analysis

1. By which method did you get recruited in to the organization?

S. No	Response	No of Respondents	Percentage
1.	Internal method	50	50%
2.	External Method	50	50%
		100	100

#### Interpretation

The above table shows that 50% of respondents were recruited by internal method and

remaining 50% by external method

2. If by internal method, by which method were you recruited?

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S. No Response	No of Respondents	Percentage
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1.	Referred by employees	70	70%
2.	Inter department transfer	20	20%
3.	Promotion	10	10%
		100	100%

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### **Interpretation**

The percentage of usage of different internal methods of recruitment like employee referrals, interdivisional and promotion followed by the organization is 70%, 20% and 10% respectively.

3. If by external method, by which method were you recruited?

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S. No Response	No of Respondents	Percentage	
1.	HR Consultancy	25	25%
2.	Newspaper	75	75%
		100	100

### **Interpretation**

The information regarding the preference of the external methods of recruitment like HR consultancy; Newspaper advertisements followed by the organization are 75% and 25% respectively.

4. After screening of application how did the organization approach you?-

S.No	Response	No of Respondents	Percentage
1.	Direct call for an interview	55	55%
2.	Call to attend the test	15	15%
3.	Direct appointment	30	30%
		100	100%

### **Interpretation**

The above table shows that 55% of respondents agreed direct call for an interview and 15% call to attend the test and the remaining 30% by direct appointment.

5. If called for test what kind of test did you appear for?

S.No	Response	No of Respondents	Percentage
1.	Technical Test	15	15%
2.	Situation Test	15	15%
3.	Subject Test	70	70
		100	100%

### **Interpretation**

The above table reveals that 15% of respondents attended technical test 15% of respondents attended situation test and 70% of respondents appeared for subject test.

## X. FINDINGS

- 50% of respondents were recruited by internal method and remaining 50% by external methods.
- The percentage of usage of different internal methods of recruitment like employee referrals, interdivisional and promotion followed by the organization is 70%, 20% and 10% respectively
- The information regarding the preference of the external methods of recruitment like HR consultancy; Newspaper advertisements followed by the organization are 75% and 25% respectively.
- 55% of respondents agreed direct call for an interview and 15% call to attend the test and the remaining 30% by direct appointment
- 5% of respondents attended technical test 15% of respondents attended situation test and 70% of respondents appeared for subject test.
- 75% respondents faced formal interview, and the remaining 25% stress and board interview
- of respondents faced HR manager round 20% of respondents faced 3- member committee and 60% respondents faced head of department round.
- 20% of respondents faced HR manager round 20% of respondents faced 3- member committee and 60% respondents faced head of department round.

## XI. SUGGESTIONS

- 1) While it is a fact that **HYUNDAI MOTORS** is deploying a good number of recruitment methods. What is important is that the traveling public should further explore and install such recruitment methods, which go to improve public handling methods especially by Marketing Executives. It is suggested asensitivity training method tailored to enable dealing with commuters should be evolved in consultation with management experts and social psychologists.
- 2) Employees who are on 'long sick', 'or long absent' should be included in the recruitment need analysis. They should be directed to undergo training at the training college. This is all the more important when it is realized that Work isskill oriented and time on and off the job has its impact on the effectiveness orotherwise of the working performance.
- 3) The top management should consider giving strict instructions to the management to relieve the employees due for refresher recruitment as per the she duke drawn up.
- 4) **HYUNDAI MOTORS** is one of the important public utilities, the requirements of the customers should be taken periodically and that they are factored into the training programmers. This is all the more important that the traveling public as a customer of the organization can always bank up on the assistance and guidance of the consumer protection councils.

## XII. CONCLUSION

From the study, the following conclusions are arrived at:

- Depending on the job vacancy, job specifications and the appropriate source of recruitment is chosen.
- Mostly, the internal source of recruitment is through employee referrals.
- It is the responsibility of the recruitment personnel to conduct the needed tests, interviews etc.
- Most of the interviews that are conducted on the basis of depth interviews.
- Qualification, experience and personal traits are all important and play a vital role in the selection of a candidate.
- Adequate manpower helps in recruitment process to fill the vacancies.
- Good interpersonal relationship is maintained by the employees and HR personnel.
- Satisfied working conditions in the organization.
- Developmental needs of the employees are considered by the organization.

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### **Web Sites Browsed**

[www.hyundaimotors.com](http://www.hyundaimotors.com) [www.hrindia.com](http://www.hrindia.com) [www.insurence.org.in](http://www.insurence.org.in)