

A STUDY ON RECRUITMENT AND SELECTION AT HYUNDAI MOTORS LIMITED

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I. INTRODUCTION

A part of Human Resources Management is assigned to personnel who perform some of the staffing function. The staffing process is a flow of events, which result in a continuous managing organizational position at, all levels from the top management to the operatives' level. This process includes manpower-planning, authorization for planning; developing sources of applicant evaluation of applications employment decision (selection) offers (placement) induction and orientation, transfers, demotions, promotions and separations.

II. NEED OF THE STUDY

- To know the effectiveness or ineffectiveness of the process of recruitment and selection in HYUNDAI MOTORS LTD.
- To determine the present and future requirement of the organization personnel planning and job analysis activities.
- To identify general practices that organization use to recruit and select employees.
- To ensure a transparent and unbiased recruitment and selection process is followed.
- To appointment of best candidates, based solely on merit and best-fit with organizational values, philosophy and goals.
- Understanding the recruitment and selection process in organization.

III. SCOPE OF THE STUDY

The scope of study is to observe the degree of satisfaction levels of the employees towards the process of recruitment and selection techniques adopted by the company. It will also show the deviations if any. This would not only help to aquanaut with the corporate environment but it would also enable to get a close look at the various levels authority responsibility relationship prevailing in the organization.

IV. OBJECTIVES OF THE STUDY

The present study has been undertaken to understand the recruitment and selection followed at “**HYUNDAI MOTORS LTD.**”

- 1) To identify and analyze the recruitment methods used by the company.
- 2) To understand and evaluate the effectiveness of selection process.
- 3) To analyze the opinion of employees towards the recruitment and selection procedures

followed at Hyundai motors.

- 4) To suggest new ways of improving the present recruitment and selection procedures implemented at the organization.

V. 1.5 RESEARCH METHODOLOGY

Primary Data

Questionnaire: Corresponding to the nature of the study direct, structured questionnaires with a mixture of close and open-ended questions will be administered to the relevant respondents within the Personnel and other Departments of the organization.

Secondary Data

➤ **Company records:** Relevant records available from the organization on the Company profile, recruitment & selection procedures.

Sample Size: 50

Statistical tool used: Percentage Method

VI. 1.6 LIMITATIONS OF THE STUDY:

The present study conducted under certain limitations. They include:

- Because of busy schedule of the employee's small sample size is allowed for the study.
- As the data is collected in the working hours of the employees, they are busy they could not give the complete response.
- For some questions the respondents had given biased response.
- The analysis is done by using percentage method. Using more effective statistical tools, the accuracy of analysis will be more effective.

1. Article:

Title: Psychometric examination as employee selection process.

Author: Korsten (Written in 2019)

Abstract: According to Korsten (2003) and Jones et al. (2006), Human Resource Management theories emphasize on techniques of recruitment and selection and outline the benefits of interviews, assessment and psychometric examinations as employee selection process. They further stated that recruitment process may be internal or external or may also be conducted online. Typically, this process is based on the levels of recruitment policies, job postings and details, advertising, job application and interviewing process, assessments, decision making, formal selection and training (Korsten 2003).

2. Article

Title: Modes of Discrimination in the Recruitment Process: Formalizations, Fairness and Efficiency

Author: Nick Jewson , David Mason

Abstract: Equal opportunities policies, and other programmes for the elimination of racial and sexual discrimination at work, frequently place great store by the formalization of the recruitment process. This article suggests that such recommendations fail to take account of the nature of recruitment to most occupations. This point is developed by the presentation of both a typology of modes of discrimination in the recruitment process and an empirical case study.

3. Article

Title: Recruitment and Selection Practices in SMEs: Empirical Evidence from a Developing Country Perspective

Author: Ongori Henry AND TemtimeZ.

Abstract: This paper purports to investigate the recruitment and selection practices of SMEs and suggests appropriate strategies on how to improve human resource management practices to enhance organizational performance. Recruitment and selection practices are the key factors to the entry point of human resources to any organization which also tends to determine the success and sustainability of SMEs.

Do Dieu Thu Pham, Pascal Paillé Although the role of green recruitment and selection (GRS) has been widely recognized as an important dimension of green human resource management, no study has ever mapped the terrain of GRS and reviewed the literature. The purpose of this paper is to fill this gap while exploring the following questions: How do organizations select candidates in line with their pro-environmental stance? What impact do a company's corporate environmental sustainability (CES) practices have on attracting pro-environmental job seekers? This paper provides a systematic review of 22 peer-reviewed articles published during the period 2008–2017. The articles were included in the review if they addressed at least one of the two research questions. Some companies choose to apply green criteria when selecting candidates while others do not.

Margaret M. Curran This paper provides an account of the processes by which people were recruited to particular places in the labour market, and explores the implications of this account for conceptualizations of recruitment and of gender divisions in employment. On the basis of a survey of recruitment to 101 retail and clerical job vacancies in the North East of England, it is argued that the social and 'tacit' skills required in the performance of such jobs are so inextricably linked with, and embedded in, gender that the jobs themselves may be seen as gendered. Gender itself thus has a direct influence on the separation of 'men's jobs' and 'women's jobs', which is distinct from the indirect effects of domestic responsibilities and the sexual division of labour in households.

Jie Shen & Vincent Edwards **Abstract:** This article explores HRM issues in Chinese multinational enterprises (MNEs), in particular, the recruitment, selection and repatriation of expatriate management in ten Chinese MNEs. Owing to the rapid growth of internationalization of Chinese firms, IHRM in the Chinese context has been attracting both academic and practitioners' interest. The approach of Chinese MNEs to

IHRM has become an urgent area of management study. This article represents one part of the results of a recent study of Chinese IHRM. It concludes that, even though recruitment and selection policies and practices in Chinese MNEs are more progressive in adopting modern HRM concepts than is the case in domestic Chinese firms, current practices are still divergent from those of major Western MNEs.

Hiltrop(1996) was successful in demonstrating the relationship between the HRM practices, HRM-organizational strategies as well as organizational performance. He conducted his research on HR managers and company officials of 319 companies in Europe regarding HR practices and policies of their respective companies and discovered that employment security, training and development programs, recruitment and selection, teamwork, employee participation and personal planning are the most essential practices.

VII. DATA ANALYSIS AND VIII. INTERPRETATION

1. How do you find the recruitment process in Lakshmi Hyundai?

Attributes	No of Respondents	Percentage (%)
Excellent	10	20%
Very Good	5	10%
Good	30	60%
Average	5	10%
Total	50	100

Interpretation:

20% of the employees feel that the recruitment process is excellent in Lakshmi Hyundai solutions. 70% of employees feel that the recruitment process is good, and 10% feel that the recruitment process is average.2. Fitness test is necessary for all the employees at regular intervals?

Attributes	No of Respondents	Percentage (%)
Strongly agree	30	60%
Agree	15	30%
Disagree	4	8%
Strongly disagree	1	2%
Total	50	100

Interpretation:

90% of the employees agree that fitness test is necessary for all the employees at regular intervals and 10% of employees are disagreed.3. The screening process of candidates is very impressive?

Attributes	No of Respondents	Percentage (%)
Strongly agree	15	30%
Agree	30	60%
Disagree	3	6%
Strongly disagree	2	4%
Total	50	100

Interpretation:

90% of the employees agree that screening process of candidates is very impressive and 10% of employees disagreed.

IX. FINDINGS

- Most of the respondents said that the recruitment process is good.
- Majority of the respondents expressed that fitness test is necessary for all the employees at regular intervals.
- Majority of the respondents said that the screening process is impressive.
- Greater number of respondents agreed that general intelligence level of each individual is tested during selection.
- Negligible percent of respondents believe that the internal employees were given preference to refer candidate.

X. SUGGESTIONS

By conducting an analysis on Recruitment and Selection at Hyundai, the following aspects are recommended for consideration.

- Internal sources will provide more effective applicants for a job vacancy. Hence, the organization should focus on using employee referral as a internal sources of recruitment.
- By reviewing the recruitment and selection procedures the organization can improve its efficiency.
- Should focus on revising salaries, enhancing growth opportunities and job security so that it positively influences on employee productivity and retention.
- The company should fix and appropriate time duration for recruitment and selection for each position in organization.

XI. CONCLUSION

Recruitment and selection play a very key and essential role in reducing employee turnover and enhancing the productivity. There is a need for incorporating the use of internal sources of recruitment and government guidelines effectively for recruitment and selection. The overall implementation of recruitment and selection policy at the organization is satisfactory. But by updating it with respect to the present technological advancements it can become more effective and competitive.

Recruitment and selection process has proven effective in identifying top talent, matching their skills and passion to the right roles, and fostering a culture of excellence. By prioritizing communication and subject knowledge, we've built a team that thrives on collaboration, innovation, and driving success.

Above study says that majority of employees working in the organization are quite happy with standards of recruitment and selection practiced by Hyundai.

XII. BIBLIOGRAPHY

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2. Impact of Recruitment and selection of HR department practices, Muhammad Anosh, Naqvi Hamad, AnamBattol of European Journal of Business & Management
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WEBSITES:

www.hyundaimotors.com

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