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A Study on Recruitment and Selection Process at Bloom Hospitals

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Abstract: Recruitment and selection process is to improve management. Successful recruitment and selection practices are key components at the entry point of human resources in any organization.
The main object is to identify general practices that organization use to recruit and select employees and to know factors which influence the employees to select the organization. To know how much the employees are satisfied with the process. The study is conducted by the survey method using structured questionnaire with a sample size of 80 using simple random sampling. Data analysis has been done with statistical tools like tables and bar diagrams. By collecting the data provided some findings, suggestions and conclusion.

I. INTRODUCTION

A. Recruitment

Recruitment is said to be a core function of human resource management. Recruitment is the process of attracting, short listing, selecting and appointing suitable candidates for jobs whether permanent or temporary into the organization. Recruitment can also been said as it is the process involves in choosing candidates for unpaid roles. When the required number and a kind of human resources are determined, the organization has to find the places where the required human resource are or will be available and also find the means of attracting them towards the management before they selecting suitable candidates for the role.

B. Selection

Selection means it is a decision-making process. In this process it consist number of activities. Selecting a candidate means placing a right person into right job at right time. The selection process can be regarded separately to the recruitment process, in that having obtained a good pool of applicants, which will have been the result of an effective recruitment process, the task of short listing candidates takes place, and concludes when an applicant has been selected and an offer of employment has been accepted.

II. OBJECTIVES

A. To study the recruitment and selection process in Bloom Hospitals.
B. To identify the general practices used in the organization to select the employees.
C. To assess whether the employees are satisfied with recruitment and selection process in Bloom Hospitals

III. NEED FOR STUDY

Recruitment and selection process is said to be an important tool for an organization. Recruitment and selection is held due to two main reasons, first when there are vacancies due to promotion, transfer, retirement, termination, and death and labor turnover. Second reason is when the organization creates new vacancies due to growth, expansion and diversification of business activities.

IV. SCOPE FOR STUDY

The scope of the study is to observe the recruitment and selection process done in Bloom Hospital and also to observe the general practices used by the organization to select employees. To identify the degree of satisfaction levels of employees towards the recruitment and selection process in Bloom Hospitals.

V. RESEARCH METHODOLOGY

Primary data is collected through questionnaires, interviews, observations etc. For this study questionnaires are been used to collect primary data from the employees of the organization.
Secondary data is collected through journals, books, websites and research reports.

VI.   REVIEW OF LITERATURE

1) *Radhika Kapur (2018):* Recruitment and selection stays one of the most significant elements of the HR division. As rivalry increments between firms, choosing and selecting the privilege and qualified gifts become even more significant. Generally organizations have to a great extent depended upon imminent possibility to locate the firm anyway today head chasing is a functioning capacity of the HR division. Firms need to head chase as well as must hold existing representatives. The whole recruitment and selection procedure has changed and developed to another structure where the onus lies on the organizations to promote, draw in, and hold top gifts. Web based advancements and different other programming and data frameworks have given new abilities more than ever. There is a developing pattern among firms to embrace and use these specialized arrangements. What's to come will undoubtedly observe an expanded job of web based arrangements in enrollment and choice procedure.

2) *Chungyalpa W (2016):* Recruitment and selection remains one of the most important functions of the HR department. As competition increases between firms, selecting and recruiting the right and qualified talents become all the more important. Traditionally companies have largely relied upon prospective candidates to find the firm however today head hunting is a active function of the HR department. Firms not only need to head hunt but also must retain existing employees. The entire recruitment and selection strategy has changed and evolved to a new form where the onus lies on the firms to advertise, attract, and retain top talents. Internet based technologies and various other software and information systems have provided new capabilities like never before. There is a growing trend amongst firms to adopt and utilize these technical solutions. The future is bound to see an increased role of internet based solutions in recruitment and selection process.

3) *Alan Price (2008):* Price (2008), in his work Human Resource Management in a Business Context, officially characterizes recruitment and choice as the way toward recovering and drawing in capable applications with the end goal of business. He expresses that the procedure of recruitment is definitely not a straightforward selection process, while it needs the board basic leadership and wide arranging so as to name the most proper labor. Their existing challenge among business ventures for enrolling the most potential specialists in on the pathway towards making advancements, with the board basic leadership and managers endeavoring to procure simply the best candidates who might be the best fit for the corporate culture and morals explicit to the organization (Price 2008). This would mirror the way that the administration would especially waitlist capable applicants who are all around outfitted with the necessities of the position they are applying for, including cooperation. Since having characteristics of being a cooperative person would be basic in any administration position.

VII.   DATA ANALYSIS AND INTERPRETATION

A. *Sources used in Recruitment Process at Bloom Hospitals.*

Table no 1: Tabular representation of sources used in recruitment process:

Variables	Respondents	Percentage
Campus interviews	0	0
Placementagencies	0	0
E - recruitment	0	0
Walk-in-interview	80	100%
Total	80	100%

Fig 1: Graphical Representation Of Sources Used In Recruitment Process
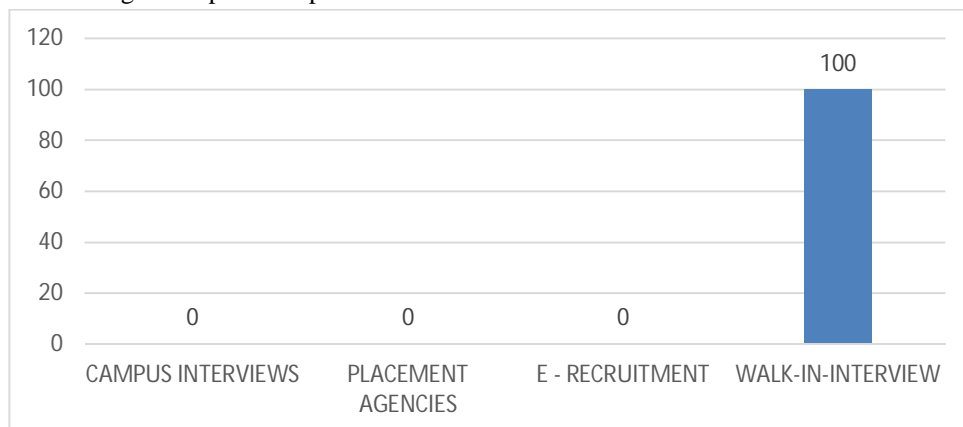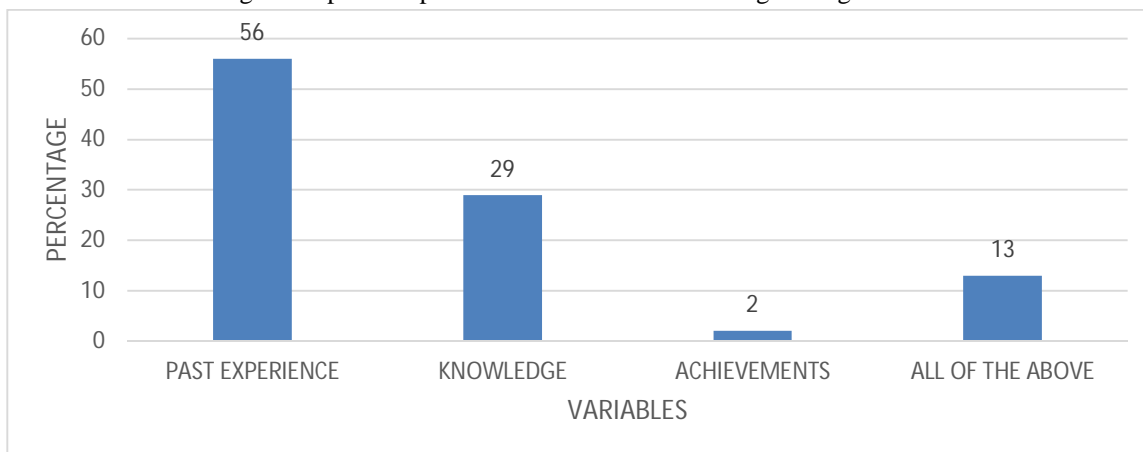

Interpretation

1) From the above graph we observe that 100% of the respondents are been recruited with walk-in-interview because all the respondents belong to the same category so the organization followed same source to recruit nurses.

B. *Basis That Made To Be Selected In The Organization*

Table no 2: Tabular representation of basis of selecting the organization:

Variables	Respondents	Percentage
Past experience	45	56%
Knowledge	23	29%
Achievements	2	2%
All of the above	10	13%
Total	80	100%

Fig 2: Graphical representation of basis of selecting the organization

Interpretation

1) From the above graph we observe that 56% respondents are been selected by past experience and 29% respondents are been selected by knowledge.
2) 2% respondents are been selected through achievements and 13% respondents are been selected by all of the above.
3) Mostly employees are been selected through past experience because the role is related to medical service so to that particular role experience is most important.

C. Factors Which Made To Choose The Organization

Table no 3: Tabular representation of factors which made to choose the organization:

Variables	Respondents	Percentage
Vacancy	23	29%
Personnel reference	38	47%
Others	19	24%
Total	80	100%

Fig 3: Graphical representation of factors which made to choose the organizatio
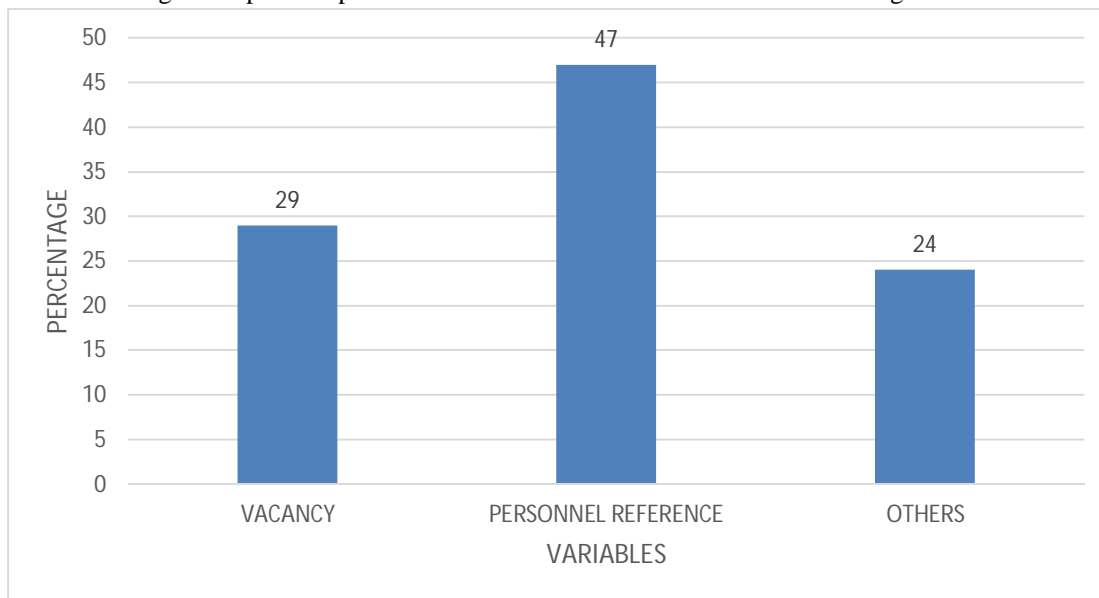
Interpretation
1) From the above graph we observe that 29% of the respondents have chosen the organization because of vacancy and 47% respondents have chosen the organization through personnel reference.
2) 24% respondents have chosen the organization by other ways like recommendation, suggested by others

D. Factors Motivated To Work

Table No 4: Tabular Representation Of Factors Motivated To Work

Variables	Respondents	Percentage
Salary	13	16%
Benefits	18	23%
Challenging job	4	5%
All of the above	45	56%
Total	80	100%

Fig 4: Graphical representation of factors motivated to work:
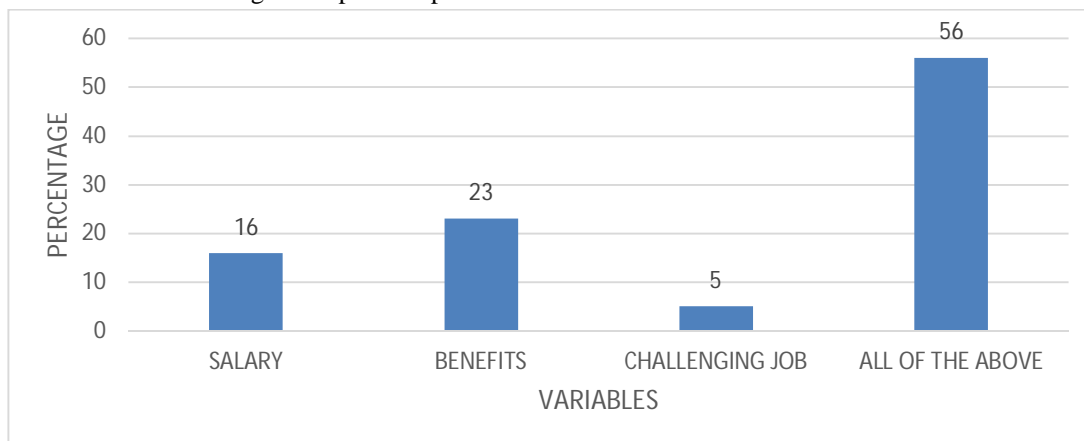
Interpretation

1) From the above graph we observe that 16% respondents are been motivated to work due to salary and 23% respondents are been motivated thought the benefits provided by the organization like insurance, bonus, facilities etc

2) 5% respondents feel that challenging job is the factor to motivate them and 56% respondents stated that all the factors motivated them to work in the organization.

E. Satisfied With The Recruitment And Selection At Bloom Hospital

Table no 5: Tabular representation of whether the employees are satisfied with the recruitment and selection:

VARIABLES	RESPONDENTS	PERCENTAGE
VERY SATISFIED	28	35%
SATISFIED	35	44%
NEUTRAL	15	19%
DISSATISFIED	2	3%
VERY DISSATISFIED	0	0%
TOTAL	80	100%

Fig 5: Graphical representation of whether the employees are satisfied with the recruitment and selection:
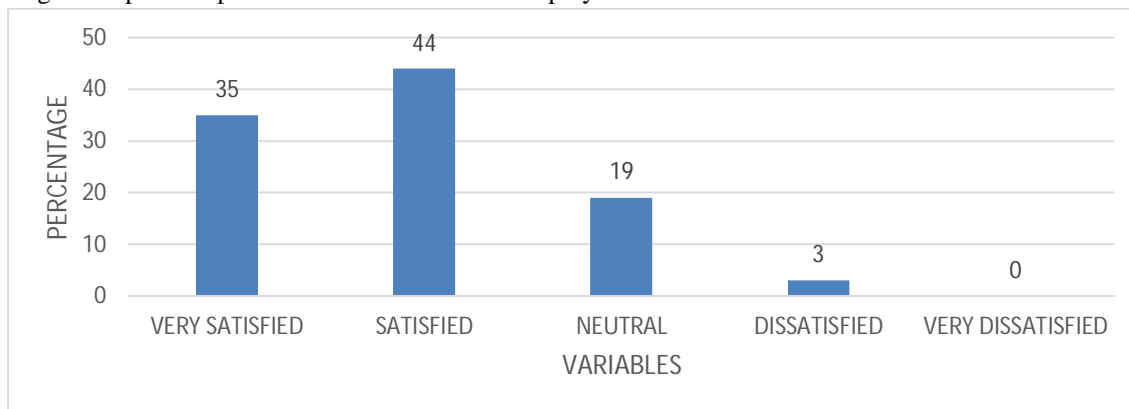
Interpretation

1) From the above graph we observe that 35% respondents are very satisfied with the recruitment and selection 44% respondents are satisfied with the recruitment Jand selection process

2) 19% respondents are neutral with the statement and 3% respondents are dissatisfied with the statement.

VIII. FINDINGS & CONCLUSION

A. Findings

1) In Bloom Hospital it was found that recruitment and selection process is Good and satisfactory.
2) Organization uses walk-in-interview source for recruiting nurses and there is no other source used to recruit and select nurses.
3) It was found that candidates are mostly approached the organization through personnel reference that is word of mouth.
4) It was found that employees were been motivated to work in the company because of salary, benefits the organization provide and challenging job so we can say that organization is providing many facilities to attract candidates and work in the organization.
5) 44% nurses are satisfied with the process and 35% employees are very satisfied with the recruitment and selection process.

B. Conclusion

Recruitment is the way toward scanning for imminent representatives and animating and urging them to apply for occupations in an association. Selection is choosing the correct competitor at the correct time in the correct place. Employees of bloom hospitals are satisfied with the existing recruitment and selection process. Mostly employees are aware of sources and methods used by the organization. Candidates get attracted to the organization mostly if the company provides other benefits and facilities.

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