

# Recruitment and Selection towards Suryakala Laboratories Pvt Ltd Kolhar (Bidar) Karnataka

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*Abstract- The study consists of the recruitment of employees, education, compensation, policy formulation, and the improvement of maintenance strategies. Human sources management has gone through many changes over the past a long time, making it more and more critical in today's companies. Recruitment and selection are crucial efforts in human resources management to maximise the energy of employees to gain the strategic desires of the company. In brief, recruitment and choice are searching, deciding on, looking and selecting suitable candidates to fill the desired positions.*

*Indexed Terms- price, quality, salary, Recruitment, Selection, Job Satisfaction.*

## I. INTRODUCTION

With suryakala, you could cognizance on the commercial enterprise effects that count to your business. Over time, we have leveraged our role inside the international market with an enviable patron listing and extra special increase rate through product innovation, devoted groups and timely implementation of solutions. Our success is based on supplying a price-brought service through a consumer-centric technique. Our entrepreneurial independence enables us to react as speedy as possible, to become extra bendy and to invest in facilities and procedures. Suryakala is a professionally controlled employer that manufactures, substances and exports pharmaceutical products. The comprehensive variety of our products is geared to the various requirements of global markets. It has always been our number one commercial enterprise goal to offer the quality merchandise within the set timeframe.

## II. SWOT ANALYSIS

### 1 Strengths

- The technical manpower on the shop floor ensures less wastage, lesser cases of contamination and more efficiency.
- Sound marketing strategy of personnel contacts and direct supplies.
- Strong management team and motivated work force.

### 2 Weakness

- The final products are intermediates for the other products.
- The Company need improvements in Environmental Management System and as well as Occupational Health and Safety.
- Some workers are technically not qualified, so special training is to be needed.

### 3 Opportunities

- They are having excellent infrastructure and in ultra-structure facilities.
- It can capture the whole domestic market.
- They are having goodwill in workers.
- The employee – employer relation is very well compared to others.

### 4 Threats

- Some competitors are introduced some highly technical aspects like global view, etc.
- Stiff Competition.

## III. LITERATURE REVIEW

- ODIORNE (1984): pointed out that the quality of new employees depends on the practice of recruitment organizations, and the relative

effectiveness of the selection stage depends on the attractiveness of the candidate.

- ACCORDING TO BURACK (1985), sources of recruitment are closely related to the activities of the organization, such as employee performance, employee turnover, employee satisfaction, employee aspirations, and organizational commitment.
- BRATTON & GOLD 1999'S recruitment and selection practices are the basic features of the dialogue guided by the concept of "positive" loading process to develop social relationships between candidates and organizations.
- MULLINS Human Resources Management (1999) should be able to help organizations determine the right candidate. Human resource management practices include recruitment, selection, placement, assessment, training and development, compensation and benefits, and retention of organizational employees.
- THE STUDY BY TAHER ET AL. 2000 is based on the fact that efficient human resource planning is the key to organizational success, which naturally leads to the recruitment and selection of employees.
- DESSLER (2000) found in his research that recruitment and selection are the basic components of the core activities of human resource management: the acquisition, development, and reward of workers.
- M. SMITH, 2001 selection process should also apply to modern technology. The literature shows that employers are adopting traditional recruitment methods rather than modern technologies.
- LAN ALAN FEE (2007): in its work, hr control defines the recruitment and choice formally because the manner of restoration and recruiting in an enterprise context.

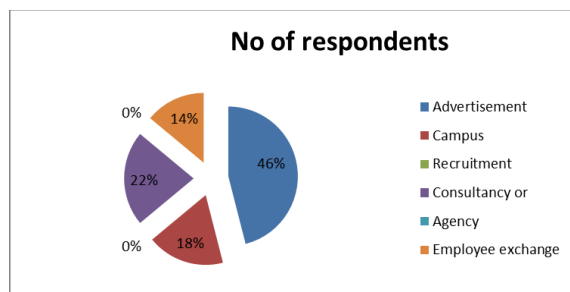
#### IV. ANALYSIS AND INTERPRETATION

Table 1. Through which sources of recruitment you had got selected

Sources of recruitment	No of respondents	% of respondent
Advertisement	23	46%

Campus Recruitment	9	18%
Consultancy or Agency	11	22%
Employee exchange	7	14%

Graph showing through which sources of recruitment you had got selected?

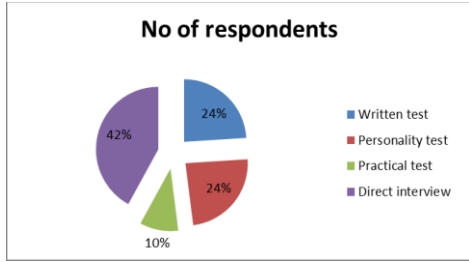


ANALYSIS: The above table shows that 46% of the employees had got selected through advertisement, 18% of the employees had got selected through campus recruitment, 22% of the employees had got selected through consultancy or agency, 14% of the employees had got selected through employee exchange.

INTERPRETATION: The above graph represents that 46% majority of the employees got selected through advertisement, and it also shows that 14% employees were selected through campus recruitment, which is compared to very less than other sources.

Table 2. Graph showing type of interview did you go through?

Type of interview	No of respondents	% of respondent
Written test	12	24%
Personality test	12	24%
Practical test	5	10%
Direct interview	21	42%

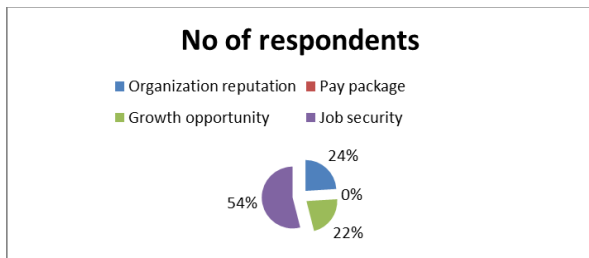


ANALYSIS: The above table shows that 4% of the employees had gone through written test, 24% of the employees had gone through personality test, 10% of the employees had gone through practical test, and 42% of the employees had gone through direct interview.

INTERPRETATION: The table shows that most of the employees attended direct interview during the recruitment and selection.

Table 3. What attracted you join in suryakala laboratories pvt ltd?

Category	No of respondents	% of respondent
Organization reputation	12	24%
Pay package	0	0%
Growth opportunity	11	22%
Job security	27	54%



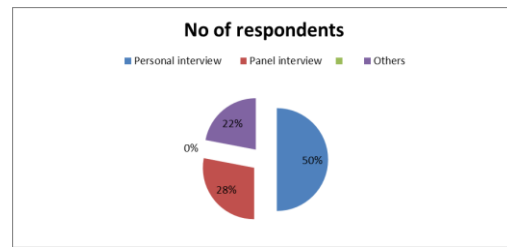
ANALYSIS: The above table shows that 24% of respondents were attracted in organizational reputation, 0% of respondents were attracted in pay package, 22% of the respondents were attracted in growth opportunity, and the rest 54% of the were attracted in job security of the company.

INTERPRETATION: The above graph represents the majority of the employees were attracted in job

security and organizational reputation of the company before joining.

Table 4. SHOWING THE RESEPPONDENTS WHICH INTERVIEW HAVE UNDER GONE?

Interview	No of respondents	% of respondent
Personal interview	25	50%
Panel interview	14	28%
Others	11	22%

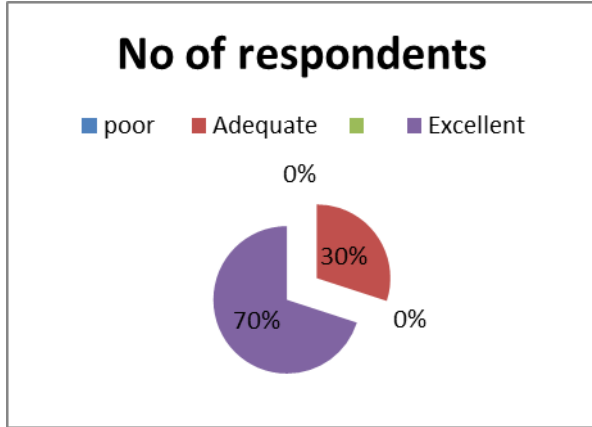


Analysis: The above table shows that 50% of the employees attended personal interview, 28% of the employees attended panel interview, and rest 22% had gone to other type of interview.

INTERPRETATION: The above graph represents that most of employees attended personal interview during recruitment.

Table 5. How do you rate the HR department's performance in recruitment and selection?

Performance	No of respondents	% of respondent
poor	0	0%
Adequate	15	30%
Excellent	35	70%

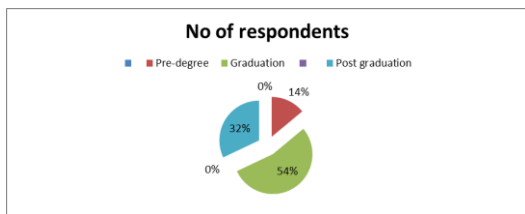


ANALYSIS: The above table shows that 70% of the employees rate the excellent recruitment and selection and rest 30% of the employees rated performance of HR department in recruitment and selection in adequate.

INTERPRETATION: The above graph represents that majority of the respondents says that the company has excellent performance in recruitment and selection.

Table 6. Table showing the qualification of employees working in Suryakala Laboratories Pvt Ltd.?

Qualification	No of respondents	% of respondent
Pre-degree	7	14%
Graduation	27	54%
Post-graduation	16	32%

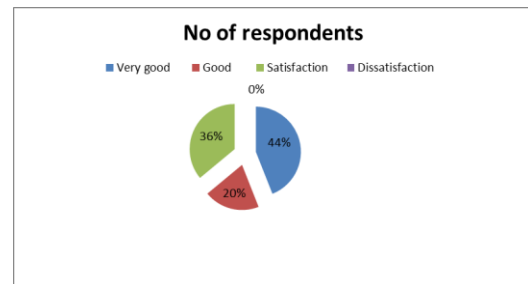


ANALYSIS: The above table shows that 14% of the employee’s education qualification is pre-degree, 54% of the employee’s education qualification is graduation, and rest 32% of the employees completed post-graduation.

INTERPRETATION: The graph represents that majority of the employees completed graduation while joining in Suryakala Laboratories Pvt Ltd.

Table 7. What is your opinion conducted on you?

Opinion	No of respondents	% of respondent
Very good	22	44%
Good	10	20%
Satisfaction	18	36%
Dissatisfaction	0	0%

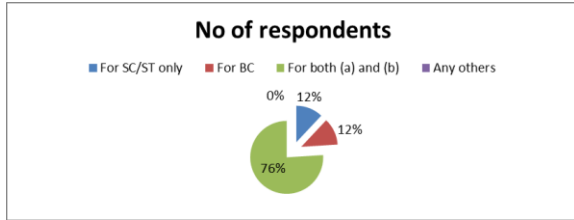


Analysis: The above table shows that the opinion 44% of the responded was very good and 20% of the respondent’s opinion was good, and 36% of the respondent opinion was satisfaction and 0% of the respondent opinion was dissatisfaction.

INTERPRETATION: The above graph represents that majority of the employees opinion about the interview was good.

Table 8. What kind of reservation policy the organization has?

Reservation policy	No of respondents	% of respondent
For SC/ST only	6	12%
For BC	6	12%
For both (a) and (b)	38	76%
Any others	0	0%



ANALYSIS: The above table shows that the 12% of the responded feel that the reservation policy of the company is only for SC/ST only, 12% of the respondents feel that the reservation policy of the company is only for BC, 76% of the respondent's feels that the reservation policy is for both (a) and (b).

INTERPRETATION: The above graph represents that majority of the employee's feels that the company reservation policy is for both ST/SC and BC.

#### V. FINDINGS

- As per the survey, it is found that 54% of the respondent age was between 20-30 years.
- About 60% of respondent were having more than 10 years of work experience in the work filed.
- It was found that 46% of respondent selected through advertisement & it is most preferred sources of recruitment in Suryakala Laboratories Pvt Ltd.
- It was found that 42% of employees attended the direct interview during recruitment and selection.
- It was found that 44% employee's opinion about the interview was very good.
- It was found that 76% majority of the respondents claimed that there is both SC/ST BC reservation policy in Suryakala Laboratories Pvt Ltd.

#### VI. SUGGETIONS

- The organization must view both individuals and company's needs while hiring people. This enables the employees the employees to be more satisfied with their work.
- Consultants have nation-wide contacts and lend professionalisms to the hiring process. Therefore the organization must improve the recruitment

through consultants for recruiting and selecting managerial and executive personnel.

- Campus recruitment can be given importance as it brings fresh blood into the organization, although they may not have prior experience but they can work hard & they might bring new concept, which can applied to help to improve existing policy.
- There should be a change in selection policy and procedure.

#### VII. CONCLUSION

The study conducted in the organization, gives an insight of the entre company's Recruitment and selection process are effective in the hiring the right person. The recruitment and selection process reveals that the company is mainly going with wide distribution of advertisement for recruitment. The company is getting right person to the right job to meet the organizations requirements and to retain the employees.

It is a unique public sector enterprise of government of Karnataka. It has a wide network of offices all over the Karnataka as well as some as some important location in the country, with eight divisions.

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