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**A study of Recruitment & Selection Procedure with special Reference to Persistance Pvt. Ltd. Nagpur**

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Peer Review Information	Abstract
<p><i>Submission: 27 Jan 2025</i> <i>Revision: 28 Feb 2025</i> <i>Acceptance: 30 March 2025</i></p> <p><b>Keywords</b></p> <p><i>Recruitment</i> <i>Selection</i> <i>Expertise</i> <i>Skills</i></p>	<p>Recruitment and selection are fundamental to the success of all organizations, as businesses simply cannot function without the right employees. But first, you need to find them, fascinate them, and convince them that working in your business is their best option. the concept of recruitment refers to the process in which a company searches for, gathers and identifies candidates who please the criteria for a job opening within the business. Recruitment impacts on all angles of a company, as hiring capable talent is fundamental for an organization's success. In fact, it is down to an organization's people to range the business goals. The resolution of the recruitment stage, therefore, is to attract qualified and trained talent. Selection is the process whereby candidates' qualities, expertise, skills, and experience are evaluated in relation to a job opening at an organization. In this stage the HR team creates a set of standards or tests to determine which candidates are competent, and which are not. In this way, it is possible to identify the candidate profile who finest fits the company's requirements.</p>

**Introduction**

**Recruitment and Selection**

Recruitment is the process of attracting individuals on a timely basis in sufficient numbers and with appropriate qualification, to apply for jobs within an organization. The process of searching prospective employees with multidimensional skills and experience that suits organization strategies in fundamental to the growth of the organization, this demands more comprehensive strategic perspective recruitment. Organizations require the services of large number of personnel, these personnel occupies the various positions created to the process of organization. Each position of the organization has certain specific contributions to achieve the organizational objectives. The

recruitment process of the organizational has to be strong enough to attract and select the potential candidates with right job specification. The recruitment process begins with human resource planning and concludes with the selection of required number of candidates, both HR staff and operating managers have responsibilities in the process.

**Meaning**

Recruitment means to estimate the available vacancies and to make suitable arrangements for their selection and appointment. Recruitment is understood as the process of searching for and obtaining applicants for the jobs, from among whom the right people can be selected.

A formal definition states, "It is the process of finding and attracting capable applicants for the employment. The process begins when new recruits are sought and ends when their applicants are submitted. The result is a pool of applicants from which new employees are selected". In this, the available vacancies are given wide publicity and suitable candidates are encouraged to submit applications so as to have a pool of eligible candidates for scientific selection.

### Objectives Of The Study

- To know the perception of employees regarding recruitment and selection process in Persistence Ltd..
- To know the recruitment process followed in Persistence Ltd..
- To know the selection process followed in Persistence Ltd..
- To review HR policies pertaining to recruitment and selection in Persistence Ltd..
- To study how the company is able to place a right candidate on right job.
- To study the recruitment and selection policies of the company for doing fair selection in Persistence Ltd.

### Hypothesis

H0: Size of the organization is independent of the effectiveness of recruitment process.

H1: Size of the organization is not independent of the effectiveness of recruitment process

### Research Methodology

Research methodology is away to systematically solve the research problem, as to how research is done scientifically. It is generally adapted by researcher to study his research problem along with logic behind them. It is necessary for the researcher to develop certain tests. This also clarify time, scope, data sources etc. of proposed

study. Another significant aspect is tools and techniques which are used for the study.

### Research Design

Research design is a pre-planned sketch for the explanation of a problem. It is the first step to take and the whole research. Study will conduct on the basis of this research design. It gives us a due that how the further process would be taking place and how would be the research study carry into classification, interpretation and suggestions. This is a guideline for the whole work.

### Research Techniques

A researcher is using descriptive research for the research.

### Research Method

A researcher is using Descriptive research method for the research.

### Sample Design

Researcher is using sampling method in which some elements of the population are included in the sample size-100.

### Sampling Method

Probability sampling is based on the fact that every member of a population has a known & equal chance of being selected.

### Sample Area

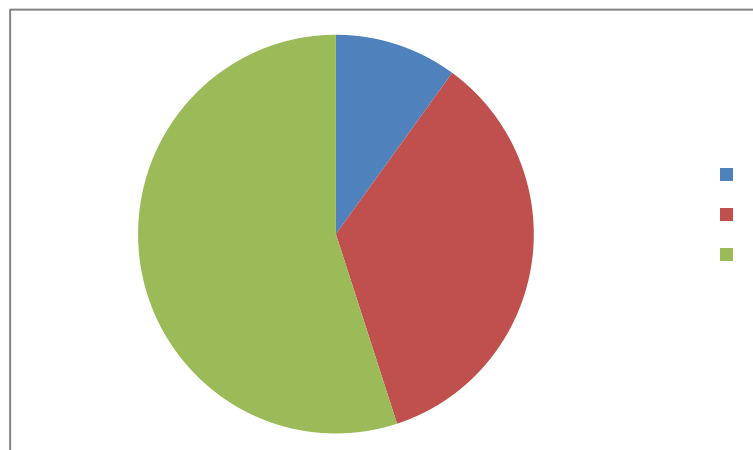
The sampling area is Nagpur.

### Data Analysis & Interpretation

#### Sources used in recruitment and selection

Which of the sources of recruitment and selection are used in Persistence Ltd. Industries?

Options	Internal	External	Both	Total
Responses	10	35	55	100
Percentage	10	35	55	100%

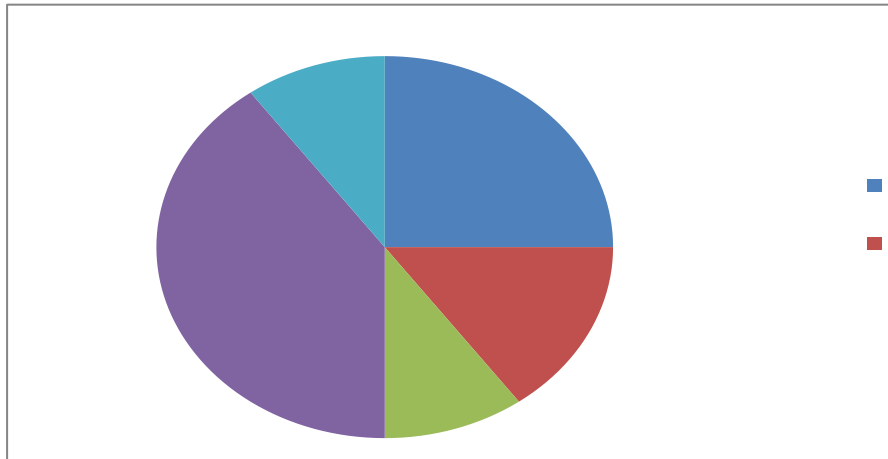


**Interpretation:** It was found that about 55% of the recruitment and selection is done both by internal and external sources, while as external sources are used more than the internal sources. Employees are hired mostly from external sources like job portals, consultancy etc.

#### External sources used in recruitment:

Which of the following external sources are used for recruitment in Persistence Ltd. Industries?

Options	Advertisement	Internet	Campus drives	Consultancy	All of the above	Total
Responses	25	15	10	40	10	100
Percentage	25	15	10	40	10	100%



**Interpretation:** It was found that 40% of the employees are recruited through the consultancies and 20% of the employees are selected by the advertisement followed by internet with 15% and campus selections with 10%. Consultancy and Internet are the major sources which provide eligible candidates for the hiring in Persistence Ltd. Industries.

#### Conclusion

Recruitment is the process of searching for prospective employees and stimulating and encouraging them to apply for jobs in an organization. And Selection is selecting the right candidate at the right time in the right place. Employees of Persistence Ltd. Industries are satisfied with the current/existing recruitment and selection process. Persistence Ltd. Industries is recruiting their employees mainly through consultancies. Consultancies are the mediator between the organization and the candidates as it serves the requirements of employees as well as the organization. Persistence Ltd. Industries recruits their employees in a decentralized. Also Persistence Ltd. Industries has to consider internet sources for recruitment of employees so that it could motivate the employees. Employees are also well aware about the various sources and methods of recruitment and selection. Persistence Ltd. Industries has to

implement innovative techniques in selection process like group discussion, stress interview, etc.

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