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## EFFECTIVE RECRUITMENT PROCESSES FOR EFFECTIVE ORGANIZATIONAL CULTURE - A STUDY

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DOI - 10.5281/zenodo.7821970

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### Abstract:

*The Paper is the thought process regarding the process of recruitment. The process is visionary and futuristic and thinks about the estimation of better outcomes. Recruitment is a strategic process which inspires aspirants for application of a specific job. This process fulfils the structure of an Organization by adding new blood and a specific place. Recruitment is also called the phenomenon of manpower filtration in which the selection of a potential candidate for a potential position. The potential position and ideas and tactics of new blood can add better outcomes for the organization.*

*The skills of humans are acting like software for work at the workplace. The potential of humans is unlimited and they can do anything in the world. The potential of humans is a wonder on earth and it can enrich without limits and make it better for the service of the world. Recruitment is the collection of potential candidates together for their enrichment and for using the better human potential for better work. There are many inputs from society and the environment, better inputs can give better outcomes and also enrich effectiveness in the workplace. Culture is the main control of an organization and the recruitment process makes it stable, productive and effective for the nice future of an organization.*

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**Keywords:** - Visionary, futuristic, effectiveness, enrichment, screening process, complex process, attitude, skills, culture, respect and multi-layered process.

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**Recruitment** is the process of **screening and short listing** candidates on the way to the final selection. It is a **positive process** in which actions of sorting are there but the action of rejection is not one. It is way process of filtration for the right candidate for the right place at the right time. Recruitment is also a

selection of potential blood for potential work. The requirement is the major factor of recruitment and all actions and response happen in the way of only **requirements**. Recruitment is the process of searching potential candidates for new or old jobs with feasible skills and competencies.

Recruitment should be **visionary and futuristic** for the **enrichment** of its **effectiveness**. Recruitment is a screening process going on in the world but it should match its practices as per the real requirements of the world. People are working in corporate more than better and with efficiency but outcomes are less. Outcomes should be effective through hard work and as per input of knowledge, skills, attitude and values. The main thing is the mindset of the new aspirant and which should be matched with the organizational culture. The practices are going on with adjustments in recruitment would create a gap in future because of adjustments in salary as well as adjustments in skill set.

It is a **route of filtration** in which the pool of aspirants is filtered by human resource management for final selection. Recruitment is a positive process due to its non-rejection and only actions for filtration. Recruitment should be linked with research in potential analysis and research in competency measurement. Judgment about competencies and potential can make this process better. One wonder in this world is 'human' because it can enrich its competency, potential and skills up to any level. Humans can learn many things and become eligible for any work. Human resource management is guiding, engaging, enabling and motivating employees for the achievement of the final goal. Natural and rational filtration can

sort out good candidates from the pool of applicants. Biases may be the issue in the recruitment process but an unbiased and clear selection process can set better candidates for the proper position. The scenario of jobs is changing and the world is moving towards multi-skills. The manpower should have to move towards a multi-skills attitude for the betterment of performance and the workplace. The change is constant and each has to move forward along with the change. The requirement of multi-skills is due to competition and facilities of skills growth in the world. Each one should maintain the demand of recruitment for the betterment of self-career and also the betterment of an organization.

Organizational culture can nurture tradition, work performance and cooperation in the workplace. Culture is the food of performance of employees but food should be proper for better performance and effectiveness. Culture is the combination of employees' behaviour and outcomes of group processes in the organization. **Culture** creates a basic set-up for performance, cooperation, engagement and motivation in the workplace. Organizational culture is acting like a nutrient for good performance. The situations and attitudes of society are changing continuously and it has impacts on the working environment. New blood has the demand and expectations as input by society. Organizations should have to

change the culture according to the good culture and set up of the society. The culture of society makes an individual habitual about rules and regulations and the individual wants similar rules in the company. Rules and regulations of society and organization should match for effective culture at the workplace. Many have a casual approach in sense of rules and regulations of society and many are running in the opposite due to their stubborn attitude.

A fixed **attitude** about something is not good for growth and relationship. A fixed attitude makes the person more rigid in behaviour and also more rigid in decision-making. Life is an ongoing process and each one has to walk with change and flexibility in life. Life should be growth and enrichment orientated. Change is the demand of the era and a fixed attitude does not work in the workplace. A flexible attitude can face the situation and conditions and also face unfavorable situations. It also takes proper decisions during a bad situation. So, Recruitment should more focus on a flexible and growth-orientated and adaptive mindset for facing new situations and conditions in the world. Change is a continuous process and each one has to move along with it. There should be no doubts regarding change because everyone is changing in the world. The processes, techniques, ways of thinking, attitudes and behaviours of people are changing. Each

one has to run with a positive and flexible mindset for facing unwanted situations. The mind should be habitual and work according to new changes. Change is beneficial for life and career in this competitive era. So, there is a huge demand for a flexible mindset in the world due to its adaptive nature.

Organizing skills and attitudes for better outcomes is possible only after cooperation. Cooperation in the company is possible and most of the time it depends on the behaviour of the boss. The boss should be not biased and should decide on the interest of an organization. The biased decision is dangerous for group cooperation and group cohesiveness. It creates doubts amongst employees. Recruitment should more focus on unbiased candidates. There are many ways such as psychometric tests and googly questions can find out the biased behaviour of people.

Knowledge and skills are the power of any candidate. Skills are the basic components required for work. Knowledge is the **fuel for a career**. Each one is working for respect and existence. Everyone wants to become powerful. The ways to become powerful are many and in that direction, individuals should move and gain positive power for a career. Knowledge is one powerful tool and each one has to work according to the knowledge and skills. Knowledge and skills should not be linked with the person.

A person can earn many skills in their life. If earning skills is easy in this world then each one should earn skills for the betterment of their career. Learning is an easy task in this era. There are many sources available for learning linked to the internet. If leaving is not the way for a career and learning should be the best way to the growth of a career.

Recruitment is a process of **seeking good and eligible candidates** for the company. It is searching for treasure for good performance and productivity at the workplace. One diamond has a value of more than a ton of iron similar to one good employee has a value of more than ten or more employees in the company. The value and eligibility are within manpower and the process of recruitment is searching for that eligibility. Eligibility has many angles such as knowledge, competencies, psychology and attitude for doing work in an organization. Cognitive ability is the required thing but emotional ability is the most required thing at the workplace. Many organizations are searching for a candidate based on their understanding of power and emotional stability. An emotionally stable employee has rich potential for managing stress and ownership in an organization. Money is a secondary matter minor to the interest and experience of the candidate. A good and emotionally stable employee can give hidden benefits to the organization. Most

organization wants to invent an employee who has sound soft skills and life skills.

The process of recruitment is **complex**. It is research about human potential, competencies and capacities. It can set the same number of skills together for the betterment of the performance of a particular group. It is a psychological process that filters out candidates on the base of their potential and competencies. It is finding the right candidates for the right position at the right time. Every action should be right otherwise things may create difficulty in future. The overall thought for involving new blood in the organization is recruitment. The new blood selection is also on the base extra-identification of traits observed by the recruiter in the aspirant. In some cases, identified traits might be wrong in assumption. Recruitment is the involvement of external blood and mixing it with the culture, rules-regulation and practices of the organization.

**Organizational culture** is the complex mixture of all behaviours and psychological processes in an organization. Rules and regulations are the directions for the way of work and employee needs to change their habits and psychological status as per directions and requirements. Changing the psychological status of an employee is not an easy one which required a deep thought and research process. There is a need for proper induction and training process after

the selection for setting a better attitude for work. Recruitment is a systematic process of adding new fresh blood to an organization.

**Changing psychological** status and behavioural status is a tough task because changing psychological status is a lifelong process and without toughness and strictness, it is almost not possible. HR Manager acts as the teacher and mother of the organization in this context. HR Manager analyzes the requirement of the organization and adds new blood according to the requirement of the new one. Nurturing, developing, teaching, guiding and mentoring are the main role of the HR Department after the recruitment process. HR Department also considered all the above-said processes before the selection of candidates. Recruitment is futuristic so the HR Department has the plan to retain and motivate employees for a long time. No Organization in the world wants to fire an employee for small reasons because the employee is an asset to the organization and it doesn't want to lose them without major issues.

**Value** can be created, nurture and generate with proper input and training processes. The effectiveness of work performed at the workplace depends upon the value given by society. The organization wants to become effective in the market and wants to collect valuable manpower from society through recruitment. The name and fame of the

company are wholly depending upon the nature and quality of the employee working in the organization. Psychological status is very powerful, one great thought can enrich the culture of an organization and only one thought can spoil the whole organization. Recruitment is the filtration of great thought for the betterment of the organization. Value can enrich effectiveness, and it creates better outcomes in the organization along with the effect of good behaviour and values of the employees.

Recruitment and selection are **multi-layered processes**. The process consists of three major steps which include initial screening, sorting on the base of qualification, Group discussion and checking communication skills, and a personal interview which checks personal potential and attitude for doing a job. Interviews also find the personal strength and weaknesses of the candidate. The interview also screens the feasible candidate for work. Recruitment and selection should be matched its requirements at the final stage. Sometimes in multilayered screening potential, eligible candidates may dropouts due to the absence of the required single competence in a job. In this case, the recruiter should focus on competence rather than the absence of a single candidate.

**Adding new blood** to an organization is an **external source** of

recruitment. A recruiter can add as per qualification, potential, competence and level of skills. A recruiter can apply different techniques out of which interviews and written exams are the best techniques. It can also exchange employees of self-organization with others and also add external employees to the organization on a temporary base. Temporary employment saves the cost for more than one organization because of its nature. Temporary employees have temporary work in the company and the left place after completion of their desired work. An external source of recruitment is a good source because it can add new blood and new potential for the organization. New potential can raise the efficiency and effectiveness of the organization.

#### **Literature Review:**

**Mittal and Singh (1975)** defined mechanized farms as those farms where farm operations such as ploughing, harrowing and threshing were done by tractors.

**Parameshwara Rao (1972)** states that farm mechanization means application of mechanical power to perform agricultural operations and to increase farm production and to raise the standard

of living of the people working in agriculture. Mechanization is partial when only part of the farm work is done by machine. It is complete when animal or human labor is completely displaced by the power operated machines.

#### **Research Methodology:**

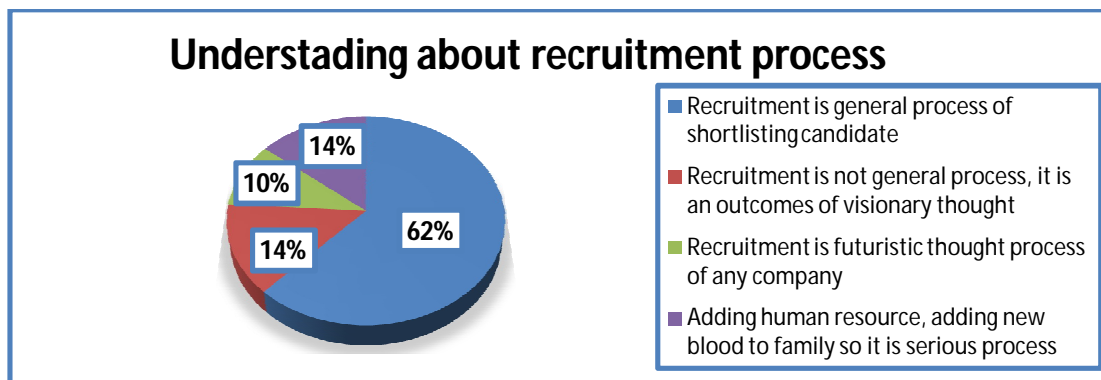
Equipment and selection is the process of identifying the need for job defining the recruitment of the position and the job holders advertising the position and choosing the most appropriate person for the job.

**Problem Identification:** Improper recruitment and selection on affecting on human resource planning

#### **Objectives of the Research Paper:**

1. To identify process of recruitment in Banking sector
2. To Identify selection process in Banking sector
3. To find out impact of the recruitment and selection process on productivity
4. To estimate effective recruitment and selection technique for Banking sector
5. To Suggest improvements in recruitment and selection process of Banking sector

## 1. Understanding about Recruitment Process by Respondents:



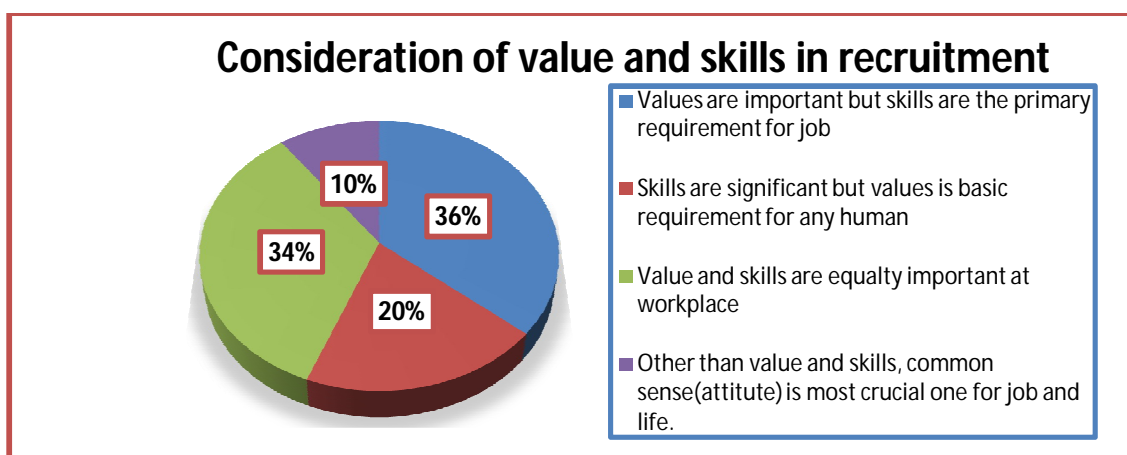
**Chart No.1-Showing understanding of respondents about recruitment process**

### Data Analysis and Interpretation:

From the chart it is clear that most of the respondents believe that recruitment is general process of short listing candidate. It is also visionary thought but most of the respondents not understanding

it futuristic view. It Question family means organization and adding new blood to family is best answer. The organization which is like family is good organization but very few respondents thought about the reality.

## 2. Thought of Teachers about Value and Skills:



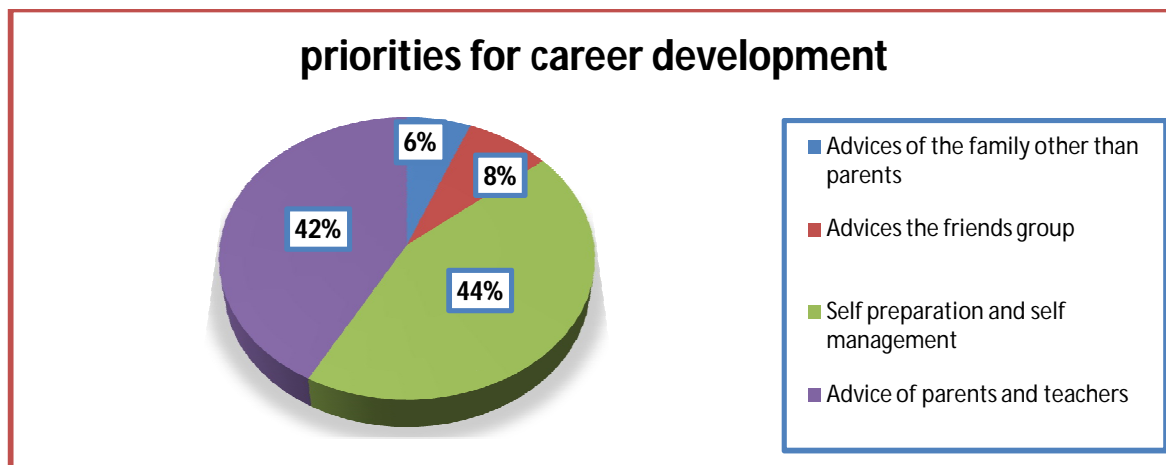
**Chart No.2-Showing consideration about value and skills in recruitment**

### Data Analysis and Interpretation:

The question was related to real requirement of job. Majority of respondents believe that values and skills are primary and an equal requirement for

job. Common sense was the expected answer which is combination of information, values and skills but very few respondents clicked on common sense.

### 3. Priority of Teacher for Career Development:



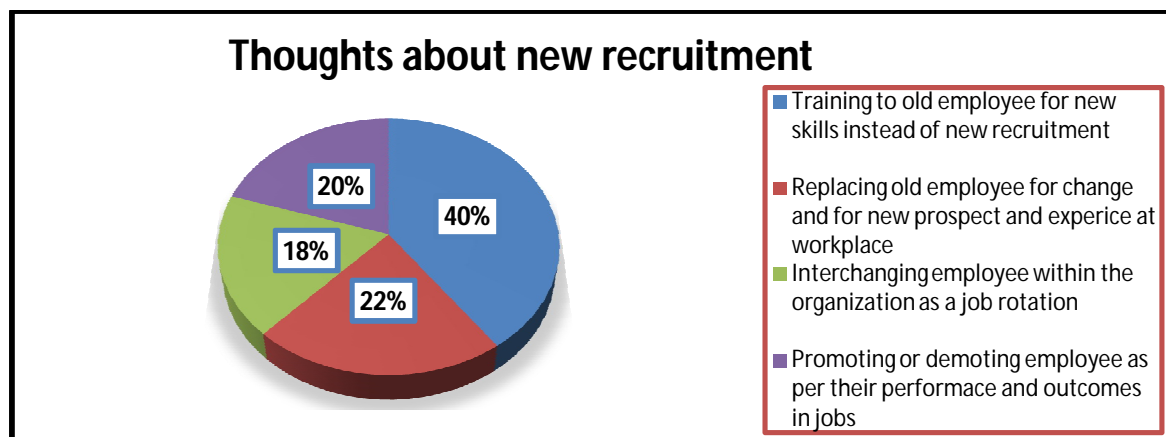
**Chart No.3-Showing priorities for career development**

#### Data Analysis and Interpretation:

Response expected was the point for which respondent giving priority in job. Most of the respondents give priority

to self-management and self preparation in their career. Respondents also getting advices from parents and teacher for designing their career.

### 4. Planning About Self-Recruitment Plan by Teacher:



**Chart No.4-Showing Thoughts about new recruitment by respondents**

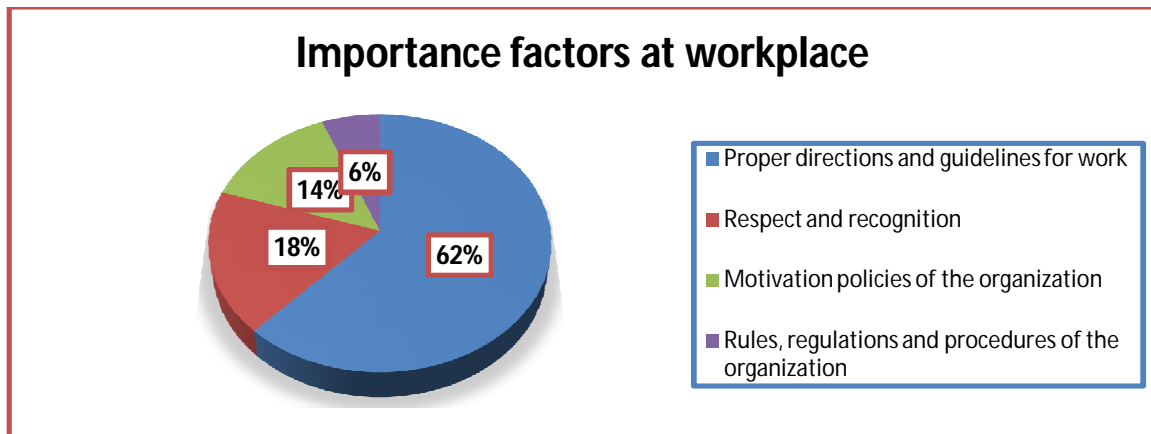
#### Data Analysis and Interpretation:

This question had the intentions of respondents about new recruitment. Most of the respondent wants to train old

employee instead of new one. Most of respondents also believe in promotion and rotations instead of firing and replacement from outside world.



### 5. Most Important Factor at Workplace:



**Chart No.5-Showing Importance factors at workplace**

#### Data Analysis and Interpretation:

The intention of question was finding the significant point required at workplace. More than respondent expected proper directions and guideline for work for betterment of workplace. Respect and recognition expected for 1/4<sup>th</sup> respondents and very few expecting for motivation and proper engagement. Proper engagement was expected answer but respondents might not know about the concept so they have replied simple meaning, proper directions which was also expected answer.

#### Conclusion:

It is the process of screening of candidate for right place and right time as per the requirement of the company. Recruitment is visionary and futuristic process for betterment of prospect of the company. Selection is filtration of manpower as per their competencies and

attitude for setting culture at the workplace. This is the process of adding new blood with feasible human values and betterment of Value of an organization. Recruitment is not general process is it futuristic and visionary one. Manager and human resource also focus with seriousness in future. Human resource has all outcomes come from inputs and development.

Skills are primary requirement at job but value and knowledge are crucial component of life. Value can enriches the emotional intelligence of human being. In today's world companies are not only looking for skilled manpower but also the manpower who have good emotional quotient. Self preparation is crucial for self career development. Human has to initiate the process of development from self then world will move. Self-motivation can work better in career enhancement and thought process development.

Employees and management should believe in old employee for better future. Experienced employee does better than new employee. Organization must focus on retention of employee rather than new fresh recruitment by replacing good old employee. Recruitment is one effective process of selection of candidate but proper guidance and proper mentoring and counseling can develop the skills and career of employees.

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