

A Study on Recruitment and Selection Process at Albedo School of Business Management

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Abstract

Recruiting and selection are vital activities in private educational organizations because they directly affect student results, educational quality, and institutional competitiveness. The study's goal is to provide a thorough understanding of the recruiting and selection process. The objectives include investigating employee satisfaction with recruiting and selection processes, evaluating comments on employee work satisfaction, researching employee perception, and identifying factors impacting job acceptance and satisfaction. The quantitative method is used in the research to provide an in-depth understanding of the topic. The study's conclusion highlights recruiting and selection, which we believe to be an organizational success process with a major impact on employee performance, retention, and overall corporate culture. This research investigated numerous techniques and tools for enhancing these procedures, ranging from utilizing technology and increasing company branding to promoting diversity and accelerating the candidate experience. The ongoing evolution of recruiting and selection techniques, in line with organizational goals and market trends, will be critical in attracting and maintaining top personnel in an increasingly competitive field.

Keywords: Recruitment, Selection, Job Satisfaction

Introduction

Recruiting and selection are vital activities in private educational institutions because they directly affect student results, educational quality, and institutional competitiveness. In comparison to other industries, education demands a more advanced hiring process that examines factors such as teaching skill, institutional value harmony, and a passion for education in addition to academic accomplishments.

This study promises to provide an in-depth understanding of ASBM's recruiting and selection process, emphasizing specific reasons and barriers met. ASBM's employee population and culture are heavily influenced by the recruitment and selection process, as the quality of faculty and staff is critical to both academic achievement and institutional reputation. This study examines best practices, selection criteria, and recruiting tactics in depth to identify effective strategies for attracting, screening, and enrolling personnel working in the private sector of education. The major objectives of the study are:

- To study Employee Satisfaction with Recruitment and Selection Processes.
- To Identify Factors Influencing Job Acceptance and Satisfaction

Review of Literature

According to Abbasi, Tahir, Abbas, and Shabir (2020), recruitment can be viewed as a process that allows the various kinds of desirable candidates who are looking for a suitable job to be admitted to the said organization in order to create a talent pool of employees and obtain a competitive advantage in the aforementioned market dynamic.

Temtime and Henry (2009) In the realm of organizational effectiveness and efficiency, selection is a crucial component. To preserve the space and quality of organizational efficiency, the appropriate individuals must be positioned in the right locations to guarantee improved organizational performance (Henry & Temtime, 2009).

Kumari et al. (2010) study demonstrates that the business has a transparent hiring procedure. Employers frequently pay staff members for costs incurred. It was discovered that all of the company's databases were fully computerized. According to every employee, the business used recruiting firms or consultants to locate applicants. It may be claimed that the business has been doing well since the start, despite several peculiarities. The aforementioned study concludes that the company's performance, as reported by all 120 employees, indicates that it maintains and controls competitive information, including data processing to make it possible to gather competitive information. 70 out of 120 employers said their companies spend 20% to 30% of their total budget on recruitment and selection. All 120 employees confirmed that Coca-Cola followed the recruitment and selection process. This depends on the role the candidate is applying for and most companies will reimburse the employee for any expenses incurred. 70 out of 120 employers said the company reimbursed workers for expenses paid, while 50 employers said that all 120 employers managed company administration and tender documents, including keeping records to ensure bidders filled out information completely.

Huselid (2005) sees recruitment as an effort to successfully attract candidates qualified to fill open positions inside a company. However, according to Castello (2006), hiring is the legal process of finding candidates who have an interest in a company and whose credentials and abilities match those of the company. Additionally, recruiting is defined by the Chartered Institute of Personnel Management of Nigeria (CIPM) (2007) as an organization's chance to attract and identify competent applicants for open positions.

Montgomery, (2006). An organization's recruitment strategy may center on the required levels of applicant competency. For instance, entry-level jobs call for minimal experience or low-level skills. For these jobs, a company might decide to hire recent high school, college, or university graduates, who usually don't know exactly what they want to do for a living. According to Boxall, Purcell, and Wright (2012), this group of hires can be developed into a resource pool for internal hiring of human resources. The second strategy is the internal middle-level hiring procedure. This group includes administrative, technical, and junior executive personnel. Senior executives' external sourcing of highly qualified and in-demand personnel is a hallmark of top-level hiring.

Kumari (2012), According to Kumari's research, performance is enhanced by recruitment and selection tactics. The purpose of the study was to clarify recruitment and selection concerns in comparable situations. Finding common practices used by businesses to hire and choose staff members, as well as figuring out how these procedures affect SMC Global Securities Limited's operations, are the main goals. A search will be used as the search strategy. Questionnaires with a clear framework were used to gather the data. According to the report, networking and obtaining recommendations from others are the most effective ways to find prospects. Throughout the process, he encountered a number of instances where the function of human resources and the

pertinent qualities he observed in the applicants were demonstrated. The financial sector's structure is well-established, and the analysis demonstrates that hiring is a continuous economic activity that necessitates the development and application of fresh, creative approaches to satisfy demand. Instead than concentrating on short-term performance, businesses should aim for consistent long-term performance. Enhancing recruitment and training should receive more attention.

Daly et al (2003), According to their research, greater immigration, especially from South East Asia, has contributed to Australia's workforce's increased diversity during the previous 25 years. Even while many immigrants come to the country with knowledge, skills, and abilities, most of them struggle to find suitable jobs that use these capabilities. This essay examines the hiring and selection practices of managers, hiring managers, and foreign workers in a few Australian cities. issues relating to hiring and choosing a diverse workforce. It is acknowledged, although, that the study has certain shortcomings, such as its small sample size. Nevertheless, it would have been better to observe more participants. It should be noted that this study was exploratory in nature due to its modest size.

Dickie, C., & Dickie, L. (2005) According to their findings, transferring or acquiring these resources is difficult for many nations or local businesses looking to enter the Chinese market. Chinese culture and Western HR practices are contrasted in this article. One significant discovery is that, although HR procedures are described using comparable dimensions, culture has a varied impact on practices. The hiring and selection processes used by Chinese and Australian businesses are very similar. The hiring and selection practices employed in the two nations appear to be a test of the HR policies, strategies, and procedures that multinational corporations have created, tested, and put into place. Although the terms used to describe the recruitment and selection process are the same, it is crucial to comprehend the obligations and constraints of candidates for leadership in cultural institutions and larger society. As a result, every nation takes a totally distinct approach. Workers' perceptions of the world are shaped by reality-based schooling in both nations. Fortunately, when people use decent techniques and common sense, this is not an issue.

Statement of the Problem

The Albedo School of Business Management's (ASBM) hiring and selection procedure is crucial for the organization's overall performance, especially in an educational context. Although for best results, this method can run into a number of challenges that need to be resolved. ASBM might experience inefficiencies in its hiring procedures, which could result in prolong hiring intervals, uneven selection standards, or a lack of use of efficient recruitment channels. The quality of applicants recruited is another major challenge since it can lead to a misalignment between a candidate's qualifications and the job specifications, which can affect the institution's capacity to draw in and keep elite academics and staff. Additionally, there may be challenges with the selection processes themselves, which could reduce the number of eligible applications and make it difficult for ASBM to choose the best ones. In order to improve its hiring and selection procedures, ASBM must address these issues in order to ensure that high standards of faculty and staff excellence are upheld and organizational requirements are met.

Research Methodology

The purpose of the study was to gain insight into Albedo School of Business Management recruitment and selection procedure as well as the opinions of staff members across all levels. To determine an organization's level of productivity, which ought to be directly correlated with the caliber and quantity of its human resources. The business should have clear and detailed personnel policies and recruitment practices in order to place the right individuals in the right places at

the right times. These are crucial for the organization’s growth. Research into the procedure was therefore required. Quantitative methods were used for the research, to offering a complete understanding of this topic. The study used Quantitative methods to collect numerical data on Observing the satisfaction levels, perceptions of fairness, and effectiveness of the recruiting and selection process.

Sampling Technique

Employees from entry-level positions to managerial positions will be included in the sample, representing a range of organisational levels.

Sample Size

51 individuals of the total workforce employed by the organization, comprised the research study sample. The sample included employees at every level, from the highest ranking to the lowest. All organizational departments provided a sample, which was gathered.

Data Collection

To collect quantitative data on the satisfaction levels, perceptions of fairness, and effectiveness of the recruiting and selection process, a structured questionnaire is created. Mixed-method questionnaire are used in the survey to measure respondents’ levels of satisfaction, and demographic questions are included for gathering relevant information.

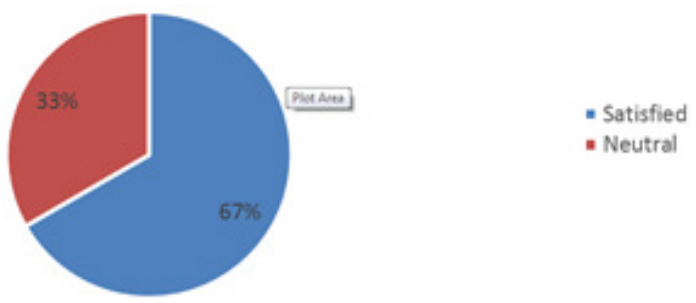
Results

Satisfaction with Recruitment Approach

Table Showing the Distribution Approach of Management during Recruitment

Satisfaction with Recruitment Approach			
Options		Frequency	Percent
Responses	Very Satisfied	0	0
	Satisfied	34	66.7
	Neutral	17	33.3
	Dissatisfied	0	0
	Very Dissatisfied	0	0
	Total	51	100.0
Source: Primary Data			

Graph Showing the Distribution Approach of Management during Recruitment

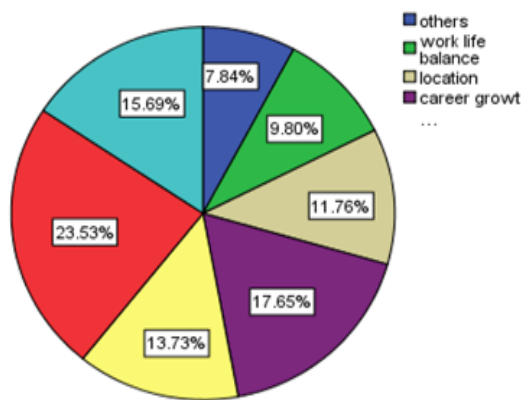


Job Offer Acceptance Factors

Showing the Distribution of Influence to Accept the Job Offer

Job Offer Acceptance Factors			
Options		Frequency	Percent
Responses	Work Life Balance	5	9.8
	Location	6	11.8
	Career Growth	9	17.6
	Job Role	7	13.7
	Company Culture	12	23.5
	Salary Benefits	8	15.7
	Others	4	7.8
Total		51	100.0
Source: Primary Data			

Graph Showing Distribution of Influence to Accept the Job Offer



Conclusion

The major findings of the study are as follows, From the study it is evident that the majority of respondents believe that the recruitment and selection process at ASBM meets current legal requirements, suggesting a level of confidence in compliance practices. The findings indicate significant portion of employees are satisfied with internal sources of recruitment, suggesting that the organization effectively promotes talent from within. From the study it is evident that Majority of respondents agree that the company's recruitment and selection procedures draw in qualified candidates. Although there are dissenting opinions among the respondents, the general agreement suggests that the organisation is thought to be successful in drawing in the best candidates

The study's conclusion emphasises on recruitment and selection, we understand that it is a process of organizational success, significantly impacting employee performance, retention and overall company culture. This project has explored various strategies and tools that can enhance these processes, from leveraging technology and improving employer branding to fostering diversity and streamlining candidate experience.

By implementing these best practices, organizations can build a dynamic, skilled and motivated workforce that drives business success. The continuous evolution of recruitment and selection

methodologies, aligned with organizational goals and market trends, will remain crucial in attracting and retaining top talent in an increasingly competitive landscape.

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