

Human Resources Management in Rajasthan State Warehousing Corporation – With Special Reference to Recruitment and Selection

Rajeta (Research scholar),

Department of Business Administration,
University of Rajasthan, Jaipur, Raj.
(302004), India.
Email -rimssaharan@gmail.com

Abstract-

Recruiting is the process of finding potential employees and encouraging them to apply for positions within an organization. Selection can be defined as the process by which an organization selects from among candidates those individuals who it believes best meet the requirements of the job given the current environmental condition. The main objective of this document is to identify the general practices that Rajasthan State Warehousing Corporation uses to recruit and select employees. The study also focuses its attention on determining how recruiting and selection practices affect organizational outcomes and provides some tips that can help. In today's fast-changing business environment, companies must respond quickly to people's needs. Therefore, it is important to have a well-defined hiring policy, which can be carried out effectively to get the best solution for vacant positions. Selecting the wrong candidate or rejecting the right candidate could be a costly mistake for your organization.

Keywords: Human resource management, recruitment, selection, recruitment process, factors affecting recruitment, recruitment methods, selection process, selection methods and criteria, Rajasthan State Warehousing Corporation, functions and type of warehouses.

Introduction-

Human Resource Management (HRM):

Human resource management (HRM) is a managerial task that deals with recruiting, inspiring, and keeping employees in a firm. It emphasises those who are in institutions. Designing management systems for human resource management ensures that human talent is utilised effectively and efficiently to accomplish the objectives of the firm. HRM is the function of the staff who deals with procurement, development, compensation, integration, and retaining an organization's staff to contribute towards achieving the objectives. An organization's effectiveness is increased through supporting individuals in the growth of their knowledge, abilities, and skills through human resource development. Today, the most crucial component of any firm is its people. The human resources of an organisation are essential to its operation. In today's

highly competitive and complex environment, putting the right person in the appropriate position can have a significant impact on how well an institution performs. In addition to helping the company work effectively, carefully chosen and placed employees would also provide a lot of opportunity for future replacements.

The hiring involves two broad activities –

- 1) Recruitment
- 2) Selection

1- Recruitment- It is a research process to obtain applications for a job among which to select the right people. We can technically describe recruitment as the process of locating and luring qualified candidates for a position. The recruitment process starts when recruits are needed and ends when the application is sent in. As a result, there are many candidates from which new hires are chosen. Although in theory the hiring process ends after the application is received, in reality it continues with the screening of applicants to weed out those who are unsuitable for the position.

Purpose & Importance-

1. Determine the organization's present and future requirements along with personnel planning and work analysis activities.
2. Increase the application pool for jobs at the lowest possible price.
3. Help increase the success rate of the selection process by reducing the number of visibly qualified job applications.
4. Help reduce the likelihood that candidates, once hired and selected, will only leave the organization after a short period of time.
5. To meet the institution's legal & social obligations regarding the composition of its workforce.
6. Identification and preparation of potential job candidates who will be appropriate candidates.
7. Increase the individual effectiveness of the organization in the short and long term;
8. To evaluate the effectiveness of various recruiting techniques & sources for all types of job applicants.

Factors Influencing Recruitment-

There are some factors that influence recruiting. These are mainly classified into 2 categories:

1. Internal factors
2. External factors

Internal Factor: Organizations have control over internal factors that affect their recruiting functions. Internal factors are -

Size of the organization. Recruitment policy

Image of the organization Image of work

External factors are those that cannot be controlled by an organization. External factors influencing the recruiting process include the following:

Demographic factors	Labor market
Unemployment rate	Labor laws
Legal Considerations	Competitors

Recruitment Process

- Recruitment planning
- Strategy development
- Research
- Screening
- Evaluation and Control

1.Selection

Selection is the process of selecting people (from the pool of job applicants) with the qualifications and skills required to fill jobs in the organization. A formal definition of selection is: - "It is the process of differentiating between candidates to identify (and hire) those most likely to succeed in a job. " Recruitment and selection are the two crucial elements in the HR process. There is, however, a subtle distinction between the two steps. While recruiting refers to the process of identifying and encouraging potential employees to apply for a job, selection is about selecting the right candidates from the pool. Recruiting is said to be positive in its approach as it seeks to attract as many candidates as possible Selection, on the other hand, is negative in its application as it seeks to eliminate as many unskilled candidates as possible to identify the right candidates.

The role of selection in the effectiveness of an organization is crucial for at least two reasons; first, job performance depends on individuals. The best way to improve performance is to hire people who have the skills and willingness to work. Second, the cost of hiring and hiring staff speaks volumes about the selection. The costs of a wrong selection are greater.

Selection Process:

- Receipt of applications
- Screening applications
- Empty application
- Employment test
- Job interview
- Reference check
- Medical examination
- Final selection and letter of appointment

Company Profile

Warehousing Corporation was founded under the Warehousing Corporation Act of 1962 (Central Act No. 58 of 1962) in December 1957 and began operating on March 24, 1958. Warehousing Corporations' operational area is the State of Rajasthan and in the latter 60 years old, the Corporation has been actively serving farmers, the business community and industrialists.

The company has a mandate to create scientific storage facilities with the best technology in the world. Warehousing Corporation currently has a total storage capacity of 7.63 MT. distributed over 89 warehouses in Rajasthan.

Rajasthan State Warehousing Corporation - (RSWC)

Central and state warehousing corporations were established in the country after the Indian government enacted "The Agricultural Produce (Development & Warehousing) Corporations Act, 1956". These companies were re-established in 1962 by repealing the previous law and enacting "The Warehousing Corporation Act, 1962" to provide for the incorporation and regulation of companies for the storage of agricultural products and certain other products and related issues.

In Rajasthan, the Rajasthan State Warehousing Corporation (RSWC) was established on December 30, 1957 and started operating w.e.f. March 24, 1958.

The Corporation has been operating in the state for 50 years.

Functions of the Company

As provided in Section 24 of the Warehousing Corporations Act, 1962, (Central Act 58 of 1962) the RSWC.

- (a) may acquire and build assets and warehouses in locations within the state at its discretion, after consultation with the determined Central Warehousing Corporation.
- (b) can operate warehouses in the state for the storage of agricultural products, seeds, fertilizers, fertilizers, agricultural tools and notified goods;
- (c) may provide facilities for the transport of agricultural products, seeds, fertilizers, agricultural tools and notified goods to and from the warehouse;
- (d) may act as agent of the Central Warehousing Corporation, or the government in the purchase, sale, storage and distribution of agricultural products, seeds, fertilizers, fertilizers, agricultural tools and notified goods;

- (e) to enter into, with the approval of the State Government, joint ventures with the central depository company; And
- (f) can perform other functions that may be prescribed-

1. disinfection service
2. agent service
3. goods storage
4. planned storage
5. extended storage: seasonal demand, fruit ripening, take advantage of discounts, meet anticipated higher demand, etc.
6. Goods Handling
7. Information Management
8. Protection Of Goods
9. Risk
10. Financing
11. Processing
12. Classification And Brand

Group Strength Of Human Resources In RSWC-

GROUP A - Chief Executive Officer, Executive Director, Financial Advisor, Co-Director, Deputy Executive Engineer.

GROUP B - Assistant Engineer, Assistant Director, Sr. Warehouse Manager, Assistant Account Officer, Programmer, Warehouse Manager, Private Secretary, Office Superintendent

GROUP C- Legal Assistant, Stenographer, Junior Accountant, Sister Assistant, IT Operator, Stenotypist, Junior Assistant, Telephone Operator, Driver, Personal Assistant, Accountant, Administrative Assistant, Sister Draftsman, Junior Engineer

GROUP D- Godown Keeper, Chowkidaar, Electrician, Peon

Objectives of the Study-

- Assess employers' perceptions of the hiring process they have undergone.
- Identify the average time spent in the selection process.
- Identify new ways to improve the current recruitment process.
- Understand employee awareness of recruiting and selection.
- Study the stages of the selection procedure.
- Study the level of employee satisfaction with the existing hiring policy.

Analyze the use of media in recruiting and selection activities in the RSWC. Suggest ways to improve the quality of hires for the various positions in the group.

Analyze whether the size of the organization is independent of the effectiveness of the recruiting process or not.

Purpose of the Study

- This study helps you decide on selecting the right candidates for the right job.
- This study helps the organization investigate the problem area and suggests ways to improve the recruitment and selection process.
- This study focuses on understanding the recruitment and selection process

Literature Review-

A literature survey is the documentation of complete published and unpublished work from secondary data sources in areas of specific interest to the research scholar. The library is a rich storage base for secondary data, and we spent several weeks and sometimes months leafing through books, newspapers, journals, journals, lecture proceedings and doctoral dissertations, dissertations, government publications and other reports to find information on the our research topic. A review of the literature helped us to focus further interviews more meaningfully on some aspects that were considered important in the published studies, even if these had not emerged during the previous interrogation.

A. Lavoro by Silzer et al [2010]: However, the hiring process does not end with the application and selection of suitable candidates, but involves the support and retention of the selected employees, as stated by Silzer et al. [2010].

The work of Silzer et al. [2010] dealt largely with talent management and, through their work, they have managed to solve problems as if talent is something you can be born with or if it is something that can be acquired through development. According to Silzer et al [2010], the only solution to address the concern of achieving efficient talent management was the adoption of fully executable recruitment techniques. Regardless of a well-designed practical plan for hiring and selection, as well as the

involvement of a highly skilled management team, companies following the recruiting processes can encounter significant obstacles in implementation. As such, HRM theories can provide insight into the most effective approaches to recruiting even though companies will need to employ their internal management skills to apply generic theories in particular organizational contexts. The word conducted by Silzer et al [2010] described that the main goal of successful talent strategies is to create both a case and a blueprint for developing talent strategies within a dynamic and highly intensive economy where the acquisition, distribution and retention of human capital-talent that matter shapes the competitive advantages and success of many companies [Silzer et al. 2010].

Ms. Ambika Verma (2009) - In their research on the use of technologies in the recruitment, screening and selection processes for job candidates conducted in the Dimension group found that most organizations have implemented recruitment and selection tools based on technology to improve efficiency, reduce costs and expand the applicant choice for employer.

Mitali Mukhoupadhaya (2009) - The research paper aims to study the process by which management determines how an organization should move from its current labor position to the desired labor. In this way, management strives to have the right number and the right kind of people in the right place at the right time. Mitali said that human resource planning consists of a series of activities such as forecasting future labor needs, making an inventory of present manpower resources, anticipating manpower problems by projecting present resources into the future, and planning necessary programs of need, selection, training and development to ensure that future manpower requirements are adequately fulfilled. She added the concept of workload analysis into manpower planning and defined it as the study and analysis method of a job to fix manning standards. Workload analysis is used to understand the methods and process of executing a given job. It therefore helps to improve the productivity of an organization.

Chitra Mukunnan (2008) - The paper examines the power of human resources. Chitra said that human resources are the foundation of a strong

nation. You concluded that the intellectual, social and economic empowerment of the individual is the basis of the modern world. You said the company should consider Human Character Development Recognition as a key business asset. Human capital and the human resources process are both required to achieve sustained growth through human resources. The right combination of human capital and human process for the development of the economy depends on the human resources competence of the country as a whole. She suggested in her study that training and development are 2 vitamins to energize and provide an appropriate repertoire of skills and knowledge to make a society go, grow and shine.

According to Robins, he revealed in his study that "The ideal recruiting effort will attract a large number of qualified candidates who will accept the job if offered. Hence, recruiting is a process of uncovering potential candidates for vacancies in the organization.

Robert (2005), in his study titled "Strategic HR Review, 2004," states that successful recruitment and selection can improve organization performance. "Bowen, et al (1991), in their study examined" that the integrated recruitment and selection process helps recruiters to choose candidates who fit the characteristics of an organizational culture. "

Beardwell, et al (2003) in a study examined that "selection is made by organizations as a means of potential and actual performance of candidates and hiring employees will make the most appropriate contribution to the organization, now and forever.

Research Method

Research is an inseparable part of human knowledge. Its role in human life is as precious as that of salt in a vegetable. Life would lose its flavor without research, just like a vegetable without salt.

Research can be defined as an organized, systematic, data-based, critical, objective, scientific inquiry or inquiry into a specific problem, undertaken to find answers or solutions to it. According to Herring, the obvious function of research is to add new knowledge to existing heritage, but its power to rid our minds of clichés and remove the junk of inapplicable theories is equally remarkable. It is also a projective process, especially in the social sciences. Understanding can be not only through the

acquisition of knowledge, but also by discarding outdated hypotheses.

Research is an important prerequisite for a dynamic social order. The company has come to its present form with the help of constant research and investigation. Progress in society has been coextensive with human inquisitive instincts. A long march from the Stone Age to the Computer Age was the result of the research. The form of things and the order of society will constantly change. The innovations and inventions will be greeted with greater enthusiasm and applause and the process will continue forever.

The fittest will fit in and the rest will have to walk their way. All research is essentially socially oriented. Whatever the branch of knowledge, research has a social reach. The diffusion of knowledge has led to specialization and this in turn has led to the birth of disciplines that have been able to develop advanced research methodology and have managed to reach greater depths of knowledge.

Importance and scope

1. This project will provide the student with valuable information on the subject.
2. This project will help to gain practical knowledge in hiring employees in the organization.
3. The project will prepare me for my future in H.R.M
4. It helps in gaining knowledge and experience and also offers the opportunity to study and understand current hiring and selection procedures.

Methods of data collection-

This section describes the various data collection methods used along with the rationale behind their choice.

1. Primary data
2. Secondary data

Primary Data:

These are original observations collected by the researcher or his agents, for the first time for any research and used by them in statistical analysis while the data is collected by one and used by the others.

Primary data sources-

Interviews

Questionnaire method

Secondary Data –

Most of the data in this research will be collected in the form of secondary data. Much of the data came from the various sources available such as:

Books-bibliography Newspaper

Magazines - HRM review, international human value magazine, etc.

Magazines: toilet waves, business world, etc.

Internet and Television Websites

Reports - WC Annual Reports

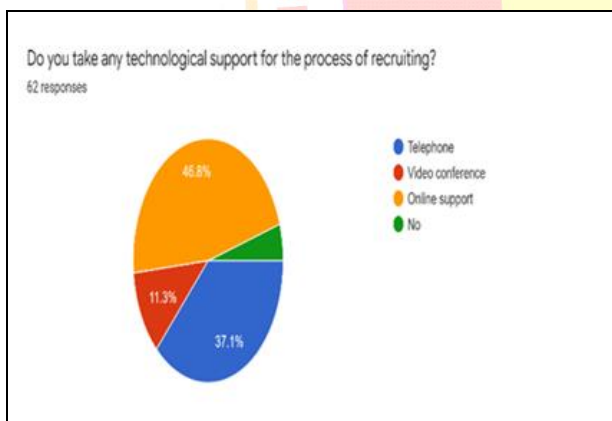
Articles of Association of WC Corporation, etc.

Hypothesis And Data Analysis

HYPOTHESIS 1:

H0: Technical support helps RSWC with recruiting and selection activities.

H1: Technical Support does not help RSWC with recruiting and selection activities.



N = 62 therefore,

$62 * 46.8 / 100 = 29;$

$62 * 4.8 / 100 = 3$

$62 * 11.3 / 100 = 7; 62 * 37.1 / 100 = 23$

Expected N - 15,500 df - 3

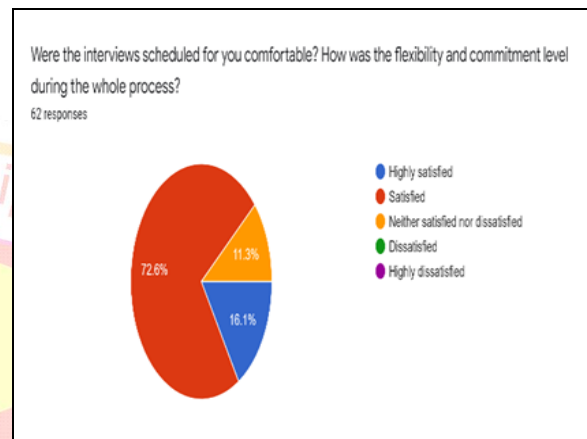
Chi squared - 30,129 Chi critical - 7,815

For the Chi-squared value of 7.815 with a degree of freedom of 3, the significance value is .03 which is less than .05. So we can reject the null hypothesis and accept the alternative hypothesis. It means that technical support helped RSWC in the recruitment process, especially during the covid.

Hypothesis 2:

H0: Scheduled employee interviews are not comfortable and need some changes in their level of flexibility.

H1: Scheduled employee interviews are comfortable and require no change in their level of flexibility.



$N = 62$ therefore, $62 * 72.6 / 100 = 45$

$62 * 11.3 / 100 = 7$ $62 * 18.1 / 100 = 11$

Expected N- 20,667 df- 2

Chi squared - 43,194 Chi critical - 5,991

For the Chi-squared value of 5.991 with the degree of freedom 2, which is less than the degree of freedom of 0.05. So we can reject the null hypothesis and accept the alternative hypothesis. Scheduled employee interviews are comfortable and require no changes to their flexibility.

Results And Suggestions-

- The organization is trying out different sources of recruitment such as direct recruitment, skilled employees, job portals, volunteer calls, newspaper ads, etc. To hire the right people in the right place at the right time.
- It is suggested that the RSWC should encourage freshmen based on their abilities, along with experienced candidates.
- It is suggested that the RSWC should adopt the latest interviewing techniques to recruit potential employees.
- Most of the respondents were satisfied but changes are needed based on the changing scenario as the hiring process has a big

impact on the functioning of the company as fresh blood and new ideas pops up.

- The selection process is good but it should also be modified according to the requirements and professional profile so that the main objective of the candidate selection can be fulfilled.
- RSWC should recruit more often based on vacancies as if now vacancies were announced after a long period of time.

Limitations-

An employee is afraid to reveal the negative. There may be discrepancies as some people may provide false information in the questionnaire, as they may not be interested in completing the form. The information collected is based on the respondent's perception.

Conclusion –

Using this, the researcher could identify the recruitment forms conducted in the organization. I hope the organization will benefit from the help of the tips provided. Organizations can improve their capabilities, improving the overall recruitment and selection process and performance within the organization.

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