

# Recruitment & Selection Process in Textile Sector with Reference to Coimbatore District

Dr. S. Krishnaraj

*Assistant Professor, Department of Management Studies,  
Dr NGP Arts and Science College, Coimbatore, Tamil Nadu, India*

**Abstract:** Recruitment refers to the process of sourcing, screening, and selecting people for a job at an organization or firm, or for a vacancy in a volunteer-based organization or community group. It is of finding the perspective candidates and makes them to apply for the position. The process begins when new recruits are sought and ends when application are submitted. Effective recruitment and selection practices contribute to a company's success and profit creating potential by enabling it to attract, hire and retain best employees for each job.

- To know the methods of recruitment been carried in the selection process.

## I. INTRODUCTION ABOUT THE STUDY

People are the biggest assets in any organization and it becomes vitally important that this asset is properly selected. These assets must be properly nurtured and their efforts to be harnessed so as to obtain maximum productivity, hence recruitment is an important aspect in placing the right people for right job at the right time. The purpose of recruitment is that to locate sources of manpower to meet job requirements and job specification.

Recruitment is a two way process whereby the employer has an opportunity to see if the employee is suitable and vice versa, the initial aim of the recruitment process is to attract as many of the right type of candidates as possible so that interviewing process can be meaningful. The HR Managers goal is to find employee and retain the best individuals. Recruitment forms the first stage in the process, which continues with selection and ceases with the placement of the candidate. It is the next step in the procurement function, the first being the manpower planning. Recruitment makes it possible to acquire the number and types of people necessary to ensure the continued operation of the organization. Recruiting is the discovering of potential applicants for actual or anticipated organization vacancies. In other words, it is a 'linking activity' bringing together those with jobs and those seeking jobs.

## II. OBJECTIVES OF THE STUDY

- To disseminate information about employment opportunities with the company through numerous channels to ensure necessary attraction.
- To know the level of awareness about the recruitment policy among the employees.

## III. RESEARCH METHODOLOGY

Research is a scientific and systematic search for pertinent information as a scientific topic. Research method is an important part of a scientific study. Descriptive Research design is a fact finding investigation with adequate interpretation. It describes the characteristic of any person or any institution and aims at describing the Recruitment policy, various sources, procedures selection process and methods of recruitment. Sampling is the process of drawing a sample from a larger population. The aggregate of all the units pertaining to a study is called the population. The sampling technique used for this study is **Simple Random Sampling** with lottery method is been used i.e. each element has an equal and independent chance of being selected. Through simple random sampling method 100 respondents were selected as sample for research. This study includes both male and female respondents from the Textile Sector in Coimbatore District.

## IV. TOOLS FOR DATA COLLECTION

The data serve as the basis for analysis, without an analysis of factual data; no specific inference can draw on the question under study. Inference based on imagination work cannot provide correct answer to research questions. The relevance, adequacy and reliability of data determine the quality of finding of the study.

The data has been analyzed using the following methods and tests.

- Simple Percentage Analysis
- Chi-Square Test
- ANOVA

## V. ABOUT TEXTILE SECTOR

The textile industry is a group of industries which uses a variety of natural (cotton, wool, etc.) and/ or synthetic

fibers to produce fabric. It is a significant contributor to the economy of the countries currently worldwide.

According to the classical method of categorizing, the industry involves grouping the manufacturing plants according to the fiber being processed, that is, cotton, wool, or synthetics. The modern approach to textile industry categorization, involves grouping the manufacturing plants according to their particular operation. They are

- Wool scouring
- Wool finishing
- Dry processing
- Woven fabric finishing
- Knit fabric finishing
- Carpet manufacture
- Stock and yarn dyeing and finishing.

## VI. ANALYSIS AND RESULTS

### Age of the Respondents

Age	Number of Respondents	Percentage
18 to 25 years	44	44
25 to 35 years	30	30
35 to 45 years	16	16
Above 45 years	10	10
<b>Total</b>	<b>100</b>	<b>100</b>

From the above table it is understood that less than half (44%) of the respondents belong the age between 18 and 25 years, 30% of the respondents belong the age from 25 to 35 years, 16% of the respondents belong the age from 35 to 45 years and the remaining 10% of the respondents belong to the age above 45 years.

### Gender of the Respondents

Gender	Number of Respondents	Percentage
Male	90	90
Female	10	10
<b>Total</b>	<b>100</b>	<b>100</b>

It is evident from the above table that majorities (90%) of the respondents are male and 10% of the respondents are female.

### Marital Status of the Respondents

Marital Status	Number of Respondents	Percentage
Married	78	78
Unmarried	21	21
<b>Total</b>	<b>100</b>	<b>100</b>

The above table shows that majority (78%) of the respondents are married and 21.7% of the respondents are unmarried.

### Educational Qualification of the Respondents

Educational Qualification	Number of Respondents	Percentage
Higher Secondary	39	39
PG / UG (Graduation)	28	28
Diploma / ITI / Engg.	33	33
<b>Total</b>	<b>100</b>	<b>100</b>

It is clear from the above table that Maximum (39%) of the respondents have completed their higher secondary education, 33% of the respondents have completed graduation and the remaining 28% of the respondents are Diploma / ITI holders.

### Experience of the Respondents

Experience	Number of Respondents	Percentage
Below 5 Years	32	32
5 to 10 years	52	52
Above 10 years	16	16
<b>Total</b>	<b>100</b>	<b>100</b>

It is understood from the above table that more than half (52%) of the respondents have experience from 5 to 10 years, 32% of the respondents have experience below 5 years and the remaining 16% each of the respondents have experience above 15 years respectively.

### Monthly Income of the Respondents

Monthly Income	Number of Respondents	Percentage
5001 to 10000	53	53
10001 to 15000	30	30
Above Rs.15000	17	17
<b>Total</b>	<b>100</b>	<b>100</b>

The above table shows that more than half (53%) of the respondents monthly income is between Rs.5001 and 10000, 40% of the respondents monthly income is from 10001 to 15000 and the remaining 7% of the respondents monthly income is above Rs.15000.

## VII. CHI-SQUARE TESTS

### Educational Qualification

$H_0$ : There is no significant relationship between educational qualification of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates

**Relationship between Educational Qualification of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates**

Educational Qualification	Career path and growth aspects play a role in attracting candidates					Total
	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	
Higher Secondary	7	12	4	10	6	39
PG / UG (Graduation)	6	3	9	6	4	28
Diploma / ITI / Engg.	3	4	7	10	9	33
<b>Total</b>	<b>16</b>	<b>19</b>	<b>20</b>	<b>26</b>	<b>19</b>	<b>100</b>

**Chi-Square Value** : 12.456  
**Degree of Freedom** : 8  
**Table Value** : 15.508  
**Result** : Not Significant

The result of the chi-square test reveals that the calculated chi-square value (12.456) is less than the table chi-square value (15.508) at 5% level of significance and therefore, the relationship between Educational Qualification of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates is not significant. Thus, the hypothesis is that the relationship between the two

factors does not hold good. The result is that the null hypothesis accepted.

*Experience*

H<sub>0</sub>: There is no significant relationship between Experience of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates

**Relationship between Experience of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates**

Experience	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Below 5 Years	6	5	2	9	10	32
5 to 10 years	7	12	14	12	7	52
Above 10 years	3	2	4	5	2	16
<b>Total</b>	<b>16</b>	<b>19</b>	<b>20</b>	<b>26</b>	<b>19</b>	<b>100</b>

**Chi-Square Value** : 10.029  
**Degree of Freedom** : 8  
**Table Value** : 15.508  
**Result** : Not Significant

The result of the chi-square test reveals that the calculated chi-square value (10.029) is less than the table chi-square value (15.508) at 5% level of significance and therefore, the relationship between Experience of the Respondents and opinion about the career path and growth aspects play a role in attracting candidates is not significant. Thus, the hypothesis is

that the relationship between the two factors does not hold good. The result is that the null hypothesis accepted.

*ANOVA*

*Age*

$H_0$ : There is no significant variance between Age of the respondents and Indirect method is done largely for filling senior post when they cannot be filled by promotion within the company

**Age of the respondents and Indirect method is done largely for filling senior post when they cannot be filled by promotion within the company**

Age	Opinion			Total
	Agree	Strongly Agree	Neutral	
18 to 25 years	15	25	4	44
25 to 35 years	14	13	3	30
35 to 45 years	3	8	5	16
Above 45 years	5	2	3	10
<b>Total</b>	<b>37</b>	<b>48</b>	<b>15</b>	<b>100</b>

Source of Variation	SS	d.f.	Mean Square	F-ratio	5% F-limit
Between Columns	141	(3-1) = 2	70.58	2.48	F(2,6)=5.14
Between Rows	231	(4-1) = 3	76.89	2.70	F(3,6)=4.76
Residual of error	171	2 x 3 = 6	28.47		
Total	543	(3 x 4)-1 = 11			

The table value at 5% level of significance and the calculated F Ratio is 2.48 between columns and 2.70 between rows. The calculated value is less than the table value between columns and the calculated value which is also less than the table value between rows. Hence there is no significant variance between Age of the respondents and Indirect method is done largely for filling senior post when they cannot be filled by promotion within the company.

Therefore, it is clear that there is no significant variance between Age of the respondents and Indirect method is done largely for filling senior post when they cannot be filled by promotion within the company

#### VIII. SUMMARY OF RESULTS

- It is found that less than half (44%) of the respondents belong the age between 18 and 25 years.
- It is found that majority (90%) of the respondents are male.
- It is found that majority (78%) of the respondents are married.
- It is found that maximum (39%) of the respondents have completed their higher secondary education.
- It is found that more than half (52%) of the respondents have experience from 5 to 10 years,

- It is found that more than half (53%) of the respondents monthly income is between Rs.5001 and 10000.

#### IX. SUGGESTIONS

The researcher suggests that the terms of successful recruitment programs is that the organizations need to try a variety of sources and develop multiple candidate channels and good ways to communicate with candidates .

- The concern can go on more with the internal sources of recruitment in filling the positions rather than go with the external sources.
- The HR department can concentrate more on identifying the source ideals for the job well in advance.
- The terms and conditions should be clearly explained to every prospective of the employees in advance.
- The candidate should know about the negative aspects about the organization at the time of interview.
- The recruiting policy should involve in the personal growth of the employee.
- For filling up vacancies campus interview process can be adopted more in the concern.
- Clear working structure for the job has to be present by the concern in a separate document.

- The company needs to recruit high quality staff with the right skills on the appropriate contracts to deliver the key objectives of the position and organization.
- The overall recruitment can be still more effective in the organization.

#### X. CONCLUSION

An effective recruitment strategy makes the organization to retain the employees in the concern permanently. Recruiting new employees is one of the biggest challenges facing small businesses, and a key component of organizational success. Recruitment process involves various steps to attract the candidates and to select the right candidates at the right time.

The study is about the Recruitment and Selection in Textile sector in Coimbatore. The research was conducted with all the employees among the various departments. The study concludes that the recruitment plays a vital role in shaping the candidates future at appropriate position, for both professional and non-professionals. From the analysis part, it has been found that the Company's Recruitment Department is doing well in placing the candidate and filling the job vacancy for a position in the concern.

The good recruitment procedures and processes are followed in the concern and the respondents are satisfied towards the process held in the concern.