

A Comparative Study on Traditional Hiring Practices and Technology-Enhanced Recruitment Strategies at Schneider Company

Ms. S. Booma¹, Ms. S. Jenithakartha², Mr. Cheran V.³, Mr. Dhanasekar⁴, Ms. Dharshini S.⁵

¹Assistant Professor, Loyola Institute of Technology, Palanchur, Chennai- 600123

²Assistant Professor, DMI College of Engineering, Palanchur, Chennai- 600123

^{2,4}Student, MBA, Loyola Institute of Technology, Palanchur, Chennai- 600123

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ABSTRACT

The recruitment landscape has evolved from traditional methods to technology-driven strategies. This research paper compares traditional hiring practices, like job postings and in-person interviews, with technology-enhanced approaches, such as applicant tracking systems (ATS), social media recruiting, and AI-powered tools. While traditional methods face limitations like time consumption and potential biases, technology offers streamlined processes and wider candidate engagement. By reviewing literature and case studies, the paper highlights the strengths and weaknesses of both approaches and explores factors influencing the adoption of tech-driven strategies, like organizational culture and budget constraints. This study aims to help HR professionals and recruiters optimize their hiring processes for sustainable growth.

Keywords: Traditional Hiring Practices, Technology-Enhanced Recruitment, Schneider Company, Talent Acquisition, Recruitment Strategies.

INTRODUCTION

The field of human resource management has notably shifted from traditional practices to technology-driven strategies. While manual processes, paper-based applications, and in-person interviews have been reliable, they often face inefficiencies and biases. On the other hand, technology-enhanced recruitment employs tools like applicant tracking systems (ATS), social media recruiting, and AI-powered chatbots to streamline tasks and improve the candidate experience. This research paper aims to compare these methodologies, examining their respective strengths and weaknesses, to offer insights for optimizing talent acquisition strategies in today's competitive landscape.

Statement of the Problem

This study aims to systematically analyze quality management and control practices within the finance sector to enhance operational efficiency, mitigate risks, and improve customer satisfaction. By evaluating current practices, identifying challenges, and benchmarking against industry standards, it seeks to uncover gaps and opportunities for improvement in financial institutions.

Objectives of the Study

1. Assess existing quality management frameworks and control mechanisms used by financial institutions to identify best practices and areas for improvement.

2. Examine the unique challenges faced by the finance sector regarding quality management, including regulatory compliance, technological advancements, and evolving customer expectations.
3. Compare the quality management practices of leading financial institutions with industry standards and best practices to identify gaps and opportunities for enhancement.
4. Evaluate the quantitative and qualitative impact of quality management initiatives on financial performance, operational efficiency, and stakeholder trust.

Hypothesis of the Study

- **Null Hypothesis:** The adaptability of traditional hiring practices to changing recruitment trends has no statistically significant impact on the dependent variable being measured.
- **Alternate Hypothesis:** The adaptability of traditional hiring practices to changing recruitment trends has a statistically significant impact on the dependent variable being measured.

Sampling Technique and Sample Size

Sampling Technique and Sample Size

The study utilizes non-probability convenience sampling as its sampling technique. This method involves selecting participants who are easily accessible and willing to participate, making it suitable for practical and time-constrained research scenarios. The sample size for this study is 150 respondents. This size was chosen to ensure a sufficient number of participants to obtain reliable data while remaining manageable within the study's timeframe and resources. The study employs a combination of primary data collection and secondary data collection methods.

Procedure

The questionnaire was distributed among employees and stakeholders of Schneider Electric using a combination of online and in-person methods. This approach ensured accessibility and convenience for participants, enabling a high response rate within the two-week data collection period. The questionnaire focused on gathering insights into the effectiveness, efficiency, and perceptions of traditional hiring practices versus technology-enhanced recruitment strategies used within the company.

Tools for Data Analysis

The statistical tools were Percentage Analysis, Chi-Square Test, Regression Analysis, ANOVA (Analysis of Variance) used for analyzing data.

Data Analysis and Interpretation

Table1: Showing The Classification Based on Age

Age	No. of Respondents	Percentage of Respondents
20 – 30	32	21.3 %
30 – 40	65	43.3 %
40 – 50	33	22 %
Above 50	20	13.3 %

Source: Primary Data

Through the data, it was interpreted that 21.3 % of the respondents are 20 – 30 ages, 43.3 % of the respondents are 30 – 40 ages, 22 % of the respondents are 40 – 50 and 13.3 % of the respondents are above the age of 50.

Table 2: Showing the Classification Based on Which Recruitment Method is More Effective in Attracting Qualified Candidates

Criteria	No. of Respondents	Percentage of Respondents
Technology– enhanced methods	90	60 %
Traditional hiring Practices	43	28. 7 %
No preference	17	11.3 %

Source: Primary Data

The above table shows that 60% of respondents believe technology-enhanced methods are more effective in attracting qualified candidates, 28.7% prefer traditional hiring practices, and 11.3% have no preference.

Table 3: Showing the Classification Based on How Traditional Hiring Practices Adapt to Changing Recruitment Trends

Criteria	No. of Respondents	Percentage of Respondents
Highly adaptable	68	45.3 %
Moderately adaptable	67	44.7 %
Not adaptable	15	10 %

Source: Primary Data

The data shows that 45.3% of respondents find traditional hiring practices highly adaptable, 44.7% find them moderately adaptable, and 10% find them not adaptable. This indicates a balanced view with most seeing some level of adaptability, though a small portion view them as not adaptable.

Table 5: - Showing Linear Regression Analysis

Variables	Unstandardized	Standard Error	Standardized	T value	P value
Constant	1.508	0.037	-	40.699	<.001
Constant	1.381	0.106	-	13.034	<.001
How do you perceive the adaptability of traditional hiring practices to changing recruitment Trends	0.075	0.059	0.095	1.278	0.203

Source: Primary Data

The p-value is greater than 0.05, which indicates that there is no statistically significant impact of the adaptability of traditional hiring practices to changing recruitment trends on the dependent variable being measured. The T value of 1.278 also supports this conclusion, as it is not sufficiently high to indicate a strong relationship. The weak standardized coefficient (0.095) further suggests that the adaptability of traditional hiring practices does not meaningfully contribute to the variability in the dependent variable in this context.

FINDINGS

1. A significant portion of Schneider Electric's workforce is aged 30-40, indicating a mid-career employee base.
2. The gender distribution among respondents shows a near-equal split, with 52% male and 48% female.
3. 60% of respondents perceive technology-enhanced recruitment methods as more effective in attracting qualified candidates.
4. 54.7% of respondents believe that technology-enhanced recruitment methods are more efficient compared to traditional methods.
5. Human interaction in the recruitment process is considered very important by 64% of respondents.

6. 54% of respondents believe AI enhances efficiency and accuracy in recruitment, although there are concerns about bias and fairness.

Suggestions

- Attract qualified candidates more effectively using digital tools and platforms.
- Address disparities in recruitment processes to ensure gender diversity.
- Use technology to streamline the recruitment process and improve overall efficiency.
- Maintain strong personal interactions to ensure a positive recruitment experience.
- Optimize candidate experience by blending traditional assessment methods with technology-enhanced strategies.
- Utilize technology-enhanced recruitment methods to foster a diverse and inclusive workforce.

CONCLUSIONS

The study underscores the growing significance of technology-enhanced recruitment methods while recognizing the enduring value of traditional practices. Technology-driven tools, such as AI and applicant tracking systems, enhance efficiency, cost-effectiveness, and diversity in hiring processes. However, traditional methods remain essential for assessing cultural fit and fostering personal connections. The analysis reveals a clear need for hybrid recruitment strategies that integrate the strengths of both approaches. Organizations like Schneider Electric exemplify this balance, leveraging innovation and human-centric practices to optimize talent acquisition. This combined approach ensures adaptability, inclusivity, and effectiveness in an evolving global workforce landscape.

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