



## EMPLOYEES OPINION ABOUT RECRUITMENT AND SELECTION OF SPINNING MILLS IN TIRUNELVELI DISTRICT

R.Thirupathi\* Dr.S.Jeyakumar\*\*

\*Research Scholar, Manonmaniam Sundaranar University, Tirunelveli.

\*\*Research Supervisor, Manonmaniam Sundaranar University, Tirunelveli & Assistant Professor  
PG and Research Department of Commerce, P.M.T College – Melaneelithanallur.

### Abstract

This study includes analysis of Recruitment and Selection of employees of the selected sample mills in Tirunelveli District. The objectives of the study focus entirely on recruitment and selection in the selected mills in Tirunelveli District. The eight sample mills have been selected by simple random sampling method using the lottery method. In each selected mill in Tirunelveli District, fifty employees have been selected as sample respondents from the master rolls of the respective mills. Thus on the whole 400 employees have been selected for the study. The management should follow the clear and standard recruitment policy for all the levels of jobs. The candidates may approach the organization for their jobs through some easy source Advertisement, factory Gate Recruitments and so on. The management may clearly specify the procedures of employee's selection in their organisations for various categories of employees. The spinning and textile industry India contributes a very crucial role in Indian economy. It is one of the leading cotton and textile industries in the world. In Indian economy, the contribution of textile industry is remarkable.

**Keywords:** Recruitment, Selection, Spinning Mills, Appointment Mode.

### Introduction

Human resource management is a combination of several factors and these factors are practices, policies, and system which influence the attitude, behavior and performance of the employee towards an organization in a positive way. The high performance Human Resource practices are catching the attention of the researchers in recent years, most of the researches revealed that Human Resources practices influence the company performance in a positive way.

### Statement of the Problem

The economic growth of a country depends on the rate of industrialization in the country. But, industrialization may not be achieved in the absence of any one of the factor namely land, labor, capital and organization. Through all the four factors of production seem to be equally important, still the progress of the industry mainly depends on the production and efficiency of the labour force. So, labour is the important factor for the growth of the industry. The present study includes analysis of Recruitment and Selection of employees of the selected sample mills in Tirunelveli District.

### Scope of the Study

The study is comprehensive and analytical nature. The data collected from the primary data has been developed to arrive at suggestions and conclusion. The objectives of the study focus entirely on recruitment and selection in the selected mills in Tirunelveli District. The approach to the study has been made from the view of the employees of spinning mills located in Tirunelveli District.

### Objectives of the Study

The following are the main objectives of the present study:

1. To analyses the opinions of employees about recruitment and selection methods in sample spinning mills in Tirunelveli District.
2. To offer suitable suggestions to the management of sample spinning mills based on findings of the study.

### Methodology

The study is empirical in nature and based on survey method. The entire data required for the study were collected in three stages. The primary data relating to the study have been collected by interviewing the employees with the



help of the interview schedule. The secondary data relating to the study have been collected from various published and unpublished records, reports, booklets, journals and magazines etc, and lastly the researcher has held discussions with the officials of various spinning mills and Trade union leaders. These discussions have been helpful in identifying the problems of the study.

### Sampling Design

The eight sample mills have been selected by simple random sampling method using the lottery method. In each selected mill in Tirunelveli District, fifty employees have been selected as sample respondents from the master rolls of the respective mills. Thus on the whole 400 employees have been selected for the study.

### Period of Study

A pilot survey was conducted during 2015 in order to pre-test the interview schedule and to modify them accordingly. The main field survey and data collection were carried out during 2015-2016.

### Data Collection

The personal interview by the researcher with the respondents is the major tool of primary data collection. Interview schedule has been used during the interview. The data have been recorded by the researcher in the interview schedule. The interview schedules thus filled up have been thoroughly checked to ensure accuracy, consistency and completeness. The data collected have been categorized and posted in the master Table for further processing. The secondary data have been collected both from published and unpublished sources.

### Sources of Recruitment

Indian labour market is known for its abundance. The employers generally intimate the labour market through advertisement and employment exchanges. In private organisations, the source may be trade unions, heirs of employees on retirement or death. Table 1 gives the sources of recruitment among the sample respondents.

**TABLE 1: Sources of Recruitment**

Sl. No.	Sources	Number of Respondents	Percentage to Total
1.	Advertisement	226	56.50
2.	Heirs of Employees	94	23.50
3.	Notice Board	18	4.50
4.	Trade Union	62	15.50
	<b>Total</b>	<b>400</b>	<b>100.00</b>

Source: Primary Data

From the Table 1, it is clear that out of the total respondents 56.50 per cent favour recruitment through advertisement, 23.50 per cent are in favour of their sons as the employees of the mill, the recruitment through notice board is favored by 4.50 per cent of the sample employees and through trade union is favored by 15.50 per cent of the respondents. The major sources of recruitment of the employee is through advertisement

### Appointment Mode of Employees

An interview is a formal consultation to evaluate the aptitude, training and the like of a prospective employee. Table 2 explains the opinion of employees about the mode of appointment.

**Table 2: Appointment Mode**

Sl. No.	Mode	Number of Respondents	Percentage to Total
1.	Interview	254	63.50
2.	Test	42	10.50
3.	Direct Appointment	104	26.00
	<b>Total</b>	<b>400</b>	<b>100.00</b>

Source: Primary Data



Table 2 explains that 254 employees favour the appointment through interview method, 42 of the employees are the appointment through test method and 104 employees favour the appointment through direct recruitment. More than three-fifth of the respondents are the appointed through interview mode.

### Merit / Recommendation for Appointment

Placement is the process of selecting employees for specific jobs. The Tale 3 explains how the respondents appointments are made.

**Table 3: Appointment Made on Merit / Recommendation**

Sl. No.	Opinion	Number of Respondents	Percentage to Total
1.	Appointment is made on Merit	164	41.00
2.	Appointment is Made on Recommendation	236	59.00
	<b>Total</b>	<b>400</b>	<b>100.00</b>

Source: Primary Data

Table 3 reveals that the 41 per cent of the total respondent's appointment is made on merit and 59 per cent of the respondent's appointments is made on recommendation. More than three-fifth of the employee's appointment is made on merit.

### Sources of Recommendation

The success of an organization is associated to the personnel working in. If right persons are selected then organisational goals and objectives can be easily achieved. Table 4 states the sources of recommendation of employees for their appointment.

**Table 4: Sources of Recommendation**

Sl. No.	Sources of Recommendation	Number of Respondents	Percentage to Total
1.	Union Leaders	68	28.81
2.	Officers	94	39.83
3.	Political People	74	31.36
	<b>Total</b>	<b>236</b>	<b>100.00</b>

Source: Primary Data

Table 4 explains that among the total respondents 28.81 per cent are recommended by union leaders, 39.83 per cent by officers and 31.36 per cent by political people for their appointment. Nearly two-fifth of the respondents is recommended by officers and significant contribution by political people for appointment.

**Confirmation of Job:** Usually an employee appointment is made on probation in the beginning. The probationary period may range from the date of appointment to two years. Table 5 explains the opinion of the respondents about the confirmation of job.

**TABLE 5: Confirmation of Job**

Sl.No.	Opinion	Number of Respondents	Percentage to Total
1.	On completion of a Certain Period	96	24.00
2.	On the Basis of Performance of a Job	304	76.00
	<b>Total</b>	<b>400</b>	<b>100.00</b>

Source: Primary Data



Table 5 illustrates that out of the total respondents, the opinion of 96 respondents is that they are confirmed in their jobs on completion of a certain period and 304 employees are confirmed on the basis of their performance. More than three-fourth of respondents are confirmed on the basis of their performance.

### Analysis of Opinion of Employees about Recruitment Practices

The following five main opinions about the recruitment practices in the industry have been identified and analysed. They are:

1. Appointment procedure is fair.
2. Interview mode is good.
3. Selection is made on merit.
4. Probation period fixed is reasonable.
5. Employees were treated well in the probationary period.

About 400 employees were asked to give their opinion about the recruitment practices. In five point scale manner, the weighted average score was calculated for each opinion. Table 6 reveals the weighted average score of the opinion of employees about recruitment practices.

**Table 6: Analysis of Opinion of Employees about Recruitment Practices**

Sl. No.	Statements	Weighted Average Score
1.	Appointment Procedure is Fair	4.37
2.	Interview Mode is Good	4.21
3.	Selection is made on Merit Basis	3.90
4.	Probation period fixed is reasonable	3.44
5.	Employees are treated well in the probation period	3.38

Source: Primary Data

Table 6 shows that among the five opinions about statements the appointment procedure is fair (4.37) has got the highest weighted average score followed by interview mode is good (4.21), selection is made on merit (3.90), employees are treated well in the probationary period (3.74) and probationary period fixed is reasonable (3.68).

### Findings of the Study

The important findings of the study are as follows:

1. The source through advertisement is more percentage 56.50 per cent, compared to other sources such as heirs of employees, through notice board and through union leaders in the organizations.
2. More than three-fifth of the employees is appointed through interview mode and others are appointed through test and direct appoint methods.
3. Nearly three-fifth of the respondents are appointed on merit basis on recommendation. The source of recommendation is 39.83 per cent through officers.
4. Regarding the confirmation of jobs, more than three-fourth of the respondents are having the opinion that they were confirmed in their job on the basis of performance of jobs.
5. Appointment procedure is fair (4.37) has got the highest weighted average score followed by interview mode is good (4.21)

### Suggestions

1. The management should follow the clear and standard recruitment policy for all the levels of jobs. The candidates may approach the organisation for their jobs through some easy source Advertisement, factory Gate Recruitments and so on.
2. The management may clearly specify the procedures of employee's selection in their organisations for various categories of employees.



### **Conclusion**

The spinning and textile industry India contributes a very crucial role in Indian economy. It is one of the leading cotton and textile industries in the world. In Indian economy, the contribution of textile industry is remarkable. Looking forward to the rising area like demographic change it makes available huge market which absorbs spare man power ultimately increase employment.

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