

A STUDY ON RECRUITMENT AND SELECTION PROCESS AND STRATEGIES IN TEXTILE SECTOR

Dr.G.Balamurugan¹, Mr.H.MohammedAzarudeen²

¹ Assistant Professor, ² Final year PG Student

Department of Management Studies,

Anna University (BIT Campus), Tiruchirappalli, Tamil Nadu, India

ABSTRACT:

The successful functioning of any industry is determined by the factors like men, material, money and market. Among all these factors, manpower assumes greater significance. Manpower is the life blood of any industry. Therefore, every effort should be taken on a priority basis to keep this factor for achieving the main objectives of the industry. The textile industry occupies a unique place in our country. It is the second largest employment generator after agriculture. The textile industry being labor-intensive is a major contribution to the country's economy with its vast potential for creation of employment opportunities in the agricultural and industrial sectors. Business organizations are made up of people and function through people. Textile industries are no exception to this. Hence, it is essential for every organization to adopt the human resource management practices in the administration. This paper also analyzes the human resource management in textile industry.

KEYWORDS: *Textile sector, recruitment and selection process, Human resource department*

INTRODUCTION:

The textile industry occupies a standard place in India. It is one among the earliest industries that came into existence in India. It accounts for 14% of the total industrial production, contributes nearly 30% of the total exports, and is the second largest employment generator after agriculture. Textile industry caters to one of the foremost basic desires of individuals and holds importance in maintaining sustained growth for rising the standard of life. It has a unique position as a self-directed industry, from the production of raw materials to the delivery of finished product, with substantial value addition at each stage of processing. It is a serious contributor to the country's economy.

The textile sector contributes 3% of the gross domestic production, 14% of the total industrial production, 21% of the workforce, 27% of the gross export earnings, 5% of the exercise revenue and 7% of the gross import bill. Next to food, clothing is one among the foremost vital things of family expenditure in India accounting for 10% share. Thus, from the purpose of view of production, employment, export and consumption, cotton textile industry is very important.

Apart from meeting the growing clothing needs of the increasing population, the cotton textile industry is the frontrunner of India's transformation from farming economy to industrial advancement. It set the muse for the development of a variety of allied industries and services. The Indian entrepreneurship had its training ground in textile manufacture and the subsequent avenues of industrial growth and economic activity were made possible by the pioneering efforts of the textile industry.

Apart from being a source of providing one of the basic needs, the cotton textile industry plays a crucial role in the socioeconomic structure of India. In the nation's wealth-creating activity, the textile industry has been continuing to play a pivotal role.

HRM Department in textile sector

Textile is industry oriented field wherever uncountable processes are there to be carried out raw material fibers to finished garment. In this we have required technical skilful and motivated peoples. For textile, a little bit differences in the scope, approach in HR concept because here peoples think differently, expect differently. In textile, atmosphere is completely different as compare to other organization or industry, here more interaction to be carryout around 805 manager spend time in handling of human resources. A very common downside continually exist in every textile orienting that is conflict(grievance) in intra department or in employee and management, so this HRM plays as a tool to resolves this problems efficiently. HRM increase the communication, coordination and involvement so that chances of misunderstanding will be less. Even in organizations with educated and seasoned workers, due to the lack of cooperation on part of the management, the department cannot carry out its functions.

The basic thought of HRM is to draw in and retain the correct person at correct place in correct time with correct remuneration. In textile HRM ought to appoint the skillful use at the proper, appropriate, correct place where HR express his capabilities, because if we place sensitive people at spinning production then he will face so many problems. For textile, it is compulsory to that the company treat the employee as an asset of the company. A simple human rework as a quality selectively of right person for right place & trained him and provide adequate career development opportunity. In textile a significant problems is that the wages and salary with time (promotional), so HR took care about that make structure in such way that it satisfies both i.e workers and management. HR play just like a bridge between management and employees, somebody termed this job as a thankless job.

The textile industry had gone through a tough phase, but now textile industries want to capture the global market, so they are thinking on overall improvement. Many issues such as better

productivity and production, infrastructure up gradation, social compliance and labor problems, coordination, customer relationship are still grappling the industry and efforts at small levels towards the betterment of the prevailing state of affairs are on but, amidst realization and solutions to any of these issues, one necessary fact-human resource management, which includes the resource development- that can definitely help the industry go along way, has been left out.

RECRUITMENT AND SELECTION PRACTICES IN TEXTILE SECTOR

INTERNAL RECRUITMENT

The assessment of current workers to determine if any current staffs are sufficiently proficient or qualified to perform needed job vacancies. When a business need this type of recruitment, a current worker may well be reassigned to the new position by giving them either a promotion or an inside transfer.

EXTERNAL RECRUITMENT

It refers to the follow of recruiting a candidate from the talent pool outside the recruiting organization. And it is the method of finding potential candidates and inspiring them to use to and be willing to just accept the structure job openings

Advertising:

Advertising could be a style of communication that generally tries to steer potential candidates to use for a selected position. All major medium is used to deliver these messages, including television, radio, cinema, magazine, newspaper, internet, carrier bags and billboards. Advertising is commonly placed by associate in nursing agency on behalf of a corporation or alternative organization.

Most of the textile industries used internet for their advertisement in officers level. In workers level they used carrier bags, banners and billboards.

Walk in interview

Companies and organizations usually conduct walk-in interviews to supply personnel to satisfy their immediate need. In today's business world wherever growth and action of target is that the mantra, firms want employees on short notice for fulfillment of their comes. Generally candidates in production and technical employees, operational employees and lots of alternative classes realize opportunities in get into interview venues. Companies advertise the interview schedule and positions to be filled, along with venue details and offers. Usually victorious get into candidates get a suggestion instantly, and are needed to affix the corporate straight off.

Hire known people:

- Company's intention to hire people who are known. Referrals, networking and internal job postings are the top three strategies of sourcing talent.
- Candidates should look for bigger Interactions, references proving, constructing greater rapport and trust to bag best offers.
- The recruiters should look for such standards to hire people who meet their sensibilities.

Referrals Give the Best Results:

- Referral basically means an opportunity for a promising candidate to associate with the future possible employer through a mutual link.
- It might be employee, common friend or associate. Referrals are treated because the only means of hiring with each candidates and employers.
- Employees can be presented the referral rewards for referring employees. It is a secured way to recruit and may be used to the maximum.

Refer reports:

- Nowadays fraud cases concerning the previous job experience, profile, description, package as well as the industry are on the rise and for this purpose, so the referral and background check should be carried out thoroughly.
- The list of reference contacts supplied by the candidate should be cross checked and examined to ensure there is no fraud in it.

FRAMEWORK

Worker Level of recruitment

- Respective head with the approval of the HR manager prepares requisition for added and replacement staff.
- Vacancies announced by advertising, posters, leaf lets, putting banners at the front side of the main gate, different places and reliable sources.
- Application receives from hand and in most of the cases get in interview system is followed.
- In case of versatile staff, recruitment being done by “on the job test”
- In case of unskilled workers, recruitment’s being done by written and oral test.
- Salary, wages and alternative advantages fixation is completed.

Officer level of recruitment

- Assess the requirement for the task and guarantee there’s adequate funding for it.
- Review the task description to make sure that it meets this and future needs.
- Review the person specification to make sure it meets the necessities of the task.
- Design the selection process
- Draft the advertisement and choose the advertising media.
- Shortlist using specification.
- Written test.

- Face to face Interview.
- Validate references and qualification
- Make appointment.

SUGGESTIONS TO IMPROVE RECRUITMENT AND SELECTION PRACTICES

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.

CONCLUSION:

The study is about the Recruitment and Selection in Textile sector. The study concludes that the recruitment plays a vital role in shaping the candidates future at appropriate position, for both professional and non-professionals. This study suggest that when recruitment and selection process is properly established and implemented then organization will must grow because all the employees will be perform to the requirements. Recruitment and selection process affects a lot on the organizational activities regarding its growth because if the people will perform according to the requirements, the organization must grow. All the study has prove the very fact there's directly and indirectly relationship is present between these variables have an effect on the recruitment and selection process. All the independent variables are recruitment sources, interviews and recruiters are all very important in the recruitment and selection process will be affected by these factors. There aren't any doubts others factors also have an effect on the recruitment and selection process however these need a lot of attention.

In each organization recruitment and selection plays a important role. The selection is done by evaluating the candidate's skills, knowledge and talent which are extremely needed to the vacancies in selected industries.

REFERENCES

Cullen, J. & Farrelly, M., 2005. Best Practice HR in Ireland. Cork: Oak Tree Press.

Froschheiser, L., 2008. Reliableplant. Recruitment fundamentals: Get more 'A' players on board,27 February.

Taylor, S., 2008. People Resourcing 4th Edition. London: The Chartered Institute of Personnel and Development

Turner, P., November 2010. Reflections on Workforce Planning, s.l.: CIPD.

Armstrong, M., 2010. Handbook on Human Resource Management Practices. 11th ed. London:Kogan Page Publisher.

Fitz-enz, J., 1995. How to measure human resources management. New York: McGraw-Hill.