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## **A Study on employee satisfaction at Srujala pipes pvt. ltd., Nandyal**

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### **ABSTRACT**

Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job recruitment, considering current environmental conditions. In today's rapidly changing business environment, Organization have to respond quickly to requirement for people. Hence it is important to have a well defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization. A study of recruitment and selection in SUJALA PIPES PRIVATE LTD., in Nandyal town in Rayalaseema. Nandi Pipes, which are famous all over the country. MR.S.P.Y REDDY, the founder and managing director and eminent techno entrepreneur and excellent mechanical engineer. And present Managing director is Seedhar Reddy.

KEY WORDS: Recruitment, Selection, Interview, Hiring, Performance.

### **INTRODUCTION**

Successful human resource should identify human resource needs in the organization. Recruitment is the discovering of potential candidates for actual or anticipated organizational vacancies. Or from another perspective, it is a linking activity bringing together those with jobs to fill and those seeking job. The ideal recruitment effort will attract a large number of qualified applicants can self select themselves out of job candidacy, this is a good recruitment program should attract the qualified and not attract the unqualified. This deal objective will minimize the cost of processing unqualified candidate.



## NEED OF THE STUDY

Now a day's all companies are not going manual work as a technology updated, they are using information system to manage their information to manage their employees where SUJALA PIPES PVT LTD, is one of the companies following human resource information and data for each individual employees and providing a basis for planning, decision making and controlling other human resource.

## OBJECTIVES OF THE STUDY

- To study the recruitment and selection process going on at SUJALA PIPES PVT LTD.
- To analyze the effectiveness of recruitment and selection process.
- To evaluate the sources of recruitment at SUJALA PIPES PVT LTD.
- To study the employee satisfaction about the recruitment and section program.
- To know the primary goals of recruitment process in the organization.

## REVIEW OF LITERATURE

AHMAD MOHAMMAD (2020): The purpose of this review is to review what came in some studies and articles that talk about the topic of employment and selection during the time period between 2010 and 2020 in order to study the modalities that are carried out in.

NEERAJ KUMARI (2012): Recruitment and selection result in improved organizational outcomes. The main objective is to identify general practices that organizations use to recruit and select employees and to determine how the recruitment and selection practices affect organizational outcomes. The employees working in the company consider the employee references are one of the most reliable sources of hiring the new employees.

Venkatesh (2007) mentioned that there has been a spectacular improvement in healthcare delivery all over the world. Almost invariably, this is due to several developments in the field of technology, as applied to medicine, healthcare organization have been inducting new and innovative electronic gadgets to help physicians and surgeons in treating patients. And a significant increase in the number of healthcare organization has in turn led to intense competition among them. Not surprisingly, healthcare marketing assumes a vital place in the scheme of things.

A. Sabarirajan, T. Meharajan, B.Arun (2001) analyzed the study on employee welfare in Textile industry. The study shows that 15% of the employees are employees are satisfied with their welfare measures. 39 % of the employees is average with their welfare measures. 16% of them are in highly dissatisfied level. This study throws light on the impact of welfare measures on QWL among the employees of textile mills in Salam



district.” While describing the Welfare in Indian INDUSTRIAL SECTOR, A.J. Todd (1933) was analyzed that the employee welfare is the voluntary efforts of the employers to establish, within the existing industrial system, working and sometimes living and cultural conditions of the employees beyond what is required by law, the custom of the industry and the conditions of the market.

## **DATA COLLECTION AND ANALYTICAL TOOLS**

Primary data: structured questionnaires.

Secondary data: websites, books and Journals

Sample size: 150

Sampling unit: Sujala pipes, Nandyal

Sampling techniques: simple random sampling

Data analytical tool: simple percentage method

## **RESEARCH METHODOLOGY**

It is specific procedure techniques used to identify select, process, analyze information about a topic; methodology is the systematic theoretical analysis of theme thousand principles with a branch of knowledge.

## **RESEARCH DESIGN**

The research design outlines the structured approach for gathering essential data, It specifies what information needs to be collected, from whom, and the methodology to be used, as detailed in the project's systematically defined framework

## **SOURCES OF DATA:**

There are two types of data collection methods available

1. Primary data collection
2. Secondary data collection



1. Primary Data Collection: The primary data collected through the EMPLOYEES who are already working in Sujala Pipes, Nandyal. Primary data collected through structured questionnaire, observation and interview

2. Secondary data collection: Information is gathered from Company profile, Website, Books etc.

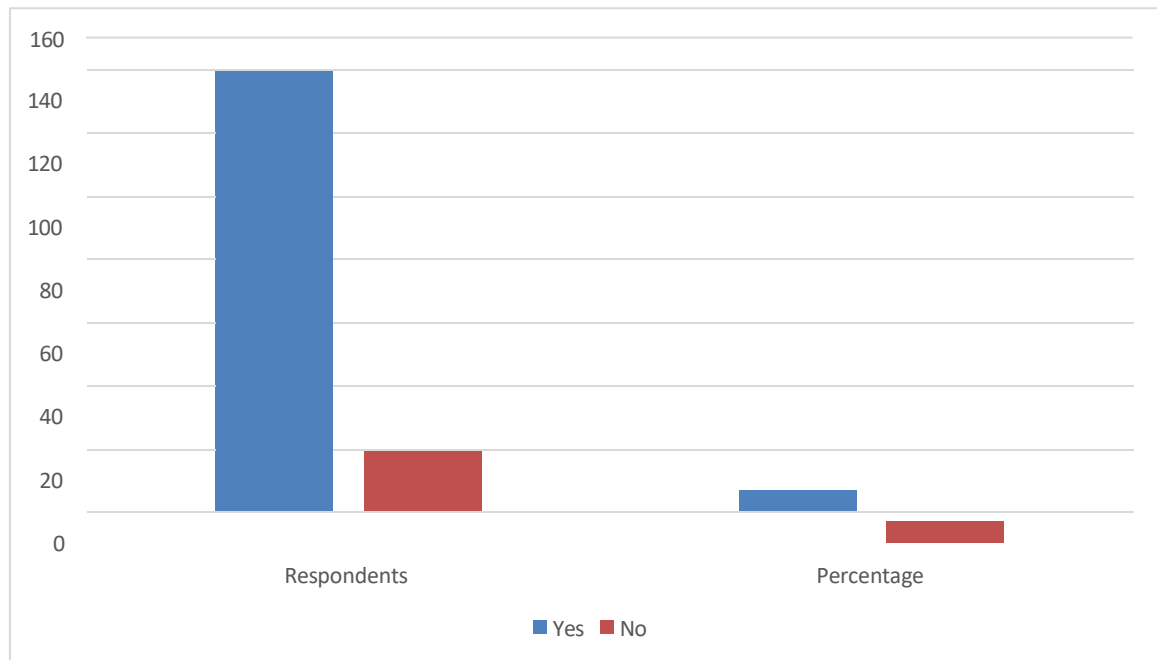
Descriptive Research: Descriptive research is an investigative method that relies on direct observation, practical engagement, and experience to collect data. It includes survey results that reveal individuals' emotions and perspectives.

## DATA ANALYSIS AND INTERPRETATION

1. Do you think salary is important factor that affects recruitment?

a) Yes b) No

Options	Respondents	percentage
Yes	135	90%
No	15	10%



Graph: 4.1



### Interpretation

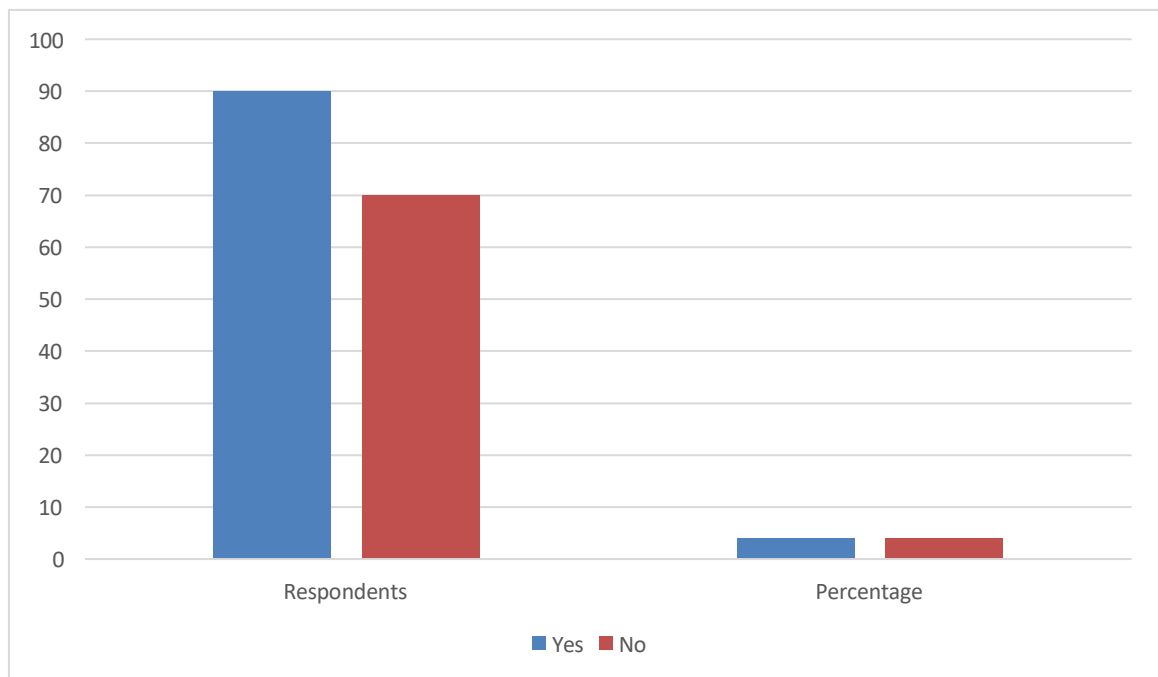
From the above analysis it is revealed that almost 90% of the employees agreed that the sale is an important factor which affects recruitment.

2. Is the organization doing timeliness recruitment and selection process?

a) Yes

b) No

Options	Respondents	percentage
Yes	90	60%
No	60	40%



Graph: 4.2

### Interpretation:

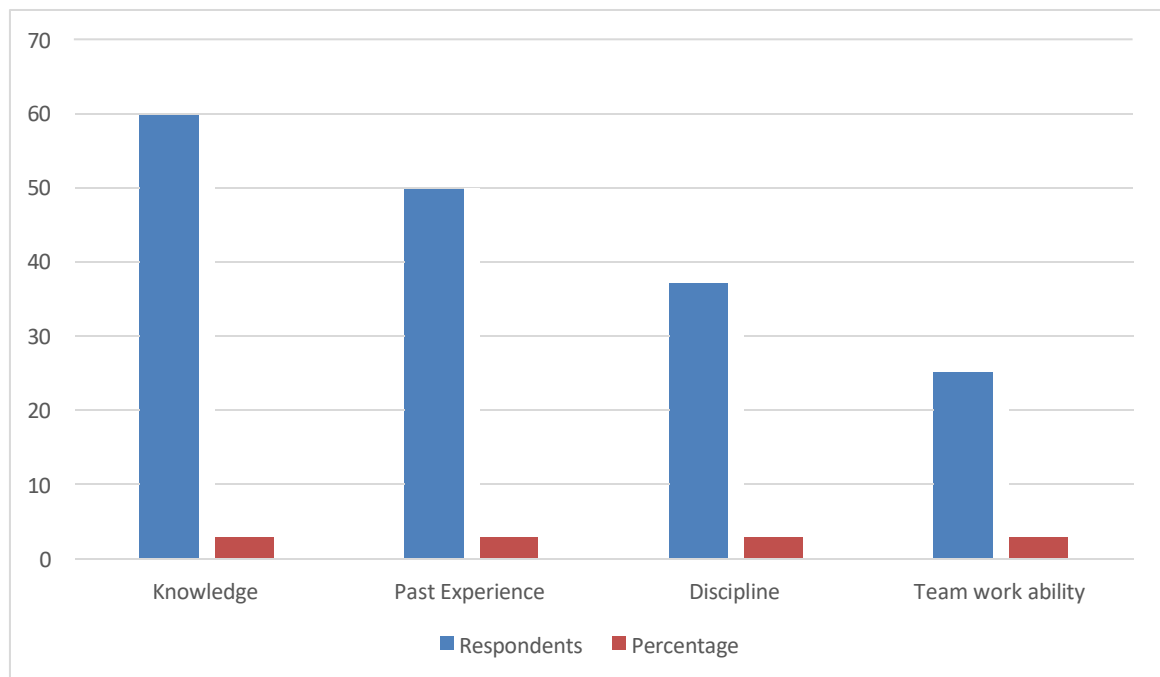
From the above analysis it is found that 60% of respondents say yes and agree that the organization is doing the recruitment & selection process in a timely manner.



3. Which is the most important quality the organization looks for in a candidate?

a) Knowledge b) Past experience c) Discipline d) Team work ability

options	Respondents	Percentage
Knowledge	55	37%
Past Experience	45	30%
Discipline	30	20%
Team work ability	20	13%



Graph 4.3

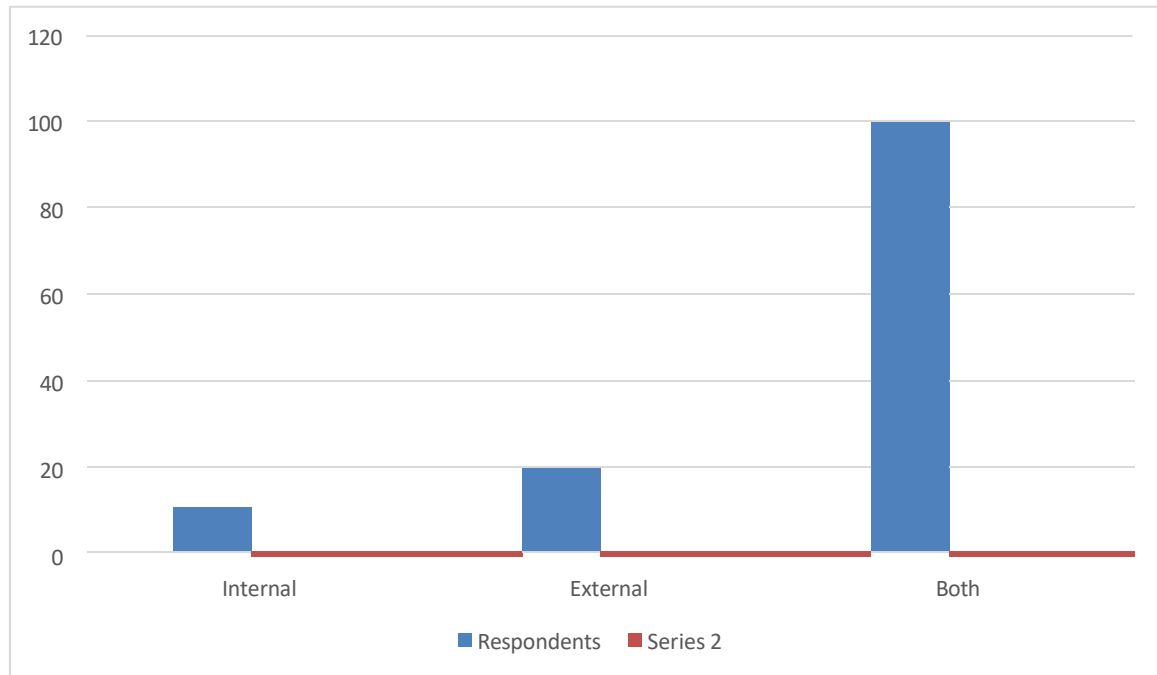
Interpretation:

From the above analysis it is said that 37% of respondents say the organization looks forward for a candidate mainly based on the knowledge, 30% for past experience, 20% for discipline and 13% look for team work ability.

4. What are the sources for recruitment and selection?

a) Internal b) External c) Both

options	Respondents	Percentage
Internal	15	10%
External	30	20%
Both	105	70%



Graph: 4.4

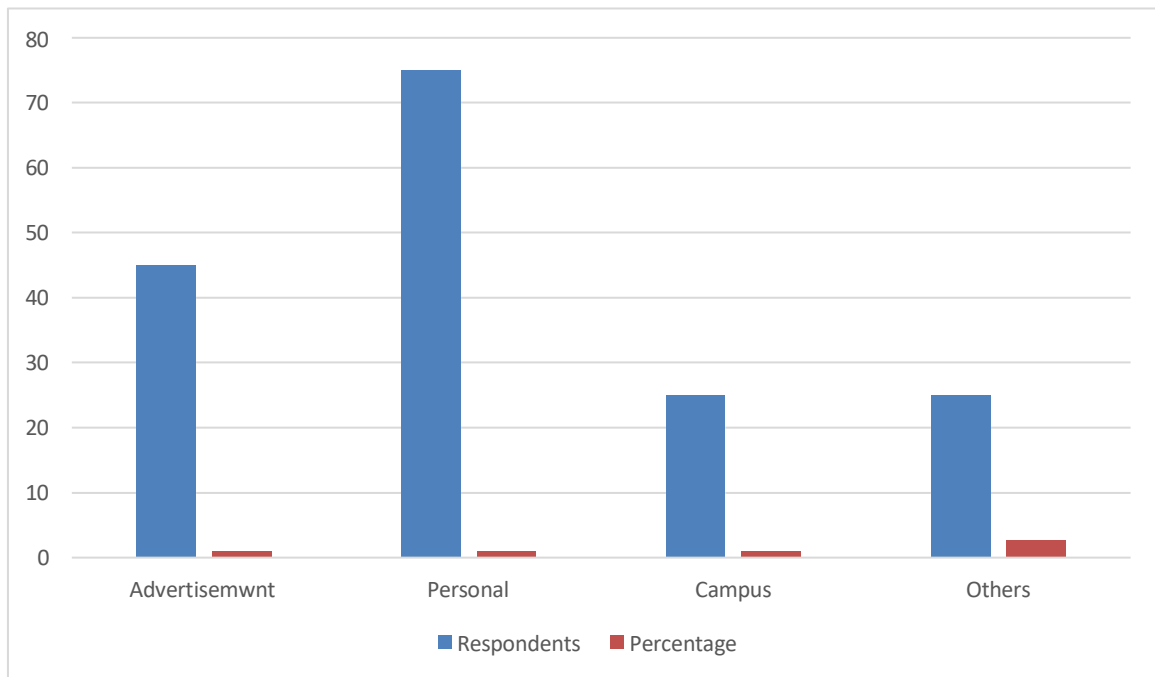
Interpretation:

From the above analysis it is revealed that 70% of respondents sources of Recruitment and Selection is based on both internal and external process of selecting the candidates based on job role.

5. Identify the source from where you came to know about the job?

A) Advertisement b) Personal c) Campus d) Other

Options	Respondents	Percentage
Advertisement	40	27%
Personal	70	47%
Campus	20	13%
Other	20	13%



Graph: 4.5

#### Interpretation:

From the above analysis it is found that 27% of employees say that through advertisement the candidates known about the job, 47% of employees came to know through Personal reference, 13% by campus and 13% by other source.

### FINDINGS

- Most (90%) of employees agreed that the salary is an important factor which affects recruitment.
- Majority of the employees (80%) said that the salary package offered at the time of recruitment is attractive.
- Most of the employees said that the firm is recruiting employees through internal and external sources for recruitment.
- Majority of the employees are recruited through advertisement and employee referrals.

### SUGGESTIONS

- Some of the employees are still unhappy with the recruitment process. Hence the company should update recruitment process.
- The selection policy should be fair and adequate in the selection process of candidate.





- The organization should do recruitment process with in a timely manner.
- The company should prefer other sources also apart from employee referral.
- Considerable amount (40%) of employees feeling stress while attending the interview so the organizations should take some measures to make employees feel confident.

## CONCLUSION

The recruitment and selection done at Nandi pipes is good ,most of employees are happy with the recruitment procedure and the firm is considering both internal and external sources for recruiting its employees salary is one of the factor that helped firm to attract more number of employees for the recruitment drive.

However there are few employees to on express their unhappiness regarding recruitment done by the firm I a timely manner. So the organization has to conduct recruitment in a timely manner and it also has to come up with several measures to reduce stress of candidate while attending the drive. So that the organization don't miss any potential candidate attended the drive.

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