An Analytical Study of the Recruitment and Selection Process at Bocxy Technologies Pvt. Ltd., Chennai

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ABSTRACT

The recruitment and selection processes are designed to identify and attract qualified candidates to meet an organization's staffing needs. This involves determining the number of required positions, identifying potential sources of talent, and implementing strategies to attract suitable applicants. Recruitment is formally defined as the process of locating and encouraging qualified individuals to apply for job openings, starting from the identification of vacancies to the receipt of applications.. Recruitment sources are broadly categorized into two types**:** internal and external**.** The study employed both primary and secondary data collection methods. Primary data was obtained through interviews and structured questionnaires, while secondary data was gathered from the company's official website, journals, internal records, books, and other relevant literature. The collected data was subsequently analyzed and interpreted to derive meaningful insights.

1.INTRODUCTION

Recruitment and selection are fundamental components of human resource management, essential for an organization's ability to attract and retain top talent. A well-structured recruitment process ensures that the right candidates—those with the necessary skills, experience, and cultural fit—are hired to drive the organization's success. In today's competitive job market, organizations must adopt innovative hiring strategies to tackle challenges such as talent scarcity, employee turnover, and evolving workforce expectations.

Recruitment refers to the process of identifying and attracting potential candidates through various channels, including online job platforms, social media, recruitment agencies, and employee referrals. To enhance visibility and appeal to a diverse range of applicants, organizations utilize employer branding and digital recruitment technologies. In contrast, the selection process involves evaluating applicants through structured interviews, assessments, and background verifications to determine the most suitable candidates for the role.

With advancements in technology, companies are increasingly adopting artificial intelligence (AI), data analytics, and automated applicant tracking systems (ATS) to streamline their recruitment processes. These tools enhance efficiency, reduce hiring biases, and support better decision-making by evaluating

candidate profiles based on predefined criteria. Additionally, organizations are placing greater emphasis on diversity, equity, and inclusion (DEI) initiatives to ensure a fair and inclusive hiring environment.

This study aims to explore the recruitment and selection process by analyzing its key stages, common challenges, and effective practices. By examining how organizations adapt to modern hiring trends, the research will provide insights into optimizingrecruitment strategies to enhance workforce quality and overall organizational performance. The findings will help organizations refine their talent acquisition approaches, supporting long-term growth and sustainability in an increasingly dynamic and competitive job market.

Bocxy Technologies Pvt Ltd follows a comprehensive recruitment and selection process to identify and hire top talent. The company utilizes various platforms, including online job portals and social media networks, to advertise job openings and attract a diverse range of candidates. The selection process includes resume screening, interviews, and assessments of both technical expertise and interpersonal skills to ensure alignment with the company's requirements and culture. For certain roles, such as internships, Bocxy offers stipends and additional benefits like complimentary meals to attract applicants. They also emphasize clear communication of job roles and responsibilities to potential hires.

2.REVIEW OF LITERATURE

2.1 Kanagavalli G., Seethalakshmi R., &Sowdamini T. (2019). The objective is to present a macro-level strategic staffing model by systematically identifying various recruitment and selection methods through a literature review. This involves qualitative content analysis of 40 peer-reviewed articles published between 2010 and 2018. The analysis reveals that organizations are progressively integrating technologies such as online job portals, outsourcing, job fairs, campus recruitment, and mobile hiring applications to strengthen and streamline their recruitment and selection practices.

https://www.researchgate.net/publication/334108500_A_Systematic_review_of_literature_on_Recruitment_and_Selection_Process

2.2 Syed Iradat Abbas, Muzafar Hussain Shah, & Yusuf Haji Othman (2021). The aim is to critically examine the diverse recruitment and selection techniques currently employed for staffing. This study is based on a literature review of existing research and utilizes qualitative analysis of secondary data. Common recruitment sources include advertisements, recruitment agencies, employee referrals, labor unions, and digital recruitment methods. Selection procedures typically involve interviews, supervisor approvals, reference checks, medical examinations, and virtual interview processes. The COVID-19 pandemic has significantly accelerated the adoption of electronic platforms and social media in recruitment and selection activities.

https://www.researchgate.net/publication/353648009_Critical_Review_of_Recruitment_and_Selection_Methods_Understanding_the_Current_Practices

2.3 B. K. Charles & O. M. Florah (2021).This study aims to evaluate the effectiveness and practical application of different employment selection tests. It involves a critical review of existing literature and a qualitative synthesis of past research findings. Selection tests play a vital role in assessing factors such as job knowledge, integrity, cognitive ability, personality traits, emotional intelligence, and physical capabilities. When effectively implemented, these tests improve the quality of recruitment and support overall organizational success.

https://www.researchgate.net/publication/354549619_A_Critical_Review_of_Literature_on_Employment_Selection_Tests

2.4 Dr. C.K. Gomathy, Mr. A.L.S. Ramaseshacharyulu, Mr. Ch. Sai Sarath, Mr. Alapati Sai Sreekanth (2022) .This study presents a comprehensive overview of recruitment and selection processes within human resource management, highlighting their crucial role in identifying the most suitable candidates for organizational positions. It explores various recruitment strategies and methods, emphasizing their importance in meeting strategic objectives. The paper stresses the need for effective screening, sourcing, shortlisting, and selecting practices to boost organizational performance. By examining diverse recruitment approaches, the study offers valuable insights into optimizing hiring processes. Additionally, it addresses the challenges encountered during recruitment and selection and provides practical recommendations for overcoming them. This analysis serves as a useful guide for HR professionals aiming to enhance their recruitment effectiveness. Google Scholar

2.5 This theoretical study explores recruitment and selection practices within the realm of human resource management, clearly distinguishing between the two processes. It explains that recruitment is a proactive and inclusive approach designed to attract a large pool of applicants, whereas selection is more exclusive, aimed at filtering and identifying the most suitable candidates based on predefined criteria. The paper discusses various sources of recruitment, influencing factors, and different selection techniques. It also addresses current challenges in recruitment and selection, offering a well-rounded perspective on these essential HR functions. By analyzing theoretical frameworks, the study provides valuable insights for organizations looking to enhance their hiring strategies. It serves as a foundational reference for HR professionals and researchers interested in understanding the complexities of recruitment and selection. Google Scholar.

2.6 This in-depth review explores recruitment and selection strategies, challenges, and best practices within the context of today's dynamic HR environment. It examines the influence of technological advancements, shifting workforce expectations, and changing labor regulations on recruitment approaches. The study highlights the growing use of artificial intelligence and social media in recruitment, emphasizing their role in improving efficiency and candidate quality. It also underscores the significance of promoting diversity and inclusion in hiring practices. By evaluating a range of strategies and obstacles, the review offers practical insights for organizations seeking to strengthen their talent acquisition efforts. It serves as a valuable resource for HR professionals navigating the complexities of contemporary recruitment. **Google Scholar.**

3.RESEARCH METHODOLOGY

OBJECTIVES OF THE STUDY:

- To Find out internal recruitment process in Bocxy Technologies Private Limited.
- To Identify the recruitment strategies followed by the companies.
- To Identify the types of interview conducted by the companies.

3.1 SAMPLE SIZE:

A sample size of 86 Employees was decided upon.

- The sample chosen for Employee survey consisted of all type of Respondent.

3.2 STATISTICAL TOOL

Statistical instrument in data analysis and research. Statistical technique involve in conducting a study are planning, designing, data collection, analyzing, making meaningful interpretation and reporting of the research outcome.

- Percentage Analysis
- Chi-Square
- Correlation
- ANOVA

4. DATA ANALYSIS AND INTERPRETATION

PERCENTAGE ANALYSIS

4.1 THE TABLE SHOWS THE CLASSIFICATION OF RESPONDENTS BASED ON GENDER.

Gender	Frequency	Percent	Valid Percent	Cumulative Percent
Male	72	83.7	83.7	83.7
Female	14	16.3	16.3	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the table above, it is observed that the majority of respondents are male, comprising 77.4% of the total participants. Female respondents constitute only 15.1% of the sample. This indicates that the workforce is predominantly male within the organization.

TABLE 4.2: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON AGE.

INTERPRETATION

From the above table it is observed that, the majority of respondents (43%) fall in the age group of 26–35 years, followed by 37.6% in the 18–25 years category. Only a small portion of respondents are above

35 years of age. This indicates that most of the workforce is composed of young and early-career professionals.

Age	Frequency	Percent	Valid Percent	Cumulative Percent
18-25	35	40.7	40.7	40.7
26-35	40	46.5	46.5	87.2
36-45	7	8.1	8.1	95.3
46-50	4	4.7	4.7	100.0
Total	86	100.0	100.0	

TABLE 4.3: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON MARITAL STATUS.

Marital status	Frequency	Percent	Valid Percent	Cumulative Percent
Single	60	69.8	69.8	69.8
Married	26	30.2	30.2	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table it is observed that, From the above table and chart, it is observed that a majority of the respondents are single, accounting for 69.8% of the valid responses. Meanwhile, 30.2% of the respondents are married. This indicates that the sample group primarily consists of individuals who are not yet married, which may reflect the age demographics or career stage of the workforce surveyed. The data may also suggest that younger professionals or fresh graduates form a significant portion of the organization or the study group.

TABLE 4.4: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON HOW YEARS OF EXPERIENCE YOU HAVE.

Years of Experience	Frequency	Percent	Valid Percent	Cumulative Percent
0-5	44	51.2	51.2	51.2
5-10	27	31.4	31.4	82.6
10-15	13	15.1	15.1	97.7
15-20	2	2.3	2.3	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table, it is observed that the majority of respondents (51.2%) have 0–5 years of experience, indicating a relatively young or early-career workforce. Around 31.4% of respondents have 5–10 years of experience, and 15.1% have 10–15 years. Only 2.3% have 15–20 years of experience, suggesting that most employees are in the early to mid stages of their careers.

TABLE 4.5: THE TABLE SHOWS THE CLASSIFICATION OF THE RESPONDENTS BASED ON SALARY.

Basis of salary	Frequency	Percent	Valid Percent	Cumulative Percent
5000-10000	10	11.6	11.6	11.6
11,000-15,000	17	19.8	19.8	31.4
16,000-20,000	16	18.6	18.6	50.0
21,000-25,000	20	23.3	23.3	73.3
25,000-30,000	23	26.7	26.7	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table it is observed that, the majority of respondents (26.7%) earn a salary between ₹25,000–30,000, followed by 23.3% in the ₹21,000–25,000 range. Only 11.6% of respondents fall in the lowest salary bracket of ₹5,000–10,000, indicating that most employees receive moderate to higher salary packages. This suggests that the organization provides competitive compensation to a significant portion of its workforce.

TABLE 4.6: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE SOURCE FROM WHICH THEY CAME TO KNOW ABOUT THE JOB?

Know about the job	Frequency	Percent	Valid Percent	Cumulative Percent
Advertisement	3	3.5	3.5	3.5
Consultant	26	30.2	30.2	33.7
Personal reference	17	19.8	19.8	53.5
Portal	23	26.7	26.7	80.2
Other	17	19.8	19.8	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table, it is observed that the majority of respondents (30.2%) learned about the job through consultants, followed by 26.7% through online portals. Personal references and other sources each account for 19.8%, while advertisements contributed the least at just 3.5%.This indicates that consultants and digital platforms are the most effective channels for job awareness in the organization.

TABLE 4.7: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE AVERAGE TIME SPENT BY THE EXECUTIVES DURING RECRUITMENT (EACH CANDIDATE)

Average Time Spent	Frequency	Percent	Valid Percent	Cumulative Percent
5min-10min	2	2.3	2.3	2.3
10min-15min	15	17.4	17.4	19.8
16min-20min	38	44.2	44.2	64.0
above20	31	36.0	36.0	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table it is observed that, the highest proportion of respondents (44.2%) reported that 16–20 minutes is the average time spent per candidate during recruitment. This is followed by 36.0% who spend more than 20 minutes, indicating that a considerable amount of time is invested in evaluating candidates. Very few respondents (2.3%) reported spending less than 10 minutes, suggesting that brief assessments are rare.

TABLE 4.8: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON WHICH IS THE MOST IMPORTANT QUALITY THE ORGANIZATION LOOKS FOR IN A CANDIDATE.

Most important quality	Frequency	Percent	Valid Percent	Cumulative Percent
Knowledge	34	39.5	39.5	39.5
Past experience	25	29.1	29.1	68.6
Optimistic nature	21	24.4	24.4	93.0
Discipline	4	4.7	4.7	97.7
Team working	2	2.3	2.3	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table it is observed that, the majority of respondents (39.5%) indicated that knowledge is considered the most important quality that the organization looks for in a candidate. This is followed by past experience (29.1%) and optimistic nature (24.4%), reflecting the organization's emphasis on both skillset and attitude. Only a small percentage prioritize discipline (4.7%) and teamwork (2.3%), suggesting these traits, while valuable, are not the primary focus during candidate evaluation.

TABLE 4.9: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE INTERNAL CANDIDATE PREFERENCE

Internal Candidate Preference	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	26	30.2	30.2	30.2
Agree	28	32.6	32.6	62.8
Neutral	20	23.3	23.3	86.0
Disagree	10	11.6	11.6	97.7
strongly disagree	2	2.3	2.3	100.0
Total	86	100.0	100.0	

INTERPRETATION:

From the above table it is observed that, the majority of respondents (62.8%) agree or strongly agree that the company gives preference to internal candidates before advertising externally, indicating a strong internal promotion culture. A smaller portion remains neutral (23.3%), while only 13.9% disagree, suggesting limited opposition to the practice.

TABLE 4.10 : TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE FORMAL JOB COMMUNICATION

Formal Job Communication	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	15	17.4	17.4	17.4
Agree	36	41.9	41.9	59.3
Neutral	25	29.1	29.1	88.4
Disagree	6	7.0	7.0	95.3

Strongly disagree	4	4.7	4.7	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table, it is observed that a significant majority of respondents (59.3%) either agree or strongly agree that employees are informed about internal job openings through formal communication channels. About 29.1% remain neutral, while only 11.7% express disagreement. This suggests that formal job communication is generally practiced and recognized within the organization.

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25,000-30,000	23	26.7	26.7	100.0
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From the above table it is observed that, the majority of respondents (26.7%) earn a salary between ₹25,000–30,000, followed by 23.3% in the ₹21,000–25,000 range. Only 11.6% of respondents fall in the lowest salary bracket of ₹5,000–10,000, indicating that most employees receive moderate to higher salary packages. This suggests that the organization provides competitive compensation to a significant portion of its workforce.

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5min-10min	2	2.3	2.3	2.3
10min-15min	15	17.4	17.4	19.8
16min-20min	38	44.2	44.2	64.0
above20	31	36.0	36.0	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table it is observed that, the highest proportion of respondents (44.2%) reported that 16–20 minutes is the average time spent per candidate during recruitment. This is followed by 36.0% who spend more than 20 minutes, indicating that a considerable amount of time is invested in evaluating candidates. Very few respondents (2.3%) reported spending less than 10 minutes, suggesting that brief assessments are rare.

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Discipline	4	4.7	4.7	97.7
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From the above table it is observed that, the majority of respondents (39.5%) indicated that knowledge is considered the most important quality that the organization looks for in a candidate. This is followed by past experience (29.1%) and optimistic nature (24.4%), reflecting the organization's emphasis on both skillset and attitude. Only a small percentage prioritize discipline (4.7%) and teamwork (2.3%), suggesting these traits, while valuable, are not the primary focus during candidate evaluation.

TABLE 4.9: TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE INTERNAL

CANDIDATE PREFERENCE

Internal Candidate Preference	Frequency	Percent	Valid Percent	Cumulative Percent
strongly agree	26	30.2	30.2	30.2
Agree	28	32.6	32.6	62.8
Neutral	20	23.3	23.3	86.0
Disagree	10	11.6	11.6	97.7
strongly disagree	2	2.3	2.3	100.0
Total	86	100.0	100.0	

INTERPRETATION:

From the above table it is observed that, the majority of respondents (62.8%) agree or strongly agree that the company gives preference to internal candidates before advertising externally, indicating a strong internal promotion culture. A smaller portion remains neutral (23.3%), while only 13.9% disagree, suggesting limited opposition to the practice.

TABLE 4.10 : TABLE SHOWS CLASSIFICATION OF THE RESPONDENTS BASED ON THE FORMAL JOB COMMUNICATION

Formal Job Communication	Frequency	Percent	Valid Percent	Cumulative Percent
Strongly agree	15	17.4	17.4	17.4
Agree	36	41.9	41.9	59.3
Neutral	25	29.1	29.1	88.4
Disagree	6	7.0	7.0	95.3
Strongly disagree	4	4.7	4.7	100.0
Total	86	100.0	100.0	

INTERPRETATION

From the above table, it is observed that a significant majority of respondents (59.3%) either agree or strongly agree that employees are informed about internal job openings through formal communication channels. About 29.1% remain neutral, while only 11.7% express disagreement. This suggests that formal job communication is generally practiced and recognized within the organization.

CHI-SQUAREANALYSIS

4.11 Showing the association between the most important quality the organization looks for in a Gender and the company gives preference to internal candidates before advertising externally.

NULL HYPOTHESIS (HO): There is no significant association between Gender and most important qualities the organization internal candidate preference.

ALTERNATE HYPOTHESIS (H1): There is a significant association between Gender and most important qualities the organization internal candidate preference.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	%	N	%	N	%
Gender * Internal candidate preference	86	100%	0	0%	86	100%

Gender * Internal Candidate Preference Cross tabulation

Gender	Internal Candidate Preference					Total
	Strongly agree	Agree	Neutral	Dis-agree	Strongly agree	
Male	17	27	16	10	2	72
Female	9	1	4	0	0	14
Total	26	28	20	10	2	86

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.268(a)	4	.015
Likelihood Ratio	14.228	4	.007
Linear-by-Linear Association	4.975	1	.026
N of Valid Cases	86		

a 6 cells (60.0%) have expected count less than 5. The minimum expected count is .33

INTERPRETATION:

From the above table is inferred that The Pearson Chi-Square test has a p-value of 0.015, which is less than 0.05, indicating a significant association between gender and the organization's preference for internal candidates. The Likelihood Ratio (p = 0.007) and Linear-by-Linear Association (p = 0.026) also support this result.

RESULT:
The Null Hypothesis is rejected. There is a significant association between gender and views on giving preference to internal candidates before external recruitment.

Table: 4.12 Showing the association between Age and promotion and transfers are part of the internal recruitment process.

NULL HYPOTHESIS (H0): There is no significant association between the Age and promotion and transfers are part of the internal recruitment process.

ALTERNATE HYPOTHESIS (HI): There is a significant association between the Age and promotion and transfers are part of the internal recruitment process.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	%	N	%	N	%
Age * promotions and transfers	86	100%	0	0%	86	100%

Age * promotions and transfers Cross tabulation

Age * promotions and transfers Cross tabulation

Chi-Square Tests

Age	Promotions and transfers					Total
	Strongly agree	Agree	Neutral	Dis-agree	Strongly disagree	
8-25	3	15	14	1	2	35

26-35	6	13	13	6	2	40
36-45	2	0	2	3	0	7
46-50	0	0	2	2	0	4
Total	11	28	31	12	4	86

	Value	**df**	**Asymp. Sig. (2-sided)**
Pearson Chi-Square	19.495(a)	12	.077
Likelihood Ratio	22.171	12	.036
Linear-by-Linear Association	2.572	1	.109
N of Valid Cases	86		

a 14 cells (70.0%) have expected count less than 5. The minimum expected count is .19.

INTERPRETATION:

From the above table is inferred that The Pearson Chi-Square test gives a p-value of 0.077, which is greater than 0.05, indicating no significant association between age and views on promotions and transfers as part of internal recruitment. However, the Likelihood Ratio test shows a p-value of 0.036, suggesting a significant association.

RESULT:

Due to conflicting test results and low expected counts in many cells, the final conclusion is inconclusive, but based on the Pearson Chi-Square (standard test), the Null Hypothesis is accepted.

Table: 4.13 Showing the association between Experience and the company uses online job portal as a major recruitment strategy.

NULL HYPOTHESIS(H0): There is no significant association between Experience and the company uses online job portal as a major recruitment strategy.

ALTERNATE HYPOTHESIS (H1): There is a significant association between Experience and the company uses online job portal as a major recruitment strategy.

Case Processing Summary

	Cases					
	Valid		**Missing**		**Total**	
	N	**%**	**N**	**%**	**N**	**%**

Year of experience * online portal recruitment	86	100%	0	0%	86	100%

Year of experience * online portal recruitment Cross tabulation

Year of Experience	Online portal recruitment					Total
	Strongly agree	Agree	Neutral	Dis-agree	Strongly disagree	
0-5	13	11	6	9	5	44
5-10	5	6	8	6	2	27
10-15	3	3	3	3	1	13
15-20	1	0	1	0	0	2
Total	22	20	18	18	8	86

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	5.762(a)	12	.928
Likelihood Ratio	6.584	12	.884
Linear-by-Linear Association	.003	1	.953
N of Valid Cases	86		

a 12 cells (60.0%) have expected count less than 5. The minimum expected count is .19.

INTERPRETATION:

From the above table is inferred that The Pearson Chi-Square test shows a p-value of 0.928, which is much greater than 0.05, indicating no significant association between years of experience and the company's use of online job portals as a major recruitment strategy.

RESULT:

The null hypothesis is accepted. There is no statistically significant relationship between experience level and preference for online portal recruitment.

Table: 4.14 Showing the association between Salary and social media platforms are actively used for hiring purposes.

NULLHYPOTHESIS(H0): There is no significant association between Salary and social media platforms are actively used for hiring purposes.

ALTERNATE HYPOTHESIS (H1): There is a significant association between Salary and social media platforms are actively used for hiring purposes.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	%	N	%	N	%
Salary per month * social media hiring	86	100 %	0	0.0 %	86	100 %

Salary per month * social media hiring Cross tabulation

Salary per month	Social media hiring					Total
	Strongly agree	Agree	Neutral	Dis-agree	Strongly disagree	
5000-10,000	5	3	1	1	0	10
11,000-15,000	11	1	3	1	1	17
16,000-20,000	8	2	3	2	1	16
21,000-25,000	9	9	2	0	0	20
25,000-30,000	16	0	2	4	1	23
Total	49	15	11	8	3	86

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	23.533(a)	16	.100
Likelihood Ratio	27.623	16	.035

Linear-by-Linear Association	.012	1	.913
N of Valid Cases	86		

a 20 cells (80.0%) have expected count less than 5. The minimum expected count is .35.

INTERPRETATION:
From the above table is inferred that The Pearson Chi-Square test shows a p-value of 0.100, which is greater than 0.05, indicating no significant association between salary and use of social media for hiring. However, the Likelihood Ratio test shows a p-value of 0.035, suggesting a significant association.

RESULT:
Due to conflicting test results and a high number of cells with low expected counts, the conclusion is inconclusive. However, based on the Pearson Chi-Square (standard test), the Null Hypothesis is accepted.

CORRELATION

4.15 TABLE Showing The Significance relationship between salary per month and Identify the sources

NULL HYPOTHESIS(H0): There is no significant relationship between salary per month and Identify the sources

ALTERNATIVE HYPOTHESIS(H1): There is a significant relationship between salary per month and Identify the sources

Descriptive Statistics

	Mean	**Std. Deviation**	**N**
Salary per month	3.34	1.369	86
Identify the source	3.29	1.197	86

Correlations

		Salary per month	**Identify the source**
Salary per month	Pearson Correlation	1	.011

	Sig. (2-tailed)		.918
	N	86	86
Identify the source	Pearson Correlation	.011	1
	Sig. (2-tailed)	.918	
	N	86	86

INTERPRETATION

From the above table is inferred that The correlation between salary per month and identifying the source is almost zero and not significant. With a p-value of 0.918, the null hypothesis is accepted. Therefore, there is no significant relationship between salary per month and identifying the sources.

RESULT

The Pearson correlation between Salary per Month and Identify the Source is 0.011, with a p-value of 0.918. Since the p-value is greater than 0.05, the correlation is not statistically significant.

4.16 TABLE Showing The Significance relationship between Recruitment Strategy and Technical Skills Assessment

NULL HYPOTHESIS(H0): There is no significant relationship between Recruitment Strategy and Technical Skills Assessment

ALTERNATIVE HYPOTHESIS(H1): There is a significant relationship between Recruitment Strategy and Technical Skills Assessment

Descriptive Statistics

	Mean	**Std. Deviation**	**N**
Defined recruitment strategy	3.26	1.200	86
Technical skills assessment	2.95	1.197	86

Correlations

		Defined recruitment strategy	**Technical skills assessment**
Defined recruitment strategy	Pearson Correlation	1	.107
	Sig. (2-tailed)		.328

	N	86	86
Technical skills assessment	Pearson Correlation	.107	1
	Sig. (2-tailed)	.328	
	N	86	86

INTERPRETATION

From the above table is inferred that He correlation between recruitment strategy and technical skills assessment is very weak and not statistically significant. With a p-value of 0.328 (greater than 0.05), the null hypothesis is accepted. This indicates no significant relationship exists between the two variables.

RESULT

The Pearson correlation between recruitment strategy and technical skills assessment is 0.107, with a p-value of 0.328, indicating no significant relationship.

ONE WAY ANOVA

4.17 TABLE SHOWING SIGNIFICANCE DIFFERENCE WITH THAT OF RESPONDENT'S MOST IMPORTANT QUALITY THE ORGANIZATION LOOKS FOR IN A THE INTERNAL RECRUITMENT PROCESS IS TRANSPARENT AND FAIR.

NULL HYPOTHESIS(H0): There is no significant differences among the respondent's most important quality the organization looks for in a The Internal Recruitment Process is Transparent and Fair.

ALTERNATIVE HYPOTHESIS (H1): There is a significant difference among the respondent's most important quality the organization looks for in a The Internal Recruitment Process is Transparent and Fair.

Recruitment Process is Transparent and Fair

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly agree	16	1.19	.544	.136	.90	1.48	1	3
Agree	20	1.60	.681	.152	1.28	1.92	1	3
Neutral	26	1.62	.752	.148	1.31	1.92	1	3
Disagree	16	2.13	.619	.155	1.80	2.45	1	3
Strongly Disagree	8	2.25	1.389	.491	1.09	3.41	1	4

Total	86	1.69	.815	.088	1.51	1.86	1	4

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	9.882	4	2.470	4.290	.003
Within Groups	46.641	81	.576		
Total	56.523	85			

INTERPRETION

From the above table is inferred that Since the p-value is less than 0.05, the null hypothesis is rejected. This means that respondents have significantly different views on what quality is most important, and this influences their perception of the fairness and transparency of the internal recruitment process.

RESULT

The ANOVA test shows a significant difference among respondents ($p = 0.003$) regarding the most important quality the organization looks for in relation to a transparent and fair internal recruitment process

4.18 TABLE SHOWING SIGNIFICANCE DIFFERENCE WITH THAT OF THE RESPONDENT'S MOST IMPORTANT QUALITY THE ORGANIZATION LOOKS FOR IN A THE COMPANY USES ONLINE JOB PORTALS AS A MAJOR RECRUITMENT STRATEGY.

NULL HYPOTHESIS(H0): There is no significant differences among the respondents' most important quality that the organization looks for in a The Company use online job portals as a Major Recruitment Strategy.

ALTERNATIVE HYPOTHESIS (H1): There is a significant difference among the respondent's most important quality the organization looks for in a The Company use online job portals as a Major Recruitment Strategy.

Company use online job portals Recruitment Strategy.

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean	Minimum	Maximum

					Lower Bound	Upper Bound		
Strongly agree	22	1.73	.703	.150	1.42	2.04	1	3
Agree	20	1.65	.813	.182	1.27	2.03	1	4
Neutral	18	2.00	.907	.214	1.55	2.45	1	4
Disagree	18	1.89	.832	.196	1.47	2.30	1	4
Strongly Disagree	8	1.38	.518	.183	.94	1.81	1	2
Total	86	1.77	.792	.085	1.60	1.94	1	4

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	9.882	4	2.470	4.290	.003
Within Groups	46.641	81	.576		
Total	56.523	85			

INTERPRETION

From the above table is inferred that Since the p-value is less than 0.05, the null hypothesis is rejected. This means there is a significant difference in how respondents rate the importance of qualities the organization looks for, in relation to the use of online job portals in recruitment.

RESULT

The ANOVA test shows a significant difference among respondents ($p = 0.003$) regarding their views on the use of online job portals as a major recruitment strategy.

4.19 TABLE SHOWING SIGNIFICANCE DIFFERENCE WITH THAT OF RESPONDENT'S MOST IMPORTANT QUALITY THE ORGANIZATION LOOKS FOR IN A TECHNICAL INTERVIEW ARE CONDUCTED TO ASSESS JOB RELATED SKILLS.

NULL HYPOTHESIS(H0): There is no significant differences among the respondent's most important quality the organization looks for in a Technical interview are conducted to assess job related skills.

ALTERNATIVE HYPOTHESIS (H1): There is a significant difference among the respondent's most important quality the organization looks for in a Technical interview are conducted to assess job related skills.

Assess job related skills

Descriptives

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly agree	12	1.08	.289	.083	.90	1.27	1	2
Agree	18	1.00	.000	.000	1.00	1.00	1	1
Neutral	27	1.19	.396	.076	1.03	1.34	1	2
Disagree	20	1.25	.444	.099	1.04	1.46	1	2
Strongly Disagree	9	1.33	.500	.167	.95	1.72	1	2
Total	86	1.16	.371	.040	1.08	1.24	1	2

ANOVA

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.980	4	.245	1.848	.128
Within Groups	10.741	81	.133		
Total	11.721	85			

INTERPRETION

From the above table is inferred that There is no significant difference among respondents regarding the most important quality the organization looks for in technical interviews to assess job-related skills.

RESULT

The ANOVA test shows a p-value of 0.128, which is greater than 0.05. Therefore, we fail to reject the null hypothesis.

5. SUMMARY AND CONCLUSION

FINDING

Findings from Percentage Analysis:

- The majority of the respondents are male, making up 77.4% of the total participants.
- The majority of respondents (43%) fall in the age group of 26–35 years.
- The majority of the respondents are single, accounting for 69.8% of the valid responses.
- The majority of respondents (51.2%) have 0–5 years of experience.
- The majority of respondents (26.7%) earn a salary between ₹25,000–30,000.
- The majority of respondents (30.2%) learned about the job through consultants
- The highest proportion of respondents (44.2%) reported that 16–20 minutes is the average time spent per candidate during recruitment.
- The majority of respondents (39.5%) indicated that knowledge is considered the most important quality.
- The majority of respondents (62.8%) agree or strongly agree that the company gives preference to internal candidates.
- A significant majority of respondents (59.3%) either agree or strongly agree that employees are informed about internal job openings.
- Most respondents remained neutral, but 45.4% showed a generally positive view.
- 52.3% agreed internal training is provided, though 32.5% expressed concerns.
- 48.9% supported online recruitment, while 30.2% showed resistance.
- A strong majority (74.4%) viewed social media hiring positively.
- Over half (55.8%) opposed campus recruitment, showing low support.
- Only 26.7% supported agency recruitment, with 45.4% expressing disapproval.
- Just 34.9% agreed on having a clear strategy, with 40.7% disagreeing.
- Responses were split, with 40.7% in favor and 38.4% opposed.
- Only 38.4% supported phone screening; many remained neutral or disagreed.
- 34.9% agreed on using skill assessments, while 33.8% disagreed.
- Just 26.7% supported structured questions, with most respondents unsure.
- Only 27.9% supported behavior fit assessments; 37.3% were against it.

Based on the Chi-Square table the following details were found.

1. Gender and the company gives preference to internal candidates before advertising externally.

- The Null Hypothesis is rejected. There is a significant association between gender and views on giving preference to internal candidates before external recruitment.

2. Age and promotion and transfers are part of the internal recruitment process.

- Due to conflicting test results and low expected counts in many cells, the final conclusion is inconclusive, but based on the Pearson Chi-Square (standard test), the Null Hypothesis is accepted.

3. Experience and the company uses online job portal as a major recruitment strategy.

- The null hypothesis is accepted. There is no statistically significant relationship between experience level and preference for online portal recruitment.

4. Salary and social media platforms are actively used for hiring purposes.

- Due to conflicting test results and a high number of cells with low expected counts, the conclusion is inconclusive. However, based on the Pearson Chi-Square (standard test), the Null Hypothesis is accepted.

Based on the Correlation table the following details were found.

1. Relationship between Salary per Month and Identifying the Source of Recruitment

- The correlation table shows a significance value (p-value) of 0.918. This value is greater than 0.01, indicating that the result is not statistically significant at the 1% level. we accept the null hypothesis, concluding that there is no significant relationship between salary per month and identifying the source of recruitment.

2.Relationship between Recruitment Strategy and Technical Skills Assessment

- The correlation table shows a significance value (p-value) of 0.328. This value is greater than 0.01, showing that the correlation is not statistically significant at the 1% level. we accept the null hypothesis, indicating that there is no significant relationship between recruitment strategy and technical skills assessment.

Through ANOVA table the following information were found.

1. Relationship between the Most Important Quality the Organization Looks for in a Candidate and the Perception that the Internal Recruitment Process is Transparent and Fair

- Sum of Squares 9.882. Degrees of Freedom 4. Mean Square - 2.470. F-value - 4.290. Significance Value (p-value)0.003. Since the p-value is less than 0.05, the result is statistically significant. We reject the null hypothesis, indicating that there is a significant difference in how respondents rate the most important quality based on their perception of the internal recruitment process being transparent and fair.

2. Relationship between the Most Important Quality the Organization Looks for in a Candidate and the Use of Online Job Portals as a Major Recruitment Strategy

- Sum of Squares 9.882. Degrees of Freedom 4. Mean Square 2.470. F-value 4.290. Significance Value (p-value) 0.003. Since the p-value is less than 0.05, the result is statistically significant. We reject the null hypothesis, indicating that there is a significant

difference in respondent opinions on qualities based on their view of the company's use of online job portals as a recruitment strategy.

3. Relationship between the Most Important Quality the Organization Looks for in a Candidate and Technical Interviews Conducted to Assess Job-Related Skills

- Sum of Squares 0.980. Degrees of Freedom 4. Mean Square 0.245. F-value 1.848. Significance Value (p-value)0.128. the p-value is greater than 0.05, the result is not statistically significant. We accept the null hypothesis, indicating that there is no significant difference among respondents in their views about the importance of qualities in relation to technical interviews assessing job-related skills.

SUGGESTION

- Hiring a systematic recruitment process is essential to guarantee the appointment of the most suitable candidates.
- Periodically refreshing the selection criteria and process to match industry standards and organizational requirements can assist in sustaining the effectiveness of recruitment.
- The use of technology and automation within the recruitment process can improve efficiency and minimize biases.
- Investing in training HR staff in successful interviewing methods and selection techniques can enhance the overall quality of hire.
- Having a feedback mechanism for the candidates on how to keep improving the hiring process.
- The organization should engage in job fairs actively to pick quality potential candidates.
- Improving employer brand through social media and online channels can help bring in better talent and enhance the reputation of the organization.

6.CONCLUSION

The recruitment and selection process is fundamental to building a skilled and motivated workforce that drives organizational success. This project highlights the importance of having a structured and well-defined recruitment process to ensure that the best candidates are identified and hired. Regularly updating selection criteria in line with industry trends and company goals helps maintain the relevance and effectiveness of hiring decisions. Incorporating technology such as applicant tracking systems and automated screening tools can significantly improve efficiency while minimizing human biases.

Training HR personnel in advanced interviewing and assessment techniques ensures that recruitment decisions are more accurate and aligned with organizational needs. Additionally,establishing a feedback system allows continuous improvement inthe recruitment experience for candidates, which enhances the employer's reputation. Participating in job fairs and leveraging social media platforms expands the organization's reach to attract diverse talent pools.

For Bocxy Technologies Pvt Ltd, these practices can lead to higher employee satisfaction, reduced turnover, and a stronger competitive position in the market. Ultimately, an effective recruitment and selection process not only meets immediate staffing requirements but also supports the long-term growth and sustainability of the company.