

# Effectiveness of Recruitment Process in Inker Robotics

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**Abstract-** Recruitment plays a crucial role in organizations that directly impacts their performance and success. Achieving efficiency in the recruitment process has become important to have a competitive advantage of the job market and the need for firm to attract and retain top talent. This abstract aims to explore the various aspects and strategies involved in enhancing the efficiency of recruitment and discuss the importance of crafting accurate by utilizing targeted platforms and channels. organization can efficiently improve and attract suitable candidates while minimizing time and resources spent on ineffective channels. It highlights the importance of providing a better candidate experience throughout the recruitment process. Furthermore, it emphasizes the need for organizations to establish a strong employer brand for the prospective candidates, attracting top talent and expediting the recruitment process.

**Keywords-** Recruitment process, Job satisfaction, Job description, Workforce.

## I. INTRODUCTION

This is a highly competitive business landscape; organizations recognize that their success is greatly influenced by the quality of their human capital. Recruitment process has emerged as a critical function within HR management for serving as a gateway to acquiring top talent to meet with organizational objectives and drive towards growth. The aim is to explore and analyze the recruitment process, its challenges, opportunities and other factors involved in recruitment process in INKER Robotics.

INKER Robotics, a startup focusing on providing technical service depending on the needs of the customers. The firm was setup in Thrissur since 2018. Rahul Balachandran and Amith Raman is the founder and CEO of the firm. The firm consist of around 55+ employees which include both full-time and part-time working employees. The firm has 5 departments, RnD, Production, Finance, Sales and marketing, HR department. Recently the firm has also started providing courses to the students both in schools and colleges. The qualified employees lead each department. Under the

Kerala Startup Mission, has raised \$1.2 million in a pre-series funding round led by AHK Ventures, an early-stage venture capital firm. Inker is one of the very few pioneers in India, spearheading Robotics, Artificial Intelligence and Emerging Technology education, Research and Development and Product development in the country. Inker is a Certified ISO 9001:2005 quality management system Company. A group of innovative technocrats, R&D enthusiasts, strategic partners and associates with a shared vision to create a strong vibrant robotics and emerging technology ecosystem marks the framework of the tech start up, INKER ROBOTICS.

## II. LITERATURE REVIEW

A literature review provides a reader with a comprehensive look at previous discussions prior to the one the reviewer will be making in his/her own research paper, thesis, or dissertation.

- **A STUDY ON EFFECTIVENESS OF RECRUITMENT ORGANIZATIONAL SUPPORT IN ITeS, Sangeetha (2010).** Decisions made in the recruitment and selection process or stage will impact on the company in the future. Bad decisions made in the selection process can create serious costs for an organization vice versa.
- **Impact of effective recruitment and selection on organizational performance, Neeraj (2012),** It defines selection as the process of picking individuals who have relevant qualifications to fill jobs in an organization. Selecting the right employees is important for three main reasons: performance, costs and legal obligations.
- **Impact of Recruitment and Selection Strategy on Employees' Performance: A Study of Three Selected Manufacturing Companies, Florae (2014)** argued that merit and demerit of the use of recruitment agencies to a firm is the same thing with that of external recruitment sources which he listed are: qualified personnel, a wider choice of candidates, fresh talent, competitive spirit among candidate etc. International Journal of Pure and Applied Mathematics Special Issue 2757/4.

- **The Importance of the Strategic Recruitment and Selection Process on Meeting an Organisations Objectives’.** Mary Argue 10102279 (2015) also opined that employees should all be treated fairly in the recruitment and selection process and be appraised constantly to ensure that they improve their performance.
- **THE VIABILITY OF AI-BASED RECRUITMENT PROCESS,** Ekwoaba, Ikeije, and Ufoma (2015) in a study of the impact of AI in recruitment and selection criteria on organizational performance revealed that recruitment and selection criteria have a significant effect on organization’s performance that the more objective the recruitment and selection criteria, the better the organization’s performance.

**III. OBJECTIVES**

- To study the efficiency of recruitment process and provide a feedback.
- To understand the functioning of various stages of recruitment process in INKER ROBOTICS.
- To collect details and data from the applicants about the recruitment process they undergone.
- To measure the effectiveness of the recruitment process conducted.

**IV. RESEARCH METHODOLOGY**

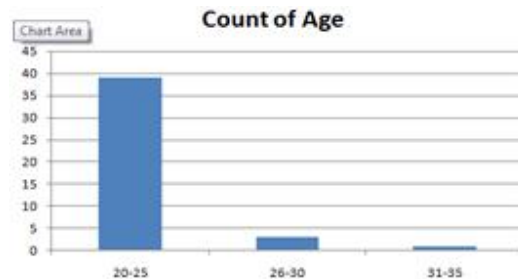
Research methodology is a way to explains the way how a research has to be carried out. It is a logical, systematic plan to find solution for a research problem. A research design is concerned with turning a research question into a testing project. The best depends on the research question. The research design for present study is a descriptive research design that seeks to discover ideas an insight to ring out new relationships. Research design is flexible enough to provide opportunity for considering different aspects of research problem.

The population of the study consists of 54 students. Sample size is 48. A sampling method used is simple random sampling. Data collection methods can be categorized into primary methods of data collection and secondary methods of data collection. Here primary data are collected with the help of questionnaire.

**V. DATA ANALYSIS**

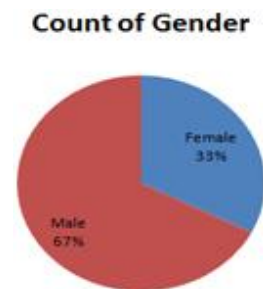
**1) AGE GROUP**

From the below chart, the data provides information about the distribution of individuals across different age groups. The majority of individuals (39 out of 43) fall into the age group 20-25, while there are fewer individuals in the other age groups.



**2) GENDER**

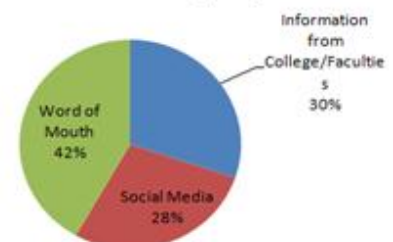
From the below chart, it shows that the data is that approximately 32.56% of the individuals in the group are female, while approximately 67.44% are male.



**3) SOURCE OF KNOWLEDGE ABOUT THE COMPANY**

From the below table, information suggests that 18 applicants learned about the company through word of mouth. Additionally, 13 applicants obtained information about the company from their college or faculties. Furthermore, 12 applicants discovered the company through social media, indicating that the company has an active online presence.

**Count of How did you come to know about the company**



**4) WEIGHTED AVERAGE ANALYSIS OF TELEPHONIC INTERVIEW**

By performing weighted average analysis method, it is found that most of the questions were relevant and had got the highest value and the firm lacks clarity in communication of the telephonic interview.

| Value                   | Were you provide clear instructions and expectations for the telephonic interview? | Did you receive a reminder or confirmed the interview schedule? | Were you contacted on time for the telephonic interview? | Were the questions relevant to your job vacancy? | Did you face any difficulties in the interview process as a whole? | Are you satisfied with the telephonic interview? |
|-------------------------|--|---|--|--|--|--|
| 1                       | 0  | 0   | 0  | 0  | 0  | 0  |
| 2                       | 17   | 14  | 17   | 14   | 7  | 13   |
| 3                       | 20   | 16  | 10   | 10   | 31   | 14   |
| 4                       | 6  | 9   | 9  | 15   | 5  | 16   |
| 5                       | 0  | 4   | 7  | 4  | 0  | 0  |
| <b>Total</b>            | 118  | 132   | 135  | 138  | 127  | 132  |
| <b>Weighted average</b> | 2.744186047  | 3.069767  | 3.139535   | 3.209302   | 2.953488   | 3.069767   |
| <b>Rank</b>             | 5  | 3   | 2  | 1  | 4  | 3  |

**5) VARIANCE WITH EXPECTED YEARS TO RETENTION AND TECHNICAL SKILLS:**

**Null Hypothesis (H0):** There is no significant difference in the means of "Expected years to retention " and " Technical Skills."

**Alternative Hypothesis (Ha):** There is a significant difference in the means of "Expected years to retention " and " Technical Skills."

ANOVA shows that variance with Expected years to retention and Technical Skills. The F-ratio is calculated as 0.1 / 0.75 = 0.133, and the associated p-value is 0.724. Since the p-value (0.724) is greater than the typical significance level of 0.05.

Based on the high p-value (0.72), we fail to reject the null hypothesis. This suggests that there is no statistically significant difference in the means of "Column 1" and "Column 2." In other words, the "Column 1" and "Column 2" do not appear to have a significant effect on each other.

| SUMMARY                     |       |     |         |          |         |        |
|-----------------------------|-------|-----|---------|----------|---------|--------|
| Groups                      | Count | Sum | Average | Variance |         |        |
| Expected years to retention | 5     | 14  | 2.8     | 0.2      |         |        |
| Technical Skills            | 5     | 13  | 2.6     | 1.3      |         |        |
| ANOVA                       |       |     |         |          |         |        |
| Source of Variation         | SS    | df  | MS      | F        | P-value | F crit |
| Between Groups              | 0.1   | 1   | 0.1     | 0.13     | 0.72    | 5.31   |
| Within Groups               | 6     | 8   | 0.75    |          |         |        |
| <b>Total</b>                | 6.1   | 9   |         |          |         |        |

**VI. CONCLUSION**

Inker Robotics recognizes the critical role that recruitment plays in building a high-performing and diverse workforce. By implementing a comprehensive recruitment strategy, the company aims to attract top talent, support its growth objectives, and foster a culture of innovation and excellence. With a strong emphasis on employer branding, targeted outreach, and talent development, Inker Robotics is well-positioned to attract and retain exceptional professionals in the field of robotics.

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