
A STUDY OF MARI OFFSET PRINTERS' HIRING AND SELECTION PRACTISES AT SIVAKASI

*Dr. G Ramesh Pandi, Associate Professor of Commerce, Kalasalingam Business School Kalasalingam Academy of Research and Education, Krishnankoil, Vrudhunagar District Tamilnadu

**K Sureshkumar, Assistant Professor of Commerce, Kalasalingam Business School Kalasalingam Academy of Research and Education, Krishnankoil, Vrudhunagar DistrictTamilnadu

ABSTRACT

Human resources are defined as knowledge, skills, creative abilities, talents, and attitudes from a national perspective. However, from the perspective of a specific enterprise, they are the sum of all innate abilities, acquired knowledge, and acquired skills as demonstrated by the talents and aptitudes of its employees. The company's overall performance is handled by human resources. It is crucial to hire employees with the necessary abilities, education, and experience if the firm is to meet its goals and objectives. The HR managers devise plans and techniques for selecting the best candidates. One of the fundamental tasks of human resource management is employing new employees. This study came to the conclusion that employees' perceptions of training programmes generally are normal. The majority of the workers, according to the researcher, are new to their jobs. Therefore, the management should take the necessary actions to implement the plans and the aforementioned ideas right away. If the advice is taken into consideration, Mari Offset Printers private limited, Sivakasi's hiring and training practices will be up to par. Here recruitment is otherwise called as hiring

Keywords. Human Resources, Selection Practices, knowledge.

INTRODUCTION

Human resources are defined as knowledge, skills, creative abilities, talents, and attitudes from a national perspective. However, from the perspective of a specific enterprise, they are the sum of all innate

abilities, acquired knowledge, and acquired skills as demonstrated by the talents and aptitudes of its employees. The company's overall performance is handled by human resources. It is crucial to hire employees with the necessary abilities, education, and

experience if the firm is to meet its goals and objectives. The HR managers devise plans and techniques for selecting the best candidates. One of the main duties of human resource management is hiring. The entire process of attracting, choosing, and hiring qualified individuals for positions (either temporary or permanent) within an organization is referred to as recruitment. The term "recruitment" can also apply to the procedures used to select candidates for positions that are not paid, such as volunteer work or unpaid trainee positions. Recruiting may be handled by managers, human resource generalists, and recruitment experts, but in some instances, commercial employment agencies, public employment agency, or specialized search consultancies are utilized to handle specific aspects of the process. Technologies based on the internet are now widely used to help all facets of recruitment. Training and development can be seen as interacting processes that support one another. The organization's next natural step is to create a plan for human resource development that will integrate with the personnel resourcing plan (i.e., selection) and the overall strategic plan of the company. Employee training and development is an investment in people; it is

not a choice; it is a fundamental component of HRM.

STATEMENT OF PROBLEM

The amount and caliber of an organization's human resources play a significant role in its success. The initial stage of the operational function of human resource management is the hiring of the appropriate quantity of employees. Recruitment and training are crucial in today's environment. For an organization to function efficiently and accomplish its goals, recruitment and training are crucial. Different strategies and approaches are used for recruitment and training. The researcher has therefore made an effort to study the attitude towards the hiring and training practices at Mari Offset Printers in Sivakasi.

OBJECTIVES OF THE STUDY

- The study's goals are
- To study the idea of recruitment, selection, and training processes;
 - To analyze recruitment, selection, and training processes.
 - To make appropriate recommendations based on the study's findings.

HYPOTHESIS

- **There is no significant association between gender of the respondents and their opinion about**

recruitment and selection procedures

- **There is no significant association between the age of the respondents and recruitment and selection procedures**

METHODOLOGY

On both primary and secondary data, the study is built. Interview Schedule at Mari Offset Printers in Sivakasi collects primary data, and books, journals, internet, and other sources are used to gather secondary data.

TOOLS USED FOR ANALYSIS

With the assistance of SPSS, the data are examined. These statistical instruments are employed.

- Percentage
- Chi-square test

AGE WISE CLASSIFICATION

The respondents are classified based on their age and the same is presented in the following table 1

GENDER WISE CLASSIFICATION

The researcher has classified the respondents based on their gender. The Table 2 indicates that the gender of the respondents.

**TABLE 1
AGE WISE CLASSIFICATION**

S. No	Particulars	No. of Respondents	Percentage
1	18-27 Years	22	27.50
2	28-37 Years	44	55.00
3	38-47 Years	7	8.70
4	above 48	7	8.70
Total		80	100.00

Source: Primary Data

Table 1 shows that, of the 80 respondents, 22 (27.50%) are between the ages of 18 and 27, 44 (55.00%) are between the ages of 28 and 37, 7 (8.70%) are between the ages of 38 and 47, and the remaining 7 (8.70%) are over the age of 48.

It is discovered that the majority (55.00%) of responders are between the ages of 28 and 37.

TABLE 2
GENDER WISE CLASSIFICATION

S. No	Particulars	No. of Respondents	Percentage
1	Male	33	41.25
2	Female	47	58.75
Total		80	100.00

Source: Primary Data

According to Table 2 above, out of 80 respondents, 33 (41.25%) are men and the remaining 47 (48.75%) are women.

It is clear that the majority of respondents (58.75%) are female.

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

The respondents are further categorized by their level of education into the following categories: Illiterate, Primary, Secondary, Higher Secondary, Graduation, Post-Graduation, and Diploma/ITI. The respondents' educational background is shown in Table 3.

TABLE 3
EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

S. No	Particulars	No. of Respondents	Percentage
1	Illiterate	3	3.75
2	Primary Education	1	1.20
3	Secondary Education	12	15.00
4	Higher Secondary	15	18.75
5	Graduation	22	27.50
6	Post-Graduation	17	21.30
7	Diploma/ITI	10	12.50
Total		80	100.00

Source: Primary Data

Table 3 shows that, of the 80 respondents, 3 respondents (3.75%) have no formal education, 1 respondent (1.20%) has completed their primary education, 12 respondents (15.00%) have completed their secondary education, 15 respondents (18.75%) have completed their higher secondary education, 22 respondents (27.50%) have completed their undergraduate

degrees, 17 respondents (21.30%) have completed their graduate degrees, and the remaining 10 respondents (12.50%) have completed their doctoral degrees.

It is evident that the majority of responders (27.50%) have completed their undergraduate degrees.

NUMBER OF FAMILY MEMBERS

The number of family members of the respondents chosen for this study is detailed in the table below.

TABLE 4
NUMBER OF FAMILY MEMBERS

S. No	No. of Members	No. of Respondents	Percentage
1	Two	9	11.20
2	Three	29	36.20
3	Four	30	37.50
4	Above four	12	15.00
	Total	80	100.00

Source: Primary Data

Out of 80 respondents, it can be deduced from table 4 above that 9 respondents (11.20%) have two family members, 29 respondents (36.20%) have three family members, 30 respondents (37.50%) have four family members, and the remaining 12 respondents (15.00%) have more than four members.

It can be assumed that the majority of responders (37.50%) have four family members.

SOURCES OF RECRUITMENT

Data about the sources of hiring for the chosen personnel have been gathered by the researcher. The same result is shown in Table 5.

TABLE 5

SOURCES OF RECRUITMENT

S. No	Sources	No. of Respondents	Per cent
1	Through friends	19	23.75
2	Advertisement	17	21.25
3	Direct approach	23	28.80
4	Reference through relatives	21	26.20
Total		80	100.00

Source: Primary Data

The above Table 5 shows that out of 80 respondents, 21 respondents (23.75%) are recruited in Mari Offset printers through their friends, 17 respondents (21.25%) are recruited through advertisement, 23 respondents (28.80%) are recruited through direct approach and the remaining 21 respondents (26.20%) are recruited through reference made by their relatives.

It is inferred that majority of the respondents (28.80 per cent) are recruited in Mari Offset printers by direct approach.

MODE OF SELECTION

The respondents were questioned by the researcher regarding the selection process used by Mari Offset Printers Private Ltd in Sivakasi.

TABLE 6

MODE OF SELECTION

S. No	Particulars	No. of Respondents	Percentage
1	Interview	44	55.55
2	Reference and Recommendation	23	28.75
3	Experience	13	16.20
Total		80	100.00

Source: Primary Data

Table 6 above demonstrates that out of 80 respondents, 44 respondents (55.55%) were chosen through an interview, 23 respondents (28.75%) were chosen based on the recommendations and references of current employees, and the remaining 13 respondents (16.20%) were chosen based on their prior work experience.

The majority of the responders (55.55%) were discovered to have been chosen based on an interview at the Mari Offset printers in Sivakasi.

OPINION ABOUT RECRUITMENT AND SELECTION PROCEDURES

The opinion of the respondents regarding the hiring and selecting practices used by the Mari Offset printers in Sivakasi has been acquired by the researcher. Table 7 displays the same.

TABLE 7

OPINION ABOUT RECRUITMENT AND SELECTION PROCEDURES

S. No	Opinion	No. of Respondents	Percentage
1	Very good	35	43.75
2	Good	13	16.25
3	Poor	32	40.00
Total		80	100.00

Source: Primary Data

Table 7 reveals that, of the total of 80 respondents, 35 respondents (43.75.00%) have very positive opinions about the recruitment and selection processes, 32 respondents (40.00%) have negative opinions, and the remaining 13 respondents (16.25%) have favorable opinions.

It is clear that the majority of respondents (43.75%) had extremely positive opinions on the hiring and selecting practices used by the Mari Offset printers in Sivakasi.

ASSOCIATION BETWEEN GENDER OF THE RESPONDENTS AND THEIR OPINION ABOUT RECRUITMENT AND SELECTION PROCEDURES

Hypothesis

There is no significant association between gender of the respondents and their opinion about recruitment and selection procedures

To test the above hypothesis Pearson’s chi-square test is applied and the results are presented in the following table.

TABLE 8
ASSOCIATION BETWEEN GENDER OF THE RESPONDENTS AND THEIR
OPINION ABOUT RECRUITMENT AND SELECTION PROCEDURES

S. No	Gender	Particulars	Opinion about recruitment and selection procedures					Total
			Very Poor	Poor	Medium	Good	Very Good	
1	Male	Count	18	5	0	9	0	32
		Expected Count	14.4	12.8	0	4.8	0	32.0
		% of Total	22.5%	6.2%	0%	11.2%	0%	40.0%
2	Female	Count	18	27	0	3	0	48
		Expected Count	21.6	19.2	0	7.2	0	48.0
		% of Total	22.5%	33.8%	0%	3.8%	0%	60.0%
Total		Count	36	32	0	12	0	80
		Expected Count	36.0	32.0	0	12.0	0	80.0
		% of Total	45.0%	40.0%	0%	15.0%	0%	100.0%

Source: Computed Data

Forty eight out of the 80 responses are female, according to the aforementioned data. about the 48 respondents, 27 have negative opinions about the Sivakasi-based Mari Offset Printers' Private Limited's hiring and selecting practices.

The following table displays the chi-square test's findings.

TABLE 9
Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.547 ^a	2	.000
Likelihood Ratio	16.542	2	.000
Linear-by-Linear Association	1.153	1	.283
N of Valid Cases	80		

Source: Computed Data

The significance value of 0.000 is less than 0.05 based on the results given. The hypothesis is therefore disproved, and it is determined that there is a substantial correlation between the respondents' gender and their opinions of the hiring and selecting practices used by Mari Offset Printers, Sivakasi.

ASSOCIATION BETWEEN AGE OF THE RESPONDENTS AND THEIR OPINION ABOUT RECRUITMENT AND SELECTION PROCEDURES

Hypothesis

There is no significant association between the age of the respondents and recruitment and selection procedures

To test the above hypothesis Pearson's chi-square test is applied and the results are presented in the following table.

TABLE 10
ASSOCIATION BETWEEN AGE OF THE RESPONDENTS AND THEIR OPINION
ABOUT RECRUITMENT AND SELECTION PROCEDURES

Recruitment and Selection Procedures						
S. No	Age	Particulars	Very poor	Poor	Good	Total
1	18-27 Years	Count	19	4	0	23
		Expected	10.4	9.2	3.4	23.0
		Count				
		% of Total	23.8%	5.0%	.0%	28.8%
2	28-37 Years	Count	14	21	9	44
		Expected	19.8	17.6	6.6	44.0
		Count				
		% of Total	17.5%	26.2%	11.2%	55.0%
3	38-47 Years	Count	1	2	3	6
		Expected	2.7	2.4	.9	6.0
		Count				
		% of Total	1.2%	2.5%	3.8%	7.5%
4	Above 48 Years	Count	2	5	0	7
		Expected	3.2	2.8	1.0	7.0
		Count				
		% of Total	2.5%	6.2%	.0%	8.8%
Total		Count	36	32	12	80
		Expected	36.0	32.0	12.0	80.0
		Count				
		% of Total	45.0%	40.0%	15.0%	100.0%

Source: Computed Data

Out of the 80 responders, 44 are between the ages of 28 and 37, according to the aforementioned data. 21 of the 44 respondents have negative opinions of the hiring and selecting practices used by Mari Offset Printers Private Limited in Sivakasi.

The following table displays the chi-square test's findings.

TABLE 11
Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	26.082 ^a	6	.000
Likelihood Ratio	28.205	6	.000
Linear-by-Linear Association	6.457	1	.011
N of Valid Cases	80		

Source: Computed Data

The significance value of 0.000 is greater than 0.05 based on the results given. As a result, the hypothesis is disproved, and it is determined that there is a substantial correlation between respondents' ages and their opinions of the hiring and selection practices used by Mari Offset Printers, Sivakasi.

FINDINGS OF THE STUDY

- It is discovered that the majority (55.55%) of responders are between the ages of 28 and 37.
- Clearly, females make up the bulk of respondents (58.75%).
- It is evident that the majority of responders (27.50%) have completed their undergraduate degrees.
- It may be deduced that the majority of respondents (37.50%) had a family of four people.
- It can be deduced that the vast majority of responders (28.80%)

were hired by Mari Offset printers through a direct approach.

- It has been discovered that the bulk of respondents (55.55%) were chosen based on an interview at the Mari Offset printers in Sivakasi.
- According to what is known, the majority of respondents (43.750%) have extremely positive opinions on the hiring and selecting practices used by the Mari offset printers in Sivakasi.
- The significance value of 0.000 is less than 0.05 based on the Chi-Square result. The hypothesis is

therefore disproved, and it is determined that there is a substantial correlation between the respondents' gender and their opinions of the hiring and selecting practices used by Mari Offset Printers, Sivakasi.

The significance value of 0.000 is higher than the 0.05 based on the Chi-Square result. As a result, the hypothesis is disproved, and it is determined that there is a substantial correlation between respondents' ages and their opinions of the hiring and selection practices used by Mari Offset Printers, Sivakasi.

SUGGESTIONS

The researcher has offered the following suggestions based on the findings of the study.

- ❖ Because gender has a favorable impact on the selection and recruitment process, Mari Offset Printers Private Limited, Sivakasi, may implement a separate recruitment process for men and women.
- ❖ Because a candidate's age affects the selection and recruitment processes, recruitment policies should be

adjusted based on the employees' ages.

CONCLUSION

This study came to the conclusion that employees' perceptions of training programmes generally are normal. The majority of the workers, according to the researcher, are new to their jobs. Therefore, the management should take the necessary actions to implement the plans and the aforementioned ideas right away. If the advice is taken into consideration, Mari Offset Printers private limited, Sivakasi's hiring and training practices will be up to par.

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