EMPLOYEE REQUIREMENT AT RTL TECHNOLOGIES

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ABSTRACT:

In the digital age, e-recruitment has emerged as a pivotal strategy for companies like RTL Technologies Ltd to efficiently attract and select top talent. Leveraging online platforms and tools, RTL Technologies Ltd optimizes the recruitment process from job posting to candidate selection. By posting vacancies on their website, job boards, and social media, they cast a wide net to reach potential candidates. Through online applications, resumes are swiftly screened, allowing HR professionals to identify suitable candidates based on predefined criteria. Subsequent assessments and interviews, conducted via digital platforms, further refine the selection process. Once candidates are chosen, offers are extended, and onboarding processes commence, ensuring a seamless transition into the company. Throughout, the use of applicant tracking systems and data analytics enhances efficiency and effectiveness, enabling RTL Technologies Ltd to secure the talent needed to drive their success in the competitive technology sector.

INTRODUCTION

According to the Performance & Talent Management Trend Survey 2007, HR professionals from large and small companies alike overwhelmingly report that increased competition for talent is leading to higher compensation packages, slower time to new hires, strains on quality and customer service, and reduced business flexibility.

Facing conditions like these, companies need better, more efficient and cost-effective ways to manage the entire hiring process, from writing the requisition for the job to posting it on external job boards to getting the new employee set up and ready to work.

E-Recruitment solution provides the answer for the problem.

E-Recruitment can be defined as "comprehensive systems that address workforce planning, requisitioning, candidate acquisition, applicant tracking and reporting / analytics" Gartner. Inc. E-Recruitment can help organizations of all sizes reduce employee turnover by finding the right person for the job, decrease the time-to- productivity of new hires, improve the organization's regulatory compliance, reduce the costs incurred both by HR operations and by vacant positions, and even build a talent pipeline to support your company as it grows. Ultimately, e-recruiting can lead to more productive personnel with a greater stake in contributing to the success of an organization.

NEED FOR THE STUDY

The important significance to develop the project which gives us the idea about to build online job recruitment portal to replace the traditional way of hiring candidate by publishing various ads in newspaper. The main significance to build online job portal that offers online system for various universities to:

01. To eliminate the manual process of hiring candidate

02. Most cost effective method

03. Time saving method i.e. speedy and convenient process

04. Availability of post vacancy 24hours.

SCOPE OF THE STUDY:

The present project work is confined to study the e-recruitment process followed at RTL Technologies Pvt Ltd. The scope of this study is to observe the e-Recruitment and Selection Techniques adopted by the company. Apart from an idea of the techniques and methods in the e-recruitment procedures a close look will be taken at the insight of corporate culture prevailing in the organisation. This would not only help to be familiar with the corporate environment but it would also enable to get a close look at the various levels authority responsibility relationship prevailing in the organization.

OBJECTIVES OF THE STUDY

1. To understand the trends and practices of e-Recruitment in the recruitment process of a Organisation
2. To compare the traditional recruitment process with e-Recruitment and also discuss the advantages and disadvantages of e-Recruitment
3. To analyze the potential of e-Recruitment and the challenges faced by it.

4. To analyze the recent trends of Recruitment practices

RESEARCH METHODOLOGY RESEARCH DESIGN

In RTL Technologies Pvt Ltd the above said techniques are used to search for suitable candidates. Parameters used in the questionnaire are as follows

- Human Resource Planning
- Recruitment
- Selection
- Cost effectiveness

Basing on the ratings of the employees, the effectiveness of the recruitment and selection process in the RTL Technologies Pvt Ltd will be clearly known.

SOURCES OF DATA

1.   Primary data

2.   Secondary data

3.   Analysis of data

Primary data is collected in order to avoid any mistakes due to transcription which may arise when collected through secondary sources. The data is collected by questionnaire method.

Secondary data is collected from the companies' reports, manuals and brochures. Through company records, books, HR reports etc.

The sampling method used was random sampling. The sampling method was used because of lack of time and lack of knowledge about the universe. The sample size was fixed to 100 respondents; the sampling procedure is response form.

LIMITATIONS OF THE STUDY

➢ As a way of reducing hiring costs and reaching a wider variety of qualified candidates, many companies have turned to e-recruitment as a resource for filling open positions.

➢ e-recruiting allows an employer to advertise a vacant position quickly, and often inexpensively. However, some disadvantages may also be associated with this recruiting method.

➢ Because anybody in the world with Internet access could potentially see your job posting, you may be inundated with responses, many of them from unqualified candidates.

REVIEW OF LITRETURE

Improved technology and security are prompting HR departments to shift more functions to paperless processes. HR departments which have already started down the path of reducing the use of paper identified the benefits. Including the technology in the working process, helps in reduction of cost. Paperless HR department will sort the work in no time. It is not only going to reduce the paper work by will help to organize the documents and maintain it in in less place. The direction is more focused on movements towards using. Tactics used in e-recruitment include simple systems, such as placing an ad on a public employment website asking candidates to email resumes. More advanced systems route the entire process of candidate selection, assessment, and hiring through web-based applications. Prospective employees can upload resumes, take skill and aptitude assessments, and even complete human resource paperwork from a remote location using erecruitment tools. The primary benefit of e-recruitment tools and electronic personnel recruitment systems are to reduce the cost associated with finding and hiring employees and independent contractors. Human resource personnel spend less time on the hiring process.

INDUSTRY PROFILE

India is the world's largest sourcing destination for the information technology (IT) industry, accounting for approximately 67 per cent of the US$ 124-130 billion market. The industry employs about 10 million workforces. More importantly, the industry has led the economic transformation of the country and altered the perception of India in the global economy. India's cost competitiveness in providing IT services, which is approximately 3-4 times cheaper than the US, continues to be the mainstay of its Unique Selling Proposition (USP) in the global sourcing market. However, India is also gaining prominence in terms of intellectual capital with several global IT firms setting up their innovation centre in India.

The IT industry has also created significant demand in the Indian education sector, especially for engineering and computer science. The Indian IT and ITeS industry is divided into four major

segments – IT services, Business Process Management (BPM), software products and engineering services, and hardware.

COMPANY PROFILE

About us:

RTL TECHNOLOGIES is a chief on the web, corporate and study hall preparing organization authority in giving preparing on SAP, SAS, Oracle Modules, Mobile Technologies, and different technologies. Rtlonline trainings is a leader with regards to giving web based preparing on changed technologies. Our proficient, capable and brilliant preparing administrations has helped us shape numerous a vocations right way.
Our identity:

Worldwide Online Trainings has demonstrated reputation of conveying fruitful trainings on different technologies all inclusive to improve the bottomline of the business for capabilities of the corporates and professions development of the people advisors. Worldwide Online Trainings achievement lies on the capacity to refine the quickly to address the difficulties and confirmation to give clients with tweaked course content. Worldwide Online Trainings put stock in serving the prerequisites of the customers with flawlessness and conveys the trainings inside the stipulated time frame to assist customers with meeting their objective.
What We Do:

We are giving best web based instructional hub that gives you preparing on all modules of SAP, Oracle, SAS, PHP and Testing Tools, Data Warehousing, PLSQL and SQL. our expert and proficient group of mentors draws out their long periods of skill to give their understudies a chance to comprehend the complexities of the innovation that they are

DATA ANALYSIS AND INTERPRETATION

1. Do you use any social media/website for recruitment?

| S.NO	PARTICULARS	RESPONDENTS
1	Strongly disagreed	3
2	Disagreed	4
3	Neither agreed nor Disagreed	9
4	Agreed	14
5	Strongly Agreed	70

RESPONDENTS
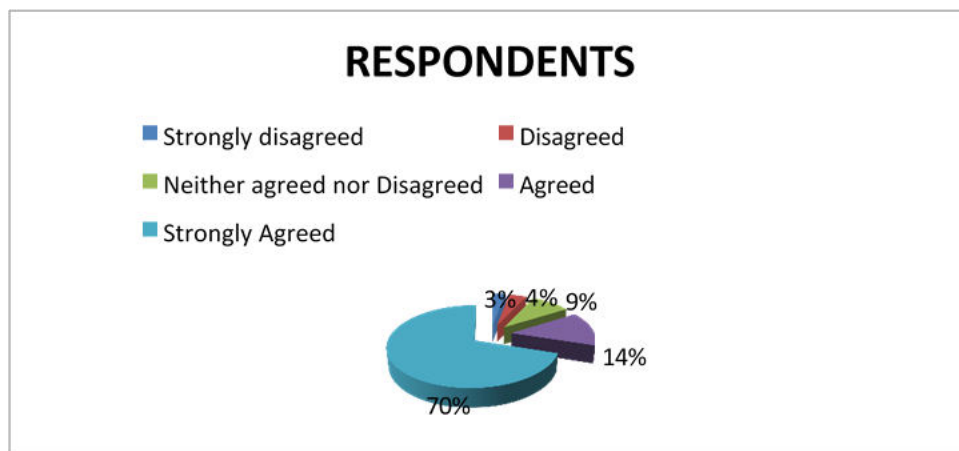
INTERPRETATION:-From the above table it represents that 70% of the employees strongly agreed that they are using that social media for the recruitment process and 3% of the employees strongly disagreed that they are using the social media for the recruitment.

2. Which recruitment website you use?

1).shine.in   2).Monster   3).Naukri   4).Times jobs 5).Linkedin

S.NO	PARTICULARS	RESPONDANTS
1	shine. in	15
2	Monster	10
3	Naukri	45
4	Times jobs	25
5	Linkedin	5
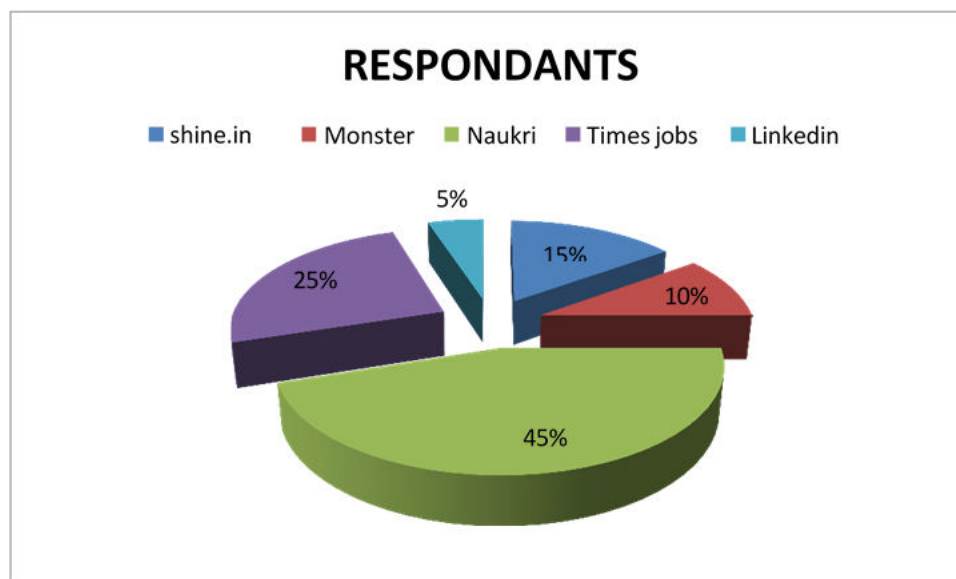
INTERPRETATION:- From the above table it represents that 45% of the employees that they are using Naukri recruitment website and 5% of the employees that they are using linkedin recruitment website.

FINDINGS

1. 70% of the employees strongly agreed that they are using that social media for the recruitment process and 3% of the employees strongly disagreed that they are using the social media for the recruitment.
2. 45% of the employees that they are using Naukri recruitment website and 5% of the employees that they are using linkedin recruitment website.
3. 47% of the employees strongly agreed that e-recruitment is the fastest mode to apply for Jobs and 1% of the employees strongly disagreed that e-recruitment is the fastest mode to apply for Jobs.
4. 50% of the employees strongly agreed that E-Recruitment is an effective way to gather quality resumes than the old traditional method of gathering and 3% of the employees disagreed that E-Recruitment is an effective way to gather quality resumes than the old traditional method of gathering.
5. 60% of the employees strongly agreed that E-Recruitment supports in bringing better qualified candidates in an organization and 1% of the employees disagreed that E-Recruitment supports in bringing better qualified candidates in an organization.
6. 45% of the employees strongly agreed that large pool of applications can be collected through e-recruitment and 3% of the employees strongly disagreed that large pool of applications can be collected through e-recruitment.
7. 40% of the employees strongly agreed that posting of jobs online is cost saving activity for the organization instead of advertising in the newspaper and 0% of the employees strongly disagreed and disagreed that posting of jobs online is cost saving activity for the organization instead of advertising in the newspaper.

SUGGESTIONS

1. Now a day the traditional method of recruitment has been revolutionized by the influence of the Internet. Hence In the last decade, the use of Internet has dramatically changed the face of HR recruitment and the ways organizations think about the Recruiting methods.

2. In the next coming years, online recruitment and hiring new candidate is continued their explosion and Growth. Presently, e- recruitment has been adopted in many organizations like large organizations as well as in small Size companies, Even Most organizations are already using e-recruitment to post jobs and accept Resumes on the Internet, and correspond with the applicants by e-mail.

3. It brings the benefits to the organizations. In this article, there will be an introduction on e-recruitment and its development process. There will also be a discussion on the various advantages and disadvantages of e-recruitment practice broadly taken from various literatures.

CONCLUSIONS

1. Electronic recruitment has changed the way jobs are applied for and has become so simple that anyone can do it. The credit goes to the programmers, software, computers and the Internet. The whole world has become ―smaller‖ with the use of the Internet and everything is made easier for better application.

2. The Internet and e-recruitment therefore face a very bright future. The future generations who are growing up with computers are not likely to use the traditional methods of recruitment; they will probably primarily rely only on the e-recruitment method. Companies in the future will see e-recruitment as their main business tool; a tool with which they can control the job market.

3. It will most likely also give them the competitive advantage in the tough labour market. Simplicity, stability and speed will be the three key features of e- recruitment in the future . This study has explored the effectiveness of using e- recruitment in organizations. It has been found that e-recruitment is effective in terms of saving recruitment cost, reducing time to hire and helping companies in developing competitive edge, market image and attracting right skilled candidates.

4. Online recruitment is also effective in terms of managing talent process that is also considered effective. It has also found that e-recruitment will likely to grow in coming years

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