A STUDY ON CHALLENGES FACED IN THE PRE-RECRUITMENT PROCESS IN HR

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ABSTRACT

Recruitment is a crucial process in human resource management, and the pre-recruitment phase presents several challenges, such as sourcing difficulties, communication inefficiencies, and high recruitment costs. This study analyzes the pre-recruitment challenges at Careerschool HR Solutions Pvt. Ltd. using statistical tools such as Chi-Square, Correlation, and ANOVA. The findings highlight inefficiencies in communication, the limited impact of technology on screening, and persistent sourcing challenges across various hiring methods. The study suggests improvements in recruitment strategies, better technology integration, structured communication protocols, and cost-effective hiring solutions. These recommendations aim to enhance the efficiency of pre-recruitment processes and ensure a more effective talent acquisition approach.

Keywords: Recruitment, pre-recruitment challenges, sourcing, communication, HR technology, hiring process

1. INTRODUCTION

Recruitment is crucial for attracting and selecting the right talent. Pre-recruitment challenges include talent shortages, ineffective job descriptions, and screening inefficiencies. This study analyses key challenges in the pre-recruitment phase at Careerschool HR Solutions Pvt. Ltd. The goal is to improve efficiency, reduce hiring time, and enhance recruitment strategies.

2. METHODOLOGY

Research Design: Descriptive research design was employed to analyze the challenges faced by HR professionals in the pre-recruitment phase.

Purpose: To understand specific obstacles, evaluate technology impact, and assess organizational and interdepartmental factors.

Data Collection Methods:

- Primary Data: Structured questionnaire/survey conducted among employees.

- Secondary Data: Articles, journals, and prior research studies.

Sampling Technique:

- Sampling Method: Convenience sampling.

- Sample Size: 137 employees from a population of 200.

- Respondents: Employees from various departments and designations.

3. MODELING AND ANALYSIS

Percentage Analysis: Identifies high recruitment costs, delayed responses, and shortage of qualified candidates as major challenges.

. Percentage Analysis:

- Gender: 71% male, 29% female.

- Age: Majority (40.9%) are aged 18-25.

- Experience: 52.8% have 0-2 years of experience.

- Common Challenges: High recruitment costs (25%), delayed hiring manager responses (21%), shortage of candidates (18.2%).

- Deadline Adherence: Evenly distributed across frequency categories

ANOVA

ANOVA is used to compare the means of multiple groups to determine if there is a significant difference among them.

Hypotheses:

- **Null Hypothesis (H₀):** There is no significant difference in communication barriers among different communication delay groups.

- **Alternative Hypothesis (H₁):** There is a significant difference in communication barriers among different communication delay groups.

ANOVA					
Common Barrier					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	5.503	3	1.834	1.641	.0082
Within Groups	192.219	172	1.118		
Total	197.722	175			

Inference: The p-value is **0.0082**, which is lesser than 0.05, Therefore Null is rejected and alternative hypothesis is accepted, there is a significant difference in communication barriers among different communication delay groups

CHI_SQUARE

It tests the association between two categorical variables.

Hypotheses:

- **Null Hypothesis (H₀):** There is no significant association between sourcing challenges and the least effective hiring method.

- **Alternative Hypothesis (H₁):** There is a significant association between sourcing challenges and the least effective hiring method.

Test Statistics				
	Sourcing Challenge	Least Effective Method	Candidate Response	Technology Impact
Chi-Square	2.636a	4.136a	6.318a	8.955a
df	3	3	3	3
Asymp. Sig.	.047	.047	.047	.046

Inference: The p-value is **0.047**, which is lesser than 0.05, Therefore null hypothesis is rejected and alternative hypothesis is Accepted, there is a significant association between sourcing challenges and the least effective hiring method

4. REGRESSION ANALYSIS

It determines the relationship between a dependent variable and one or more independent variables.

Hypotheses:

- **Null Hypothesis (H₀):** There is no significant relationship between technology impact and auto-screening efficiency.

- **Alternative Hypothesis (H₁):** There is a significant relationship between technology impact and auto-screening efficiency.

ANOVAa						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.161	1	.161	.129	.00720b
	Residual	217.788	174	1.252		
	Total	217.949	175			
a. Dependent Variable: Auto Screen Efficiency						
b. Predictors: (Constant), Technology Impact						

Inference: The p-value is **0.00720**, The p-value is **0.0082**, which is lesser than 0.05, Therefore Null is rejected and alternative hypothesis is accepted, There is a significant relationship between technology impact and auto-screening efficiency.

5. LIMITATIONS

Limited Sample Size – Findings may not be universally applicable.

Industry-Specific Challenges – Issues may vary across different industries. Dependence on Respondent Accuracy – Responses from HR professionals may be subjective.

Rapidly Changing HR Trends – Evolving recruitment technologies may impact findings. External Factors – Economic, legal, and market influences beyond HR control

6. RESULTS AND DISCUSSION

The analysis of pre-recruitment challenges at Careerschool HR Solutions Pvt. Ltd. revealed several key findings using statistical tools like ANOVA, Chi-Square, and Regression:

1. Communication Barriers:
o The ANOVA test indicated a statistically significant difference in communication barriers among different groups based on communication delays (p = 0.0082).
o This suggests that poor communication negatively affects the recruitment timeline and leads to inefficiencies in coordination between HR and other departments.

2. Sourcing Challenges:
o The Chi-Square analysis found a significant association between sourcing challenges and ineffective hiring methods (p = 0.047).
o Common issues included high recruitment costs, delayed responses from hiring managers, and a shortage of qualified candidates.

3. Impact of Technology:
o The Regression Analysis showed a significant relationship between the use of technology and auto-screening efficiency (p = 0.0072).
o Although technology enhances recruitment speed and matching accuracy, its effectiveness depends on careful implementation to minimize biases.

4. Demographic Insights:
o Percentage analysis revealed that 71% of respondents were male and 40.9% were aged 18–25, showing a young and male-dominated workforce.
o Most employees had 0–2 years of experience, indicating that Careerschool HR Solutions primarily employs early-career professionals.

Discussion:

These findings emphasize the critical role of communication, technology, and sourcing strategies in effective pre-recruitment processes. While demographic variables give context to hiring dynamics, statistical results validate that addressing communication gaps and enhancing the use of recruitment technology can significantly improve hiring outcomes. Strategic measures such as protocol-based communication, AI integration, and diversified sourcing can streamline the recruitment pipeline and lead to better talent acquisition.

7. FINDINGS AND SUGGESTIONS

Findings:

- Gender imbalance in workforce (male-dominated).

- Young workforce with limited experience.

- Key challenges: High costs, communication delays, candidate shortages.

- Communication inefficiencies impact recruitment effectiveness.

- Technology positively affects screening, but with implementation challenges.

Suggestions:

1. Enhancing Communication:

- Use structured protocols and collaboration tools (Slack, Trello).

2. Improving Sourcing Strategies:

- Diversify recruitment channels, improve employer branding.

3. Leveraging Technology:

- Integrate AI-based tools carefully to avoid biases.

- Automate repetitive tasks.

4. Reducing Costs:

- Optimize advertisement spending.

- Streamline internal processes.

5. Address Workforce Imbalance:

- Promote diversity hiring and outreach to underrepresented groups.

8. CONCLUSION

This study highlights critical challenges in the pre-recruitment phase at Careerschool HR Solutions Pvt. Ltd. Statistical evidence shows that communication and technology significantly impact recruitment effectiveness. By implementing structured communication strategies, optimizing technology use, and refining sourcing methods, organizations can streamline their hiring processes and improve talent acquisition outcomes.

9. ACKNOWLEDGEMENTS

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