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Is Recruitment and Staffing Decision Are Crucial to Success ?

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Abstract - The aim of this paper is to provide an overview of the proposed research into business staffing and recruitment decision. The introduction of our research was recruitment and selection is the process by choosing the most appropriate person for a job. The success of any business depend on the quality of its staff, requirement employee with the correct skill can be added value to the business. The objective of our study was to find out the, developing a strategic staffing solution that meets the needs of internal and external customers requires an analysis of organizational competencies and quite possibly external vendor capabilities .This study was conducted from April 2012 to June 2012. A group of 200 employees was take part in this study through a predesigned questionnaire which consists of five portions according to objectives, which was collected from the employees of PEPSI. Regression technique was applied to check the impact of cost, recruitment and staffing decision in an organization. The result shows the significant relationship between an organization and its cost, recruitment and staffing decision.

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Is Recruitment and Staffing Decision Are Crucial to Success?

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Keywords : Staffing decision, personal selection, recruitment, cognitive mapping.

I. INTRODUCTION

Requirement and selection is the process by choosing the most appropriate person for a job. The success of any business depend on the quality of its staff, requirement employee with the correct skill can be added value to the business. According to the *tom peter* has no doubt that the recruitment and staffing decision are crucial to success of any business. The wrong hiring people not only cause the stress and amenity for both management and employee also affected the company primary goals. Once businesses research this development stage, no one person, or limited team, can possibly hope fulfill all required function around the clock.

So the people you hire while you are a joint venture or global corporation are the life blood of any business. Staffing decision is another important part of any business because staffing decision is to achieving a goal of any business. Effecting staffing decision plays a

crucial role in the short term as well as long term performance, growth, vitality, and success of the organization. Developing a strategic staffing solution that meets the needs of internal and external customers requires an analysis of organizational competencies and quite possibly external vendor capabilities.

Small firms are often cited in academic literature as the key to vibrant economies and their perceived contribution to employment generation has made them a focus for policy makers forever 30 years. A frequently used measure of small firm growth, and perhaps the most obvious to the casual observer, is in terms of employees. The initial decision to recruit is the first threshold in the employment growth of micro business and yet it is one which many micro-firm owner managers choose not to cross. It is this little understood stage in the management of a micro-firm which this research will focus on.

You will want to work with department heads on this, as partnership with them is very important in achieving the goal. You will also need to discuss the list with your organization's employment attorney, particularly if separation agreement, none compete or confidentiality agreements will be offered.

II. OBJECTIVES

There are number of recession why recruitment and staffing decision are crucial to any business these include are.

- How will be impact on the cost of the business?
- What will be impact on business performance if wrong people are hired?
- What will be impact on the internal and external plan of the business?

III. LITERATURE REVIEW

The literature review is divided into three parts, each to cover an issue raised by their search questions. The purpose of the literature review is to discover what has been published about the issues;

The resource-based perspective suggests that competitive advantage is gained if the resources small firms have are hard to imitate and heterogeneous (*Carter and Jones-Evans, 2000*).

In the context of the initial recruitment decision, this would suggest that a rational search approach is the most appropriate. However, literature suggests that small businesses do not act in this way, instead taking a

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much more informal approach to staffing issues (Heneman ETal.2000).

Our knowledge of this social world is therefore also dynamic, often partial and fallible.

Although the research maintains a commitment to the socially constructed nature of the world, it rejects the notion that it is *merely* that (Ackroyd and Fleetwood, 2001).

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Understanding the various philosophical assumptions upon which research is based enables a researcher to adopt a critical eye. Without questioning differing research paradigms a researcher could be accused of blindly following methodological rules rather than engaging in scholarly activity (Billing, 2004).

This suggests that whilst a purely psychological approach to the research area may help indicate some attributes that influence a micro-firm owner manager's recruitment decisions, they will also have been socially and culturally influenced (Zahra et al., 2005).

There may be fundamental difficulties faced by owner managers which deter them from

Considering recruiting. These include cash-flow uncertainty individualism and reluctance to delegate and a fear of legislation associated with becoming an employer. Following the interviews, and because of the recognition that this is an open and fluid field of investigation, an iterative approach to data analysis will take place. The researcher will seek linkages and comparisons within the data, seeking to form plausible relationships among concepts. (Jack et al., 2006).

As with many other qualitative studies, the data collection and analysis will go "hand in hand" throughout the study (Jack, S., Hyman, J., & Osborne, F. 2006).

The majority of small business recruits come from the personal networks of the owner manager. Although there may be benefits such as shared values and a "common ground" it may decrease the potential heterogeneity of the firm. (Barrett, R., & Mayson, S. 2007).

In an exploratory study, found that owner managers were influenced to recruit either by necessity (to meet business needs in order to survive) or aspiration (recruiting as a strategic growth step). Suggest that, in addition to internal resource or aspiration influencers, there may be time dependant, external influences. (Blackburn, R., Kitching, J., Hart, M., Brush, C., & Ceru, D2008)

A third option for owner managers seeking to fill resource needs is to form a team. Increasingly academics are considering the 'entrepreneurial team' as

a unit of study. Although this structure fails to take account of the power relationship between owner manager and 'worker' there may be useful comparisons to be drawn from the way in which new member additions are sought and selected. (Brannback, M., & Carsrud, A. 2009).

IV. METHODOLOGY

This cross sectional study was conducted from April 2012 to June 2012. A group of 200 employees was take part in this study through a predesigned questionnaire which consists of four parts to meet the objectives, which was collected from an organization. The first related to cost, second part related to staffing decision, third part related to recruitment and fourth part related to internal and external goals of the organization. Simple random sampling was used in our survey and 200 samples were selected from the population of an organization named PEPSI. We also check the reliability test for cost, staffing decision and recruitment.

V. HYPOTHESIS

There is H1 (significant relationship) between cost, recruitment and staffing decision on an organization.

VI. RESULTS

As our first objective was to see the effect of cost and its impact on employees a lot of related questions were asked to investigate the objective. In which 38% people were strongly agreed that can cost satisfy all needs of any organization. 34% people were neutral is staffing disrepute effect on organization cost? 33% people were strongly agreed that can money change organization life style? 34 % people were strongly agreed that does staffing decision have negative impact on cost? And 29 % people were strongly agreed can money give opportunity to respect in any organization?

And the result of other questions of our first objective related results are display in *Table 1*.

Table 1 : Cost Effect on an Organization :

	Designation	SD		DA		N		SA		A	
		F	%	F	%	F	%	F	%	F	%
1	Can cost satisfy all needs of any organization?	15	7.5	32.0	19.0	34	17.0	64	38.0	49.0	24.5
2	Is staffing disrepute effect on organization cost ?	13	6.5	29	14.5	68	34.0	54	27.0	36	18.0
3	Can money change organization life style?	5	2.5	31	15.5	58	29.0	66	33.0	40	20.0
4	Does staffing decision have negative impact on cost?	10	5.0	51	25.5	42	21.0	68	34.0	29	14.5
5	Can money give opportunity to respect in any organization?	4	2.0	52	26.0	48	24	58	29.0	38	19.0

Our second objective was staffing decision; the first question was related to be the staff is the life blood of any organization? The result of that question was 35 % people were strongly agreed. 38% people were strongly agreed that can staff decision disrepute to employee? Can small organization benefits from the use

of staffing decision? The result of that question was 34 % people were strongly agreed.33% people were strongly agreed that is the privacy issue rise in organization of staffing decision? And 26.5% people were strongly agreed that can owner of the organization depend staffing decision?

The results of all related questions are display in *Table 2*.

Table 2 : Staffing decision effect on organization

	Designation	SD		DA		N		SA		A	
		F	%	F	%	F	%	F	%	F	%
1	Is the staff are the life blood of any organization?	8	4.0	34	17.0	40	20.0	70	35.0	48	24.0
2	Can staffing decision disrepute to employee?	1	.5	38	19.0	50	25.0	76	38.0	35	17.5
3	Can small organization benefits from the use of staffing decision?	8	4.0	27	13.5	40	20.0	68	34.0	57	28.5
4	Is the privacy issue rise in organization of staffing decision?	8	4.0	25	12.5	37	18.5	66	33	64	32
5	Can owner of the organization depend staffing decision?	8	4.0	37	18.5	62	31.0	53	26.5	40	20.0

Our third objective was to see the element of recruitment effect on an organization; in this the first question was Is recruitment key to success of any organization in which 36% people were neutral. 29.5% people were strongly agreed that does poor hiring can effect organization plans?

30% people were strongly agreed that Does recruitment affect organization goals? 27.5% people were strongly agreed that Is recruitment change organization structure? 33% people were strongly agreed that Can poor hiring lost opportunity?

The related result of all questions are shown in *Table 3*.

Table 3 : Recruitment effect on Organization:

	Designation	SD		DA		N		A		SA	
		F	%	F	%	F	%	F	%	F	%
1	Is recruitment key to success of any organization?	1	.5	38	19.0	72	36.0	52	26.0	37	18.5
2	Does poor hiring can effect organization plans?	9	4.5	38	19.0	48	24.0	59	29.5	46	23.0
3	Does recruitment affect organization goals?	21	10.5	39	19.5	43.0	21.5	60	30.0	36	18.0
4	Is recruitment change organization structure?	10	.7	45	20.5	15	17.0	25	27.5	35	22.5
5	Can poor hiring lost opportunity?	7	3.5	35	17.5	52	26.0	66	33.0	40	20

For our research purpose we derived a model where cost, recruitment and staffing decision were assumed as independent variable and an organization was made a dependent variable. After all mentioned

results of all the independent variables we also evaluated alone the element of an organization and a separate section was allocated for this purpose and the results of an organization are shown in *Table 4*.

Table 4 : Factors effect on an organizations

	<u>Designation</u>	SD		DA		N		SA		A	
		F	%	F	%	F	%	F	%	F	%
1	Can organization need quality staff?	9	4.5	43	21.5	46	23.0	60	30	42	21
2	can friendship and expediency employee helpful for organization?	13	6.5	29	14.5	36	18.0	59	29.5	63	31.5
3	can advertisement effect assessment of employee?	11	5.5	37	18.5	39	19.5	68	34.0	45	22.5
4	Can quality of a product or services speak volume of an organization?	20	10	39	19.5	30	15.0	67	33.5	44	22.0
5	Can advertisement play very important role in the overall staffing strategy?	7	3.5	43	21.5	45	22.5	62	31.0	43	21.5
6	Can friendship and expediency employee helpful for organization?	9	4.5	31	15.5	42	21.0	66	33.0	52	26.0
7	Does excess of involvement of staff have positive impact on organization?	8	4	24	12	22	11	85	42.5	61	30.5
8	Can organization structure change through compensation?	11	5.5	20	10	45	22.5	85	42.5	39	19.5
9	Does different staffing strategies support different business strategies?	22	11	27	13.5	51	25.5	67	33.5	33	16.5
10	can effective decision making lead to effective performance?	9	4.5	23	11.5	42	21.0	68	34	58	29
11	Can organization need quality staff?	6	3	30	15	31	15.5	86	43.0	47	23.5

VII. MODEL PREDICTION

Below is the model summary of our model and result showing the relationship between independent variable (cost, staffing decision and recruitment) and dependent variable (an organization). As the value of R is .410 which is less than 1. So there is weekly correlation

between dependent and independent variable. R square stands for predictive power of model which means that .168 of information is generated through value of independent variable for dependent variable. Adjusted R square value is .155 which is less than R square. So the model is insignificant.

Table 5
Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.190 ^a	.890	.155	5.17339

Our overall model is significant because the p value is significant which is 0.000.

Table 6

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1318.706	3	439.569	13.862	.000 ^a
	Residual	6215.049	196	31.709		
	Total	7533.755	199			

a. Predictors: (Constant), recruitment, Cost, staffing decision

Table 7

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	20.325	2.566		7.919	.000
	Cost	.499	.117	.298	4.272	.000
	Staffing decision	.380	.136	.202	2.800	.002
	Recruitment	.007	.081	.006	.082	.005

a. Dependent Variable: Factors effect on an organization

VIII. CONCLUSION

According to the responses from the respondents of an organization it is clear that cost, staffing decision and recruitment effects on an organization. According to our survey Economic and cultural changes make organizational success and survival dependent on staffing, but many organizational decision makers and even organizational scholars fail to recognize staffing values. Managers always often try to select and hire better people. Multi-level staffing research and models were offered as one mechanism for conveying business unit value. Every single organization in the world uses some form of staffing procedure, but there is no guarantee they use them optimally or even appropriately. This is unfortunate but is likely to continue unless research-practice gaps are closed to show the business unit strategic value of staffing.

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