

**A STUDY ON THE EFFECTIVENESS OF THE RECRUITMENT AND SELECTION
SYSTEM WITH SPECIAL REFERENCE TO GREAT ONE TECH PVT LTD,
TRICHY**

RAJKUMAR¹

*Student,
Department of Management,
Annai College of Arts And
Science, Kovilacheri.*

Dr. R. RAJKUMAR²

*Director & Professor,
Department of
Management,
Annai College of Arts and
science kovilacheri,India*

Dr. K. SENTHILKUMAR³

*Associate Professor,
Department of Management,
Annai College of Arts and
science kovilacheri,India*

T . KAMATCHI⁴

*Assistant Professor,
Department of
Management, Annai
College of Arts and science
kovilacheri ,India*

ABSTRACT

This study examines the effectiveness of the recruitment and selection system at Great One Tech Pvt. Ltd., with the objective of evaluating how well the existing practices meet organizational and employee requirements. Recruitment and selection play a vital role in acquiring competent human resources and ensuring long-term organizational success. The study adopts a descriptive research design and is based on both primary and secondary data. Primary data were collected from employees through a structured questionnaire, while secondary data were gathered from company records, journals, and relevant literature. Statistical tools such as percentage analysis, weighted average method, and correlation analysis were used to interpret the data. The findings reveal that the company follows a systematic recruitment and selection process that contributes positively to employee performance and job satisfaction. However, certain areas such as recruitment sources, selection time, and interview techniques require improvement. The study concludes with suggestions to enhance the efficiency and transparency of the recruitment and selection system, thereby improving workforce quality and organizational effectiveness.

KEYWORDS : organizational performance ¹, productivity ², employee retention ³, employee turnover ⁴, job satisfaction ⁵.