

**A STUDY ON IMPACT OF SELECTION PRACTICES ON PRODUCTIVITY**

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**Abstract**

In the contemporary business landscape, effective selection practices are pivotal for organizational success. This study delves into the intricate relationship between selection processes and productivity levels within companies. The research methodology involved comprehensive data collection, including interviews, surveys, and analysis of organizational records. The findings reveal a strong correlation between strategic selection practices and enhanced productivity. Organizations that implement rigorous and targeted selection methods tend to have a more skilled and motivated workforce. Moreover, the study identifies key factors such as competency-based assessments, cultural fit evaluations, and continuous training programs as instrumental in driving employee productivity. Additionally, the research delves into the challenges faced by companies in optimizing their selection processes. Issues such as bias in selection, lack of resources for comprehensive training, and evolving market demands pose significant hurdles. Addressing these challenges emerges as a critical aspect of ensuring the effectiveness of selection practices. Furthermore, the study highlights the role of technology in revolutionizing selection methods, including the use of artificial intelligence and data analytics. Leveraging these technologies not only streamlines the selection process but also provides valuable insights for ongoing productivity enhancement initiatives. In conclusion, this study underscores the vital importance of strategic selection practices in shaping a highly productive workforce. By embracing innovative techniques, addressing challenges, and staying abreast of technological advancements, organizations can significantly impact their productivity levels, fostering sustainable growth and competitive advantage in today's dynamic business environment. This study attempts to understand the various selection practices followed at an organization and the bearing or impact on productivity. To achieve the objectives of this study a sample of respondents were provided with questionnaire that had few demographic questions and questions on selection practices and productivity. A descriptive research design was adopted to carry out the research work. The data collected was analyzed using Descriptive Analysis like Mean Standard Deviation Regression and ANOVA.

**Introduction**

The organization performance is measured to understand the various processes and practices, to understand what enhances it and what curtails it so that the business is stable and the vision is achieved. The various processes includes Human resource, Manufacturing, Research, etc., This study analyses selection practices and the perception of the employees on these practices.

**Research Methodology**

A descriptive research design was adopted to for this study. Quota sampling technique was followed to select the sample. The selected sample of respondents was surveyed using a questionnaire that had a few demographic and questions analyzing the employees' perception on selection practices and on productivity. "Cronbach Alpha Value" was calculated to test the questionnaire reliability. Hypothesis was tested using ANOVA test and standardized regression test for measuring the impact of the practices on productivity.

**Data Analysis**

The data collected was analysed using descriptive analysis of Mean Standard deviation, standardized regression weights and ANOVA. The findings are as follows.

**Table 1 Reliability tests - Cronbach Alpha Value**

Variables	Cronbach alpha value
Selection	0.874
Productivity	0.73

Reliability tests conducted revealed that questions on selection practices gave 0.874 of cronbach alpha value and questions on productivity gave a cronbach alpha value of 0.73 stating that items on the measuring instrument are reliable.

**Table 2 Designation of respondents**

	Percent	Valid Percent	Cumulative Percent
Attender	5.6	5.6	5.6
Technical workers	69.3	69.3	74.9
Technical staff and Supervisors	13.4	13.4	88.3
Scientific staff	9.5	9.5	97.8
Officer (Scientific)	2.2	2.2	100.0
Total	100	100	

The technical and Scientific staff comprised of 92%

**Table 3 Qualification of Respondents**

	Percent	Valid Percent	Cumulative Percent
Below 10 <sup>th</sup> class	15.1	15.1	15.1
Inter and equivalent	69	69	84.1
Diploma	10.1	10.1	94.1
Degree	3.9	3.9	98
Engineer UG and PG	2	2	100
Total	100	100	

Majority of the respondents had Inter equivalent education

**Table 4 Experience of Respondents**

	Frequency	Percent	Valid Percent	Cumulative Percent
Less than 5 Years (2-5)	51	14	14	14
5 to 15 Years	195	54	54	69
16 to 25 Years	41	11	11	80
26 to 30 Years	45	13	13	93
Above 30 Years	26	7	7	100
Total	358	100	100	

Majority of the respondents fall under the category of 5-25 years of experience

**Analysis of Respondents perception about Selection practices**

**Table 5 Respondents perception about Selection practices**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Right placement	2%	11.70%	14.50%	40.80%	31%

Merit based selection	3.60%	1.10%	6.40%	54%	35%
Improved entry qualification	2%	4.70%	8.40%	51.10%	33.80%

**Table 6 Respondents perception about productivity at work**

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
I always reach my target or goal	4.70%	10.90%	14.50%	28.80%	41.10%
There is an improvement in my production over last year	6.40%	8.70%	15.60%	31%	38.30%

**Descriptive Analysis**

**Table7 Descriptive Statistics of Variables**

	N	Mean	Std. Deviation
SL: Selection	358	4.1518	.77560
PD: Productivity	358	4.1799	.91950

**Hypothesis 1:** Selection has no significant impact on Productivity

**Findings:** Selection practices have a standardized regression weight of 0.653. This indicates that selection practices impact the organizational Performance. Hence Hypothesis 1 Selection has no significant impact on Productivity is rejected.

**Hypothesis 2:** There is no significant difference among Designations towards selection practices

**Hypothesis 3:** There is no significant difference among Qualifications towards selection practices

**Hypothesis 4:** There is no significant difference among Experience towards selection practices

**Table 8 ANOVA: Designation and HR practices**

		Sum of Squares	df	Mean Square	F	Sig.
SL: Selection	Between Groups	15.981	4	3.495	2.822	0.012
	Within Groups	212.773	353	1.603		
	Total	227.754	357			

**Table 9 ANOVA Qualification and HR practices**

		Sum of Squares	df	Mean Square	F	Sig.
SL: Selection	Between Groups	23.439	4	4.86	3.436	0.001
	Within Groups	211.315	353	1.599		
	Total	234.754	357			

**Table 10 ANOVA Experience and HR practices**

		Sum of Squares	df	Mean Square	F	Sig.
SL: Selection	Between Groups	19.541	4	4.135	2.223	0.026
	Within Groups	214.213	353	1.607		
	Total	233.754	357			

ANOVA Test revealed that there is a significant difference between opinions of employees of various designations experience and qualification and hence the above Hypothesis 2,3 and 4 are rejected.”

### **Conclusion**

The study concludes that HR practices with special reference to Selection practices have a bearing or do impact the organizational performance. The HR practices or specifically the Hiring practices are not to be overlooked or undermined but are to be given due importance though they indirectly but impact the organizational performance. There should be a communication dissemination so that all kinds of qualified staff designation staff and experienced staff would have a same opinion of the HR practices and productivity.

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