

# Study on Human Resource Management Recruitment Issues and Solutions in Ajmer Enterprises

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## ABSTRACT

With the rapid development of the economy, new businesses are emerging. The emergence of the Internet era and the application of Big Data have brought new opportunities and challenges for business development. With the development and advancement of electronic technology, information technology, the electronic technology industry also has new changes, electronic technology products can be seen in all aspects of human life. At the same time, unexpected competition in the industry is increasing, technological innovation and talent development are becoming the core focus of electronic science and technology competition between enterprises and recruitment management of Enterprises play an important role. But today, most managers do not clearly understand human resource recruitment, the recruitment methods applied and the recruitment system established are not scientific enough, hindering the long-term development of the business. In today era mostly enterprises are electronic science and technology enterprise, specializing in the development, production, sales and service of circuit board testing equipment, and are a high-end professional solution provider in the field of Electronic equipment fields. Based on relevant theoretical knowledge of human resource management, this article applies the case study method, document research method and survey method to discuss human resource recruitment management, analyze the current situation and existing problems of recruitment management and propose specific solutions.

**Keywords:** Human resources, Recruitment Management, Problems, Solutions

## I. INTRODUCTION

In essence, competition between enterprises is competition between talents. Therefore, it is

especially important for enterprises to have a broader pool of talent. Recruiting is an important way for enterprises to acquire high-quality talent. Currently, most businesses are not fully aware of human resource recruitment, recruiting efficiency and promoting business development is not enough. Unscientific recruitment methods make the enterprises recruitment costly. Increased significantly, consuming the enterprises human, material and financial resources. In this context, it is especially important and urgent to improve recruitment methods and systems to further develop business and reduce operating costs. This article is based on the studies the enterprise's personnel recruitment situation, combined with previous documents, finds the recruitment gap of the enterprises and propose corresponding countermeasures. Guide the enterprises recruitment process. This article enriches the theory related to human resource recruitment, providing theoretical guidance for enterprise, technology enterprises and promotes recruitment activities of electronic technology enterprises of the same type.

## II. LITERATURE REVIEW

Combined with previous literature, research on talent recruitment mainly focuses on the following aspects: existing problems in recruitment today, recruitment effectiveness and employee capabilities.

### 1. Research on recruitment management

Recruitment is an important part of human resource management and is the first step in human resource management. However, many people still do not have a complete understanding of recruitment. This article point out that with the improvement of the economic level, enterprises face new challenges in recruiting talents. In the new era, human resource recruitment in businesses

faces problems such as imperfect planning, lack of attention to internal talent, and low professional qualifications of recruitment services. In recruitment management, there are still some problems such as lack of standardization in job requirement descriptions and interview processes. The importance of talent is increasingly important and the role of recruitment for enterprises is also increasingly important. However, in most small and medium enterprises, managers have not established the correct concept of human resource management.

## 2. Research recruitment effectiveness

For businesses, recruitment efficiency cannot be ignored to reduce brain drain, save business resources and reduce business costs. Effective recruitment can not only ensure that enterprises obtain high-quality talent, but also give them a good image. In mostly research noticed that recruitment effectiveness will be directly affected by the recruitment channels that enterprises use. Therefore, enterprises should further diversify recruitment channels and improve existing recruitment processes, to reduce business costs and improve operational efficiency.

## 3. Research employee skills

Previous studies on recruitment models mainly analyzed enterprise recruitment according to the competency model. The global leadership model contains many competency elements, of which the six most important elements are: intercultural communication, intercultural interpersonal sensitivity, motivation, internal learning drive, respect for others, flexibility and openness. Mostly enterprises attach more importance to the abilities and qualities of employees and have higher requirements in evaluating their personal qualities. The enterprises should do a good job of job analysis and further pointed out that the competency model is mainly applied in three aspects of enterprise recruitment: dissemination of recruitment information, application form design and interview process design.

Based on the above pointers, it can be seen that mostly studies focused on relevant influencing factors. Furthermore, most articles are theoretical, lacking in-depth research on corporate talent recruitment and specific analysis of the recruitment process in corporate talent management. This article will focus on the enterprise's ability to operate according to the actual

## III. DATA SOURCE

For the study, I select five enterprises of Ajmer and majorly use the interview method to interview twenty employees to understand the recruitment and work of their enterprises employees.

### Research Methods

This article mainly applies the interview method to conduct research, collect data through interviews, find out the recruitment time, recruitment channels, interview process and job requirements of the enterprises, finally, synthesize and analyze data to create text.

### Respondent

This article mainly investigates five enterprises, including eight senior managers, seven human resources specialist, three intern, and two senior employee who has worked for more than two years. In the survey sample, there were ten men and ten women, six people over 40 years old, eight people between 30 and 40 years old, six people between 20 and 30 years old.

## IV. ANALYSIS OF RECRUITMENT MANAGEMENT PROBLEMS AT ENTERPRISES

Mostly enterprises pays more attention to recruiting human resources. However, because the development time of the enterprises is still short, the system is not complete in many aspects, and personnel recruitment has not been standardized or systematized. There are still some shortcomings in the enterprises recruitment process, mainly in the following aspects:

### 1. Recruitment plan is not complete

Although most enterprises are aware of the importance of recruiting talented people in their businesses, enterprises leaders do not have a full understanding of human resource recruitment for their own reasons, so they cannot build a plan. Recruitment plan in accordance with the actual situation of the enterprises. Some business leaders don't even have a hiring plan. Only when the enterprises have a vacant position will they proceed with recruitment, which affects the enterprises normal operations. Resource recruitment is random. Enterprises employee needs are determined subjectively by the board of directors, which is not only subjective and arbitrary but also difficult to reconcile with the enterprises strategic goals and long-term development plans.

## 2. The interview process is not standardized

The interview is an important part of candidate selection. If the interview process is not standardized, it will easily lose fairness and cannot select talented people who meet the enterprises requirements. During the interview process, most of them followed the direct investigation method. For some positions with special requirements, no targeted interview methods have been designed, leading to the discovery that new employees do not meet the requirements like position after joining, causing waste of human, material and financial resources of the enterprises. At the same time, it is difficult for the enterprises to investigate the actual situation of the candidate through interviews. A candidate's values, personality, abilities, and other factors bias determine whether they are qualified for the job.

## 3. High employee turnover rate

The enterprises employee turnover rate is relatively high, which will significantly increase the enterprises costs and affect the enterprises efficiency. Mostly Enterprises have employee turnover rate is relatively high, largely due to improper incentives. Currently, the business is based on a monthly salary plus full-time bonuses and year-end bonuses. To motivate employees, the enterprises year-end bonuses take up the majority, while monthly salaries are relatively small. According to the two-factor theory, the worker's salary belongs to the health care factor, while the worker's basic salary is relatively low, which causes worker dissatisfaction. Medical reasons for salary not being met. Even though the year-end bonus is higher, the motivation for employees is limited, in the end employees can only choose to leave the enterprises.

## V. MEASURES AND SUGGESTIONS

From the above analysis, we can know that there are three main problems in the personnel recruitment are imperfect recruitment plan, recruitment process, maintenance not standardized and high turnover rate. Faced with these problems, the following countermeasures and suggestions are given.

### 1. Develop a reasonable recruitment plan

A reasonable recruitment plan plays an overall role in recruiting the enterprises human resources. If the enterprises lacks with recruitment plan or the recruitment plan does not adapt to the enterprises development, it will hinder the enterprises development. The enterprises will

develop short-term and long-term recruitment plans according to the enterprises development strategy, to continuously add vitality to the enterprises development. According to its own business characteristics, enterprises plans positions in different directions, forecasting the enterprises short-term and long-term personnel needs. During this process, it pays close attention to the enterprises organizational changes and market changes, reducing the number of employees and changing the personnel structure according to the specific situation.

### 2. Develop interview methods based on skill models

Traditional interview methods can only see information on a candidate's CV and some superficial characteristics, but cannot understand the true state of the candidate's deep values, personality traits and other aspects. These factors are often decisive in determining whether a candidate is suitable or not and candidates are qualified for that position. Based on the talent recruitment skills model, we can identify the deep characteristics of employees, thereby more accurately identifying and selecting employees who are more suitable to job requirements and is better able to adapt to the development of the business position. Enterprises should organize a team to analyze jobs, identify each position in the enterprises, build a competency model and apply the competency model elements of each position during the interview and recruitment process.

### 3. Improved incentive system

According to Herzberg's two-factor theory, the health care factor will not bring satisfaction to people, while the motivating factor will bring satisfaction to employees. In business development, health and motivation factors are indispensable. Healthcare factors can ensure employees' basic needs and eliminate their dissatisfaction, while motivational factors can stimulate employees' work motivation, improve their efficiency and their work results. The employee turnover rates of enterprises are relatively high, the health factor of salary has not been met, and the year-end bonus rate is too large, so the employee turnover system needs to be improved. , understand clearly the needs and motivations of employees and develop incentive policies on that basis.

## VI. CONCLUSION

Personnel recruitment management is an essential element of a business. The unit's primary method of bringing in new employees is through recruitment, which is also a crucial technique for securing priceless resources and boosting the enterprise's fundamental level of competitiveness. Human capital has long since become a key component of an organization's competitiveness, especially with the emergence of the information economy.

The competition for skills has increasingly become a manifestation of the competition between businesses. Enterprises are becoming more and more concerned with finding the right talent to hire and keeping it in the organization. In an effort to give businesses some solutions to the present recruitment issues, the aforementioned essay suggests several countermeasures and analyzes the current state of corporate recruitment. Only by systematizing and standardizing recruitment can enterprises continue to update talent and enhance vitality and creativity.

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