

A Study on Recruitment and Selection in the Education Sector with Reference to the Vocational Courses in Urban Areas

Ram Gunjal¹ and Dr. Harish Purohit²

Research Scholar, Department of Commerce & Management¹

Associate Professor, Department of Commerce & Management²

Shri Jagdish Prasad Jhabarmal Tibrewala University, Jhunjhunu, India
purohitharish46@gmail.com

Abstract: *This research paper examines the practices and challenges related to recruitment and selection in the education sector, with a specific focus on vocational courses. The study aims to gain insights into the unique considerations and strategies employed by educational institutions when selecting and hiring candidates for vocational courses. The research methodology includes a combination of qualitative and quantitative approaches. Data collection involves interviews with key stakeholders such as educators, administrators, and human resource professionals, as well as surveys distributed among vocational course applicants and current students. The gathered data is analysed using thematic analysis and statistical techniques to identify patterns, trends, and correlations. The findings reveal several significant factors influencing the recruitment and selection process in the education sector for vocational courses. These factors encompass the identification of specific skill requirements, alignment with industry needs, pedagogical expertise, and the evaluation of practical skills. Additionally, the research investigates the role of technological advancements in enhancing the recruitment and selection process, such as online platforms, virtual interviews, and assessment tools. Moreover, the study addresses the challenges faced by educational institutions when recruiting for vocational courses, including a shortage of qualified candidates, limited awareness of vocational opportunities, and the need for continuous professional development. The research also explores the strategies employed by educational institutions to overcome these challenges, such as partnerships with industry stakeholders, targeted marketing campaigns, and upskilling programs for faculty members. The research concludes by providing recommendations for improving recruitment and selection practices in the education sector for vocational courses. These recommendations include enhancing collaboration between educational institutions and industry partners, developing comprehensive competency frameworks, and incorporating innovative assessment methods to evaluate candidates' vocational skills effectively. The outcomes of this research aim to contribute to the ongoing efforts to optimize the recruitment and selection process in the education sector, ultimately enhancing the quality and relevance of vocational education.*

Keywords: Recruitment, Selection, Education sector, Vocational course, Skill requirements, Virtual interviews

REFERENCES

- [1]. Anderson, M. E. (1988). Hiring capable principals: How school districts recruit, groom, and select the best candidates [Monograph]. Oregon School Study Council, 31 (9), 1-37.
- [2]. Boudreau, J. W. & Ryne, S. L. (1985). Role of recruitment in staffing utility analysis. *Journal of Applied Psychology*, 70 (2), 354-366.
- [3]. Broussard, R. L., Arceneaux, C. J., & Boutte, C. B. (1989). A study of the job requirements and selection process for elementary principals and assistant principals in selected public and private school systems. University of Southwestern Louisiana, Lafayette, LA.

- [4]. Fiske, educated B. "Ethical issues in recruitments students "new director for higher education 33(1981):41-48
- [5]. □□Caldwell, B. J., &Tymko, J. L. (1990). Policy making for education: A guidebook for boards of education (2nd Ed.). Alberta School Trustees Association.
- [6]. Castallo, R. T. (ed.), Fletcher, M. R., Rossetti, A. D., &Sekowski, R. W. (1992). School personnel administration: A practitioner"s guide. Boston: Allyn& Bacon.
- [7]. Castetter, W. B. (1992). The personnel function in educational administration (5t ed.). New York: Macmillan.
- [8]. Chalmers, D. (2007) A review of Australian and international quality systems and indicators of learning and teaching, Augustesearch, 66, 361-396.
- [9]. Darling-Hammond, L., Berry, B.T., Haselkorn, D., &Fideler, E. (1999). Teacher recruitment, selection, and induction: Policy influences on the supply and quality of the teachers. In L.
- [10]. Darling-Hammond & G. Sykes (Eds.), Teaching as the learning profession: Handbook of policy and practice (pp. 183-232). San Francisco, CA: Jossey-Bass Publishers.
- [11]. Genck, F. H., &Klingenberg, A. J. (1980). The school board's responsibility: Effective schools through effective management. Springfield, IL: Illinois Association of School Boards.
- [12]. Gibney, J. (1987). An interviewer"s handbook. S.S.T.A. Research Center, Report No. 148.
- [13]. Greenwald, R., Hedges, L.V., &Laine, R.D. (1996). The effect of school resources on
- [14]. □□Hanushek E., Kain J., Rivkin, S. (1999), "Do higher salaries buy better teachers?", NBER Working Paper
- [15]. Herman, S. (1994). Hiring right. Thousand Oaks, CA: Sage.
- [16]. Hirsch, E., Koppich, J., & Knapp, M. (2001). Revisiting what states are doing to improve the quality of teaching: An update on patterns and trends. Seattle, Washington: Center for the Study of Teaching and Policy, University of Washington. Retrieved March 31, 2005 from <http://depts.washington.edu/ctpmail/PDFs/States-HKK-02-2001.pdf>
- [17]. Hirsch, E. (2001), "Teacher Recruitment; Staffing Classrooms with Quality Teachers", State Higher Education Executive Officers Human Resource Management (5th Edition) Garry Dazzler.
- [18]. Introducing Human Resource Management Margaret Foot & Caroline Hook LONGMAN London & New York (ARTICLE"S REFERENCES)
- [19]. Loder, R. A. (1982). The selection of school principals in Saskatchewan. Unpublished master's thesis, Litter Larry h "avoiding and stemming abuses in academic marketing "walleye and university 56(1981) 105-122
- [20]. Neil Edmund J "a study of student recruitment and selection for area vocational technical school in pennylwaina and selected vocational educators opinions concerning the process PHD disc pennylwaina state university 1985 ad 259 140