Evaluating Recruitment Processes and Employee Awareness at Vivimed Labs: An Analysis of Recruitment Sources and Satisfaction Levels

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Abstract*: This study explores the current recruitment practices at Vivimed Labs, focusing on identifying strengths and potential areas for improvement. The research evaluates employee awareness and understanding of the company's recruitment policies, ensuring that all stakeholders are well-informed and aligned. Additionally, the study analyzes the effectiveness of both internal and external recruitment sources, assessing their impact on the overall success of the recruitment process. Employee satisfaction with the recruitment process is also examined, with feedback gathered to enhance the candidate experience and improve overall efficiency. The research methodology includes the use of a structured questionnaire, with data collected from a sample of 54 employees through both primary and secondary sources. The study applies the frequency method for data analysis, resulting in insights that contribute to the optimization of recruitment practices at Vivimed Labs.*

Keywords: Recruitment practices, employee awareness, recruitment policies, internal recruitment, external recruitment, employee satisfaction

I. INTRODUCTION

Recruitment is a critical function within any organization, serving as the foundation for building a capable and dynamic workforce. The recruitment process involves identifying, attracting, and selecting the right candidates who can contribute to the organization's success. Effective recruitment practices not only ensure that the organization attracts top talent but also align the workforce with the company's strategic goals and culture. In a competitive business environment, companies must continuously refine their recruitment strategies to maintain a competitive edge.

Overview of Recruitment and Its Importance

Recruitment is the process through which organizations seek to identify, attract, and hire individuals with the necessary skills, knowledge, and experience to fill job roles within the company. It involves a series of steps, including job analysis, sourcing candidates, screening and interviewing, and ultimately selecting the most suitable candidates. The recruitment process plays a pivotal role in shaping the organization's future, as the quality of the hires directly impacts the company's performance, productivity, and ability to achieve its objectives.

In recent years, the recruitment landscape has undergone significant changes, driven by technological advancements, evolving workforce demographics, and shifting employee expectations. Companies are increasingly leveraging digital platforms, social media, and data analytics to enhance their recruitment efforts. Additionally, there is a growing emphasis on creating a positive candidate experience, as organizations recognize that a smooth and engaging recruitment process can significantly influence a candidate's decision to join the company.

Vivimed Labs: Company Background

Vivimed Labs is a diversified global enterprise, operating in the healthcare, pharmaceuticals, and specialty chemicals sectors. With a commitment to innovation, quality, and sustainability, Vivimed Labs has established itself as a leading

player in its industry. The company's workforce is a key driver of its success, and as such, recruitment is a critical function within Vivimed Labs. The company's recruitment practices are designed to attract top talent, ensuring that Vivimed Labs remains competitive in a dynamic and fast-paced market.

Given the importance of recruitment to the organization's success, it is crucial for Vivimed Labs to continuously assess and refine its recruitment practices. This involves evaluating the effectiveness of current recruitment processes, understanding employee awareness and perceptions of recruitment policies, and ensuring that the recruitment process aligns with the company's strategic objectives.

Objectives of the Study

The primary objective of this study is to investigate the recruitment processes and practices at Vivimed Labs. This involves a comprehensive examination of the various stages of the recruitment process, from job analysis to candidate selection. The study aims to identify strengths in the current recruitment practices as well as potential areas for improvement.

Another key objective of the study is to assess employee awareness and understanding of the recruitment policies within Vivimed Labs. It is essential that all employees, particularly those involved in the recruitment process, are well-informed about the company's recruitment policies. This ensures consistency in the application of recruitment practices and helps to align the recruitment process with the company's broader strategic goals.

The study also seeks to examine the internal and external sources used in the recruitment process at Vivimed Labs. Internal recruitment sources, such as employee referrals and promotions, are often valued for their ability to fill positions with candidates who are already familiar with the company's culture and operations. External recruitment sources, such as job portals, social media, and recruitment agencies, are crucial for bringing in fresh talent and new perspectives. Analyzing the effectiveness of these sources will provide valuable insights into how well Vivimed Labs is attracting and retaining top talent.

Finally, the study aims to evaluate employee satisfaction with the recruitment process at Vivimed Labs. Employee satisfaction is a key indicator of the success of the recruitment process. A positive recruitment experience can lead to higher levels of employee engagement, commitment, and retention. Conversely, a negative experience can result in high turnover rates and a damaged employer brand. By gathering feedback from employees, the study will identify opportunities to enhance the recruitment process, ultimately leading to a more efficient and effective hiring process.

II. REVIEW OF LITERATURE

Kumar, S., & Gupta, R. (2020) this study explores how digital transformation has reshaped recruitment practices. The authors highlight the growing reliance on AI and machine learning in the recruitment process, from candidate sourcing to final selection. It emphasizes that organizations must adapt to these changes to remain competitive. The study also discusses the importance of aligning digital recruitment strategies with company culture to enhance employee satisfaction.

Patel, A., & Desai, M. (2021) this paper examines the impact of employee awareness and understanding of recruitment policies on the overall success of the recruitment process. It argues that employees who are well-informed about recruitment policies can contribute more effectively to the hiring process, leading to better alignment between new hires and organizational goals. The study also suggests that increased awareness can improve employee satisfaction and retention.

Johnson, T., & Walker, L. (2022) this study provides a comparative analysis of internal and external recruitment sources. It evaluates their effectiveness in terms of cost, time, and employee satisfaction. The findings suggest that while internal recruitment can enhance employee morale and reduce on boarding time, external recruitment brings in fresh perspectives and skills that may not be available within the organization. The study underscores the need for a balanced approach to recruitment.

Lee and Kim (2023) investigate how employee feedback can be used to refine recruitment processes. The study highlights that regular feedback from employees, particularly those involved in recruitment, can lead to continuous improvements in hiring practices. This, in turn, enhances the candidate experience and overall recruitment efficiency. The paper also discusses the use of surveys and feedback tools to gather actionable insights.

Rao, P., & Sharma, V. (2024) this recent study explores the direct impact of recruitment source effectiveness on organizational performance. The authors argue that the choice of recruitment sources significantly influences the quality of hires, which in turn affects overall organizational performance. The study provides empirical evidence from various industries, including pharmaceuticals, highlighting that organizations with well-optimized recruitment sources tend to perform better in the long run.

Nguyen, T., & Pham, D. (2024) this study examines the relationship between recruitment practices and employee satisfaction. It suggests that recruitment processes that are transparent, efficient, and aligned with organizational values tend to result in higher employee satisfaction levels. The authors also discuss how candidate experience during recruitment can influence long-term employee engagement and retention.

Need for the Study

The study aims to explore and understand the current recruitment practices at Vivimed Labs, with the objective of identifying both strengths and potential areas for improvement. It seeks to evaluate the level of employee awareness and understanding of the company's recruitment policies, ensuring that all stakeholders are well-aligned and informed. Additionally, the study will analyze the effectiveness of both internal and external recruitment sources, assessing their impact on the overall success of the recruitment process. Furthermore, the research will gauge employee satisfaction with the recruitment process by collecting feedback that can be used to enhance the candidate experience and improve overall efficiency.

Scope of the Study

The study focuses on understanding the recruitment sources used at Vivimed Labs. The research covers the continuous process of hiring employees at various organizational levels, aiming to provide insights into the effectiveness and efficiency of these practices.

Objectives of the Study

- To investigate the recruitment processes and practices at Vivimed Labs.
- To assess employee awareness and understanding of the recruitment policies within the company.
- To examine the internal and external sources used in the recruitment process at Vivimed Labs.
- To evaluate employee satisfaction with the recruitment process at the company.

III. RESEARCH METHODOLOGY

Research Instrument

The study utilized a structured questionnaire as the primary tool for data collection.

Sample Design

The research employed a basic random sampling approach. This method ensures that every unit in the population has an equal chance of being selected. A total of 54 employees from various departments at Vivimed Labs were randomly chosen to participate in the study.

Sample Size

The study involved 54 employees from different divisions within Vivimed Labs.

Sample Unit

The sample consists of employees working at Vivimed Labs.

Sampling Technique

The convenience sampling method was used to select participants.

Period of Study

The research was conducted over a period of 45 days, with 15 days dedicated to preparing the survey questionnaire.

Data Collection

Data was collected by reviewing personnel files, records, registers, and reports maintained by the HR department.

Primary Data

Primary data was gathered through in-person interviews with employees at different levels within the organization, using a standardized questionnaire.

Secondary Data

Secondary data was sourced from internal resources such as the HR department's records, files, registers, and databases. External sources included books, papers, and other publications that provided additional insights into HR practices.

Framework Analysis

The percentage method was used to analyze the collected data, with interpretations based on the calculated percentages. Conclusions were drawn from the analysis of high percentage figures.

Statistical Tools Applied

Frequency Method

The frequency method was employed to analyze categorical data by counting the number of occurrences of each category in the dataset. This approach involves creating a frequency distribution table or chart, where the frequency of each category is calculated and displayed.

The basic equation used in this method is:

Frequency = Number of occurrences of a specific value or category

Data analysis and Interpretation

Table.A.1:- Frequency Distribution of Gender

Options	No. of Respondents	Percentage%
Male	30	55.6%
Female	24	44.4%
Total	54	100%

INTERPRETATION: The data indicates that the survey or study had a slight majority of male respondents (55.6%) compared to female respondents (44.4%). This distribution suggests a reasonably balanced gender representation in the sample, with a slightly higher proportion of males. The findings could imply that any gender-related analysis or decisions drawn from this model would take into explanation this distribution to ensure a comprehensive understanding of the demographics involved.

Table.B.1:- Frequency Distribution of Age

Options	No. of respondents	Percentage%
Below 20	0	0
21-30	38	70.4
31-40	14	25.9
41-50	2	3.7
50 Above	0	0
Total	54	100

INTERPRETATION:- The popular of respondents (70.4%) fall within the 21-30 age collection, indicating that this oldness segment is significantly represented in the survey or study. The 31-40 age group constitutes a smaller yet notable portion (25.9%), while respondents aged 41-50 years make up a very small proportion (3.7%).

Table.C.1:- Frequency Distribution of Income

Options	No. of Respondents	Percentage%
Less than 25 k	20	37
26k-35k	13	24.1
36k-45k	8	14.8
46k-55k	9	16.7
Above 56k	4	7.4
Total	54	100

INTERPRETATION:-The data indicates a varied distribution of income levels among the respondents. A significant portion (37%) reported an income of less than 25k, which forms the largest group. The distribution gradually decreases across higher income brackets, with fewer respondents reporting incomes above 56k (7.4%).

Table-D.1: Frequency Distribution of Designation

Options	No. of Respondents	Percentage%
Chemistry department	15	27.8
Logistics department	11	20.4
Sampling department	6	11.1
Quality control department	15	27.8
Purchase department	7	13
Total	54	100

INTERPRETATION:-The data reveals a distribution of respondents across various departments within the organization. Both the Chemistry department and the Quality control department are equally represented, each comprising 27.8% of the total respondents. The Logistics department follows with 20.4%, while the Sampling and Purchase departments have 11.1% and 13% of the respondents, respectively.

Table-E.1 Frequency Distribution of type of family

Options	No. of Respondents	Percentage%
Nuclear family	42	77.8
Joint family	12	22.2
Total	54	100

INTERPRETATION:-The data shows that the mainstream of respondents (77.8%) belongs to nuclear families, while a smaller proportion (22.2%) belong to joint families.

TABLE:-4.1

Options	No. of Respondents	Percentage%
Highly satisfied	14	25.9
Satisfied	34	63
Moderate	6	11.1
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	54	100

INTERPRETATION: - The majority of respondents were satisfied (N=34, F=63) and highly satisfied (N=14, F=25.9) with their recruitment experience in the organization. This indicates that the organization generally provides a positive and satisfactory recruitment process for most the job seekers.

TABLE:-4.2

Options	No. of Respondents	Percentage%
High satisfied	15	27.8
Satisfied	31	57.4
Moderate	8	14.8
Dissatisfied	0	0
Highly dissatisfied	0	0
Total	54	100

INTERPRETATION:-The majority of respondents were either satisfied (N=37,F=57.4) and highly satisfied (N=15, F=27.8) with the level of range and insertion in the staffing process. This suggests that the association has made effective efforts to fashion a complete environment during recruitment

TABLE:-4.3

Options	No. of Respondents	Percentage%
High satisfied	17	31.56
Satisfied	24	44.4
Moderate	12	22.2
Dissatisfied	0	0
Highly dissatisfied	1	1.9
Total	54	100

INTERPRETATION:-This survey shows that a substantial majority of respondents were satisfied (N=24, F=44.4) with the level of support provided during the recruitment process.

TABLE:-4.4.1

Options	No. of Respondents	Percentage%
Very good	20	37
Good	25	46.3
Neutral	8	14.8
Bad	1	1.9
Very bad	0	0
Total	54	100

INTERPRETATION:-The survey indicates that a bulk of respondents had encouraging experiences with the professionalism and friendliness of the recruiters they interacted with during the recruitment process. The combined percentages of those who rated the recruiters as good (N=25, F=46.3) and very good (N=20,F=37)indicate a strong overall positive sentiment towards the recruiters' conduct.

TABLE:-4.5

Options	No. of Respondents	Percentage%
Very good	13	24.1
Good	28	51.9
Neutral	11	20.4
Bad	1	1.9
Very bad	1	1.7
Total	54	100

INTERPRETATION:-The survey shows that a significant majority of respondents (76%) rated the professionalism of the recruitment team positively, with 24.1% indicating their satisfaction as very good and 51.9% as good. This indicates that the recruitment team was generally perceived as competent, effective, and courteous in their interactions.

TABLE: 4.6

Options	No. of Respondents	Percentage%
Very good	11	20.4
Good	35	64.8
Neutral	6	11
Bad	1	1.9
Very bad	1	1.9
Total	54	100

INTERPRETATION: The survey reveals that a significant majority of respondents (85.2%) rated the transparency positively, with 20.4% indicating it as very good and 64.8% as good. This directs that most applicants found the company effectively communicated its values, goals, and expectations clearly during the recruitment process.

TABLE:-4.7

Options	No. of Respondents	Percentage%
Advertisements	14	25.9
Employee referrals	21	38.9
Consultancy	7	13
Job portals	12	22.2
Total	54	100

INTERPRETATION:-The data underscores the various waterways done which personalities become cognizant of job openings, with mostly employee referrals (N=21, F=38.9) and advertisements playing significant roles in the recruitment process. This diversity highlights the importance of a multi-faceted approach to job advertising and recruitment to attract a broad range of candidates.

TABLE:-4.8

Option	No of response	Percentage %
Job role	18	33.3
Company profile	23	42.6
Package	7	13
Location	6	11.1
Total	54	100

INTERPRETATION:-The majority of the job seekers were applied by seeing the company profile (N=23, F=42.6) and job role (N=18, F=33.3) compared to other

TABLE:-4.9

Option	No of response	Percentage %
1-3days	16	29.6
3-7days	18	33.3
7-15days	13	24.1
15-20days	4	7.4
20-above	3	5.6
Total	54	100

INTERPRETATION:-The majority of the job seekers received their application with in the 3-7 days (N=18, 33.3) AND 1-3 days (N=16, F=29.6) compared to the other

TABLE:-4.10

Options	No. of Respondents	Percentage %
Previous experience	17	31.5
Functional knowledge	13	24.1
Commoditisation and interpersonal skills	15	27.8
Employee referral	6	11.1
All the above	3	5.6
Total	54	100

INTERPRETATION:-The majority of the Employees we shortlisted because of their previous experience (N=17, F=31.5) communication and Interpersonal skills (N=15, F=27.8) compared to all.

TABLE:-4.11

Options	No. of Respondents	percentage %
Meet expectations	28	51.9
Exceeded expectations	14	25.9
Feel short of expectation	9	16.7
Very short expectation	3	5.6

Total	54	100

INTERPRETATION:-The majority of respondents found the recruitment process to be satisfactory(N=28,F=51.9), with a notable proportion even exceeding their expectations(N=14,F=25.9) However, there remained still about who felt that the process did not entirely meet their expectations, highlighting areas where employers can improve to confirm a positive candidate experience and alignment with job descriptions.

TABLE:-4.12

Options	No. of Respondents	Percentage%
Regularly	25	46.3
Occasionally	21	38.9
Rarely	8	14.8
Not at all	0	0
Total	54	100

INTERPRETATION:-The majority of respondents received updates regularly(N=25,F=46.3) or occasionally(N=21,F=38.9), indicating decent communication practices by employers, there is room for improvement in ensuring consistent and transparent communication throughout the recruitment process. Clear and frequent updates can enhance the candidate experience and maintain engagement even if the status of the application is unchanged.

TABLE:-4.13

Options	No. of Respondents	Percentage%
Yes always	29	53.7
Yes sometimes	20	37
No	0	0
Some what	4	7.4
Never	1	1.9
Total	54	100

INTERPRETATION:-The majority of respondents (91.7%) reported positive experiences regarding their ability to ask questions and seek clarifications during the recruitment process.**53.7%** said they might always ask requests and get clarifications, indicating a robust communication channel during recruitment **37%** indicated they could sometimes do so, suggesting occasional but generally satisfactory opportunities for clarification

TABLE:-4.14

Options	No. of Respondents	Percentage%
Very good understanding	17	31.5
Good understanding	31	57.4
Somewhat understanding	6	11.1
Not at all	0	0
Total	54	100

INTERPRETATION:-The majority of the data indicates that the employment process generally succeeded in providing candidates with a vibrant thoughtful of the company culture and work environment:**88.9%** of respondents (combining those who felt they had a very good understanding and persons who had a good understanding) reported positive experiences in gaining insights into company culture and work environment.**11.1%** felt they had only a somewhat understanding, suggesting that there is room for improvement in how some aspects of company culture and work environment are communicated during recruitment.

TABLE:-4.15

Options	No. of Respondents	Percentage%
Both challenging and engaging	30	55.6
Only challenging	19	35.2
Neither or not	3	5.6
Neither	2	3.7

Total	54	100

INTERPRETATION:- The majority of respondents encountered both challenging and enaggaing(N=30,F=55.6) in specific steps or assessments during the recruitment process, with varying degrees of engagement accompanying those challenges. This diversity in experiences underscores the varied nature of recruitment processes and the subjective retorts they can elicit from candidates.

TABLE:-4.16

Options	No. of Respondents	Percentage%
Multiple opportunities	24	44.3
Limited opportunities	28	51.9
Less opportunities	1	1.9
No opportunities	1	1.9
Total	54	100

INTERPRETATION:-The majority of respondents (96.2% combined from multiple opportunities and limited opportunities) did have some level of opportunity to provide feedback or suggestions during the recruitment process.**44.3%** had multiple opportunities, indicating a proactive approach by the recruitment process in soliciting feedback.**51.9%** had limited opportunities, suggesting that while feedback channels existed, they valour not have stood as frequent or comprehensive as desired by a significant portion of respondents.

TABLE:-4.17

Options	No. of Respondents	Percentage%
Very clearly& user friendly	32	59.2
Somewhat clear, but could be improved	19	35.2
Not clear, or user friendly at all	3	5.6
Total	54	100

INTERPRETATION:-The majority of respondents (94.4% combined from very clear & user-friendly and somewhat clear, but could be improved groups) had a generally positive experience with the clarity and user-friendliness of the application process. **59.2%** found the application process to be very clear and user-friendly, indicating a high satisfaction level with how easy and straightforward it was to navigate.35.2% felt that the process was somewhat clear but identified areas for improvement, suggesting that while generally functional, there were aspects that could have been smoother or more intuitive.

TABLE:-4.18

Options	No. of Respondents	Percentage%
Very effective	28	51.9
Moderate effective	23	42.6
Not effective	3	5.6
Total	54	100

INTERPRETATION:-The majority of respondents (94.5% combined from very effective and moderately effective groups) perceived the communication from the recruitment team to be effective.**51.9%** found the communication to be very effective, indicating a high level of satisfaction with the timeliness and quality of communication received.**42.6%** considered the communication to be moderately effective, suggesting that while generally satisfactory, there may have been random lapses or room for improvement in certain aspects of communication.

TABLE:-4.19

Options	No. of Respondents	Percentage%
Yes, fully	31	57.4
Yes, but not enough	19	35.2
No, not at all	4	7.4
Total	54	100

INTERPRETATION:-The majority of respondents reported yes fully(N=37,F=57.4) having opportunities to demonstrate their skills and abilities, there is a notable subset who felt their opportunities were insufficient, indicating a potential need for clearer expectations or broader assessments during recruitment.

TABLE:-4.20

Options	No. of Respondents	Percentage%
Very well	31	57.4
Somewhat well	20	37
Not well	3	56
Total	54	100

INTERPRETATION:-The majority of respondents had positive perceptions of how well the recruitment process evaluated their qualifications and fit for the role, indicating a generally effective approach in matching candidate skills and capabilities with job requirements.

TABLE:-4.21

Options	No. of Respondents	Percentage%
Yes many parts	29	54%
Yes, a few parts	20	37.00%
No, it was clear	5	9.30%
Total	54	100%

INTERPRETATION:-The majority of respondents (91% combined from yes, many parts and yes, a few parts groups) encountered some degree of confusion during the recruitment process.**54%** found many parts of the recruitment process confusing, indicating a substantial number of aspects that were unclear or challenging to navigate.**37%** encountered a few confusing parts, suggesting that while overall manageable, there were specific elements that presented difficulties or required clarification.

TABLE:-4.22

Options	No. of Respondents	Percentage%
Yes, significantly	34	63%
Yes, Somewhat	19	35.20%
No	1	2.00%
Total	54	100%

INTERPRETATION:-The majority of respondents had a positive perception of the recruitment process's ability to enhance the success rate of selecting candidates, reflecting confidence in its effectiveness in matching candidates to job roles successfully.

TABLE:-4.23.1

Options	No. of Respondents	Percentage%
Yes, Greatly	30	55.60%
Yes, Somewhat	23	42.60%
Not, Known at all	1	1.90%
Total	54	100%

INTERPRETATION:-The majority of respondents (98.2% combined from yes, greatly and yes, somewhat groups) believe that the recruitment process plays a positive role in increasing the organization's effectiveness.**55.6%** felt that the recruitment process greatly contributes to the organization's effectiveness, indicating a high level of confidence in how well the process enhances organizational performance through selecting suitable candidates.**42.6%** believed that the recruitment process somewhat contributes to effectiveness, suggesting that while positive, there may be nuances or additional improvements that could further enhance organizational outcomes.

TABLE:-4.24

Options	No. of Respondents	Percentage%
Yes, Widely known	31	57%
Known by some	21	38.90%
Not known	2	3.70%
Total	54	100%

INTERPRETATION:-The data suggests that a majority of respondents (95.9% combined from yes, widely known and known by some groups) have faith in that the recruitment policy is known to at least some extent among employees.**57%** felt that the recruitment policy is widely known, indicating that a significant portion of the organization is aware of the policies and guidelines governing recruitment practices.**38.9%** indicated that while known, the recruitment policy is not universally understood by all employees, suggesting there may be variations in awareness or clarity across different departments or levels within the organization.

TABLE:-4.25

Options	No. of Respondents	Percentage%
Absolutely	37	68%
Sometimes	21	27.80%
No, Internal Sources are better	2	3.70%
Total	54	100%

INTERPRETATION:-The data indicates a predominant preference among respondents (95.8% combined from absolutely and sometimes groups) for utilizing external sources as a primary method for hiring talented employees.**68%** strongly have faith in that outside sources are the best method, highlighting confidence in the advantages of bringing in new talent from outside to enhance innovation and competitiveness.**27.8%** acknowledge that exterior sources can be effective but recognize the value of internal candidates in certain contexts, indicating a balanced approach to recruitment strategies based on organizational needs and goals.

IV. FINDINGS

- 89.9% were satisfied with their recruitment experience, indicating a positive perception.
- 85.2% felt the recruitment process effectively promoted inclusivity and engagement.
- 75.9% were satisfied with the support provided during recruitment.
- 83.3% rated recruiter professionalism positively, reflecting favorable interactions.
- 85.2% felt the recruitment process effectively communicated company values and expectations.
- 38.9% learned about job openings through referrals, and 25.9% through advertisements.
- 42.6% were attracted by the company profile, and 33.3% by the job role.
- 62.9% received application responses within 3-7 days, indicating promptness.
- 31.5% prioritized experience, and 27.8% valued communication skills in shortlisting.
- 77.8% felt the recruitment process aligned well with job descriptions.
- 85.2% received regular updates on their application status.
- 91.7% felt able to ask questions and seek clarifications during recruitment.
- 88.9% gained a strong understanding of company culture during the recruitment process.
- 91.1% found recruitment stages challenging or engaging.
- 96.2% had opportunities to provide feedback during recruitment.
- 94.4% found the application process clear and user-friendly.
- 94.5% perceived recruitment communication as effective.
- 92.6% felt they had sufficient opportunities to demonstrate skills during recruitment.
- 94.4% believed the process effectively evaluated their qualifications.
- 91% encountered confusion during recruitment, indicating areas for communication improvement.

- 98% believed the recruitment process increases the success rate of candidate selection.
- 98.2% felt the recruitment process enhances organizational effectiveness.
- 95.9% believed the recruitment policy was somewhat known among employees.
- 95.8% preferred external sources for hiring talented employees.

V. CONCLUSION

The study reveals overwhelmingly positive feedback on the recruitment process within the organization, with a vast majority of respondents expressing high satisfaction levels. Employees were particularly pleased with the overall experience, highlighting the effectiveness of diversity and inclusion efforts, the support they received, and the professionalism of the recruiters. Clear communication of company values and expectations was noted as a key factor contributing to candidate clarity throughout the process. Employee referrals and advertisements proved effective in attracting applicants, while prompt updates and opportunities for feedback underscored the organization's proactive engagement. However, some challenges were identified, including occasional confusion and the need for clearer communication in certain stages of recruitment. Despite these minor issues, the process was widely perceived as effective in evaluating qualifications and ensuring alignment with job descriptions, thereby enhancing both candidate selection success and overall organizational effectiveness. While awareness of the recruitment policy among employees varied, it was generally acknowledged across the organization.

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