

International Multidisciplinary Research Journal

Golden Research Thoughts

Chief Editor
Dr.Tukaram Narayan Shinde

Publisher
Mrs.Laxmi Ashok Yakkaldevi

Associate Editor
Dr.Rajani Dalvi

Honorary
Mr.Ashok Yakkaldevi

Golden Research Thoughts Journal is a multidisciplinary research journal, published monthly in English, Hindi & Marathi Language. All research papers submitted to the journal will be double - blind peer reviewed referred by members of the editorial board. Readers will include investigator in universities, research institutes government and industry with research interest in the general subjects.

Regional Editor

Dr. T. Manichander

International Advisory Board

Kamani Perera
Regional Center For Strategic Studies, Sri Lanka

Mohammad Hailat
Dept. of Mathematical Sciences,
University of South Carolina Aiken

Hasan Baktir
English Language and Literature
Department, Kayseri

Janaki Sinnasamy
Librarian, University of Malaya

Abdullah Sabbagh
Engineering Studies, Sydney

Ghayoor Abbas Chotana
Dept of Chemistry, Lahore University of
Management Sciences[PK]

Romona Mihaila
Spiru Haret University, Romania

Ecaterina Patrascu
Spiru Haret University, Bucharest

Anna Maria Constantinovici
AL. I. Cuza University, Romania

Delia Serbescu
Spiru Haret University, Bucharest,
Romania

Loredana Bosca
Spiru Haret University, Romania

Ilie Pinteau,
Spiru Haret University, Romania

Anurag Misra
DBS College, Kanpur

Fabricio Moraes de Almeida
Federal University of Rondonia, Brazil

Xiaohua Yang
PhD, USA

Titus PopPhD, Partium Christian
University, Oradea, Romania

George - Calin SERITAN
Faculty of Philosophy and Socio-Political
Sciences Al. I. Cuza University, Iasi

.....More

Editorial Board

Pratap Vyamktrao Naikwade
ASP College Devrukh, Ratnagiri, MS India Ex - VC. Solapur University, Solapur

Iresh Swami

Rajendra Shendge
Director, B.C.U.D. Solapur University,
Solapur

R. R. Patil
Head Geology Department Solapur
University, Solapur

N.S. Dhaygude
Ex. Prin. Dayanand College, Solapur

R. R. Yaliker
Director Management Institute, Solapur

Rama Bhosale
Prin. and Jt. Director Higher Education,
Panvel

Narendra Kadu
Jt. Director Higher Education, Pune

Umesh Rajderkar
Head Humanities & Social Science
YCMOU, Nashik

Salve R. N.
Department of Sociology, Shivaji
University, Kolhapur

K. M. Bhandarkar
Praful Patel College of Education, Gondia

S. R. Pandya
Head Education Dept. Mumbai University,
Mumbai

Govind P. Shinde
Bharati Vidyapeeth School of Distance
Education Center, Navi Mumbai

G. P. Patankar
S. D. M. Degree College, Honavar, Karnataka

Alka Darshan Shrivastava
Shaskiya Snatkottar Mahavidyalaya, Dhar

Chakane Sanjay Dnyaneshwar
Arts, Science & Commerce College,
Indapur, Pune

Maj. S. Bakhtiar Choudhary
Director, Hyderabad AP India.

Rahul Shriram Sudke
Devi Ahilya Vishwavidyalaya, Indore

Awadhesh Kumar Shirotriya
Secretary, Play India Play, Meerut (U.P.)

S. Parvathi Devi
Ph.D.-University of Allahabad

S.KANNAN
Annamalai University, TN

Sonal Singh,
Vikram University, Ujjain

Satish Kumar Kalhotra
Maulana Azad National Urdu University



STUDYING THE INTERVIEW METHODS USED IN HUMAN RESOURCES SELECTION BY ENGINEERING UNITS

Dr. P. G. Pawar

Associate Professor, , Karmaveer Bhaurao Patil College, Vashi, Navi Mumbai.

ABSTRACT

Interview is an attempt to obtain the maximum amount of information from the candidate concerning his or her suitability for the job under consideration. Hence, an interview is the process wherein there is exchange of information between the interviewer and interviewee. To



optimize this process and use it as an effective tool, both the interviewer and interviewee should do their home work properly and help to make it a success. The interview method may be used along with the employment tests. In organizations, interviewing is used for a variety of purposes, such as selection, promotion,

appraisals, counseling, disciplinary actions etc. when used as a selection method it provides an excellent assessment of the applicant's personality, including his/her intelligence, interest, general attitudes towards life etc.

KEYWORDS : Interview Methods, Engineering Units, Human Resources.

INTRODUCTION

Selection is the process of choosing the appropriate candidate from the obtained applications to match the requirements of the job it is the process of matching between the skills of the individual and the requirements of the job. The selection process plays a pivotal role in the entire Human Resource Issues.

Engineering industry plays a significant role in the economic development of the country. It meets the growing needs of capital goods as well as those of construction, power and mining sector besides fulfilling country's defense requirements. The capital goods as well as consumer goods sectors

of the engineering industry have made a substantial progress since the commencement of planning era. In this context, equally crucial is the role of management of the human resources in engineering industry. To make proper use of all resources available, it is very important that the right type of personnel must be made available at right place in the right time to the organizations. Therefore there is a strong need for proper attention towards the planning, forecasting, recruitment, selection, training and motivation of the managers as well as employees of the organization.

Selecting the right personnel for right job is challenging task in selection process. Through the interview, different organizations try to complete this work. Since the Engineering Industry has a vast potential to generate employment, therefore this is an effort to understand the type of methods followed to select Managers/Employees by Engineering Units located in Satara District.

OBJECTIVES OF THE STUDY:

The following are the objectives of the study:

- 1.To study the process of selecting the Human Resources through conducting Interview by Engineering Units.
- 2.To understand the types of methods of interview used by Engineering Units for selecting Human Resource.

Hypothesis of the Study:

The Medium and Large Scale E Units make appropriate use of Interview methods for selecting the right Human Resources than small scale units.

Primary Data:

The Primary data required for this study is collected through the following ways:

Questionnaire:

Detailed and comprehensive questionnaire was prepared for managers for collection of required data. The pilot study was conducted to pretest the validity of the questionnaire. With the help of this pretested questionnaire the method of enquiry was suitably amended and the final draft of the questionnaire was made and necessary information was collected accordingly.

In all, 85 engineering units have been surveyed comprising 25% of small scale units and 25% of medium and large scale engineering units respectively.

To study the differences in different practices followed by small scale and medium and large scale EUs, Pearson's chi square test is applied. The actual result of this test is compared with .05 level of significance. If the result of chi square test is $> .05$, it is not significant and if the result is $< .05$, it is significant. The data in respect of the various types of interview methods used for managers/employees selection is explained further.

Table 1 given below shows that out of 54 small scale units responded, 33% of them stated towards to patterned or structured interview method, as against this, 63% i.e. 12 out of 19 medium and large scale units told about the same method. The value of chi square is significant. Patterned or structured interview as a method of interview shows the differences in using the same by small scale and medium and large scale engineering units. In small scale units there is a stress on employees experience or skills about handling the specific jobs. In patterned interview, what kind of information is to be sought, how the interview is to be conducted is decided in advance. Such type of interview method is expected in medium and large scale units where many and different kind of personnel required. Therefore, the same is preferred by them.

In respect of open interview method, 72% small scale units found to be responded, whereas, 68% medium and large scale units favoured to the same opinion. The value of chi square is .099 with a P value of .753 which is $> .05$. Therefore, difference is not significant.

It is stated by 13% small units that they used mixed interview method for selection of managers/employees however, 37% medium and large scale unit responded the same views. The chi square value is 5.174 with a p value of .023 which is significant as it is $< .05$. In case of mixed interview as a method, there are differences in making the use of by small scale and medium and large scale engineering units. Mixed interview is the combination of structured and unstructured interview.

The structured questions provide the base of information that allows comparisons between candidates. But the unstructured questions make the interview more conventional and permits greater insides into the unique differences between applicants. Such type of interview is not important in small scale engineering units, as the jobs to be assigned require very few candidates where selection is very easy task.

The structured questions provide the base of information that allows comparisons between candidates. But the unstructured questions make the interview more conventional and permits greater insides into the unique differences between applicants. Such type of interview is not important in small scale engineering units, as the jobs to be assigned require very few candidates where selection is very easy task.

One to one interview method found to be used by 67% small scale units, whereas, 74% medium and large scale units found to stated towards the same. The value of chi square is .271 with a P value of .603 which is > 0.05 . Therefore, difference is not significant.

According to 4% small scale units, group interview method used for managers/employees selection, whereas, 32% medium and large scale units favoured the group interview.

FINDINGS:

Regarding the types of interview methods for managers/employees selection by selected EUs it is inferred from analysis that open or unstructured interview by 71% and one to one interview methods by 69% engineering units were found to be used. Patterned or structured interview method by 41% and mixed interview by 19% EUs was also used. Employees' responses were found to be supporting the same methods.

Table 1
Types of Interview Methods used for Managers/Employees Selection Reported by Size class of Unit

Methods		Type of Unit			X ²	P value	SIG
		1 Small	2 Medium & Big	Total			
1 Patterned or structured interview	Count	18	12	30	5.165	.023	SIG
	Column N %	33.3%	63.2%	41.1%			
2 Open or unstructured interview	Count	39	13	52	.099	.753	NS
	Column N %	72.2%	68.4%	71.2%			
3 Mixed interview	Count	7	7	14	5.174	.023	SIG
	Column N %	13.0%	36.8%	19.2%			
4 Stress interview	Count	0	2	2	-	-	-
	Column N %	.0%	10.5%	2.7%			
5 In depth interview	Count	1	6	7	-	-	-
	Column N %	1.9%	31.6%	9.6%			
6 Group interview	Count	2	6	8	-	-	-
	Column N %	3.7%	31.6%	11.0%			
7 One to one interview	Count	36	14	50	.271	.603	NS
	Column N %	66.7%	73.7%	68.5%			
Total	Count	54	19	73			
	Column N %	100.0%	100.0%	100.0%			

SIG = Significant, NS= Not Significant

Source: Survey data

CONCLUSION:

Interview is a formal, in depth conversation conducted to evaluate the applicant's acceptability. It considered to be excellent selection device. Interview can be adapted to unskilled, skilled, managerial and professional employees. Interviews may be formal or informal, they may be in general are in depth, they may be directive or non directive, they may be conducted by panel or board interview and they may be conducted in stressful situation. There are different types of interviews and also different methods for interview rating.

It is suggested to the engineering units to make use of mixed interview, in depth interview and group interview, wherever possible, to select right kind of personnel for their engineering units. Panel interview may be used to judge candidates in different areas/skills by experts.

REFERENCES:

- 1.Jyothi P, D N Vyankatesh, Human Resource Management, Oxford University Press, 2006.
- 2.Ghanekar Anjali, Human Resource Management, Managing Personnel, The HRD way, Earnest Publishing House, Pune, 1977.
- 3.Rao, V.S.P, Human Resource Management: Text and Cases, Excel Book, New Delhi, 2001.
- 4.Ashwatthappa K, Human Resource Management, Tata MCGraw Hill, New Delhi, 2002.



Dr. P. G. Pawar

Associate Professor, , Karmaveer Bhaurao Patil College, Vashi, Navi Mumbai.

Publish Research Article

International Level Multidisciplinary Research Journal For All Subjects

Dear Sir/Mam,

We invite unpublished Research Paper, Summary of Research Project, Theses, Books and Book Review for publication, you will be pleased to know that our journals are

Associated and Indexed, India

- * International Scientific Journal Consortium
- * OPEN J-GATE

Associated and Indexed, USA

- EBSCO
- Index Copernicus
- Publication Index
- Academic Journal Database
- Contemporary Research Index
- Academic Paper Database
- Digital Journals Database
- Current Index to Scholarly Journals
- Elite Scientific Journal Archive
- Directory Of Academic Resources
- Scholar Journal Index
- Recent Science Index
- Scientific Resources Database
- Directory Of Research Journal Indexing

Golden Research Thoughts
258/34 Raviwar Peth Solapur-413005, Maharashtra
Contact-9595359435
E-Mail-ayisrj@yahoo.in/ayisrj2011@gmail.com
Website : www.aygrt.isrj.org