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A Study of Recruitment Source and Selection Process in the Public and Private Universities in Bangladesh

By Safayet Ahammad Bhuyan

International University of Business Agriculture and Technology (IUBAT)

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I. Introduction

Recruitment, recruitment source and selection are the significant parts of Human Resource management. Recruitment and selection are conducted to get the right person for the right place at the right time of an organization. Recruitment is thusly the way toward finding down and getting potential employment competitors in adequate numbers and quality so that the university can choose the most proper candidate(s) for the job. (Weeratunga, 2007). Recruitment helps the manager to attract and select best candidates for the organization. Recruitment includes those practices and activities carried out by the organization with the primary purpose of identifying and attracting potential employees (Parry and Wilson, 2009). A fruitful recruitment process can be extensive and expensive yet an unsuccessful recruitment can be a weight for the association. On the off chance that the recruitment and selection is unsuccessful it brings wasteful and incapable worker pool for the organization. Really a wasteful and incapable worker pool can't help the organization accomplish its objective rather the pool expands the expense of the association. The Recruitment and selection procedure of the university influenced by six primary issues. The issues are given underneath:

Author: Student, College of Business Administration, IUBAT.
e-mail: savickie@hotmail.com

- The necessities of recruitment position
- The association arrangements and methodology
- Organization picture in the business sector
- The size and nature of the work market
- Requirement of the union/proficient bodies
- Regulation of the Government

A person is fit for the university in the event that he/she is accessible at perfect time at opportune spot with right ability. The point of the present study is to investigate the dissimilarities and likenesses amongst recruitment and selection process of Public and Private Universities in Bangladesh. The analyst will attempt to investigate the variables which will impact the recruitment and determination procedure of Public and Private Universities in Bangladesh. What's more, will likewise discover the systems which are embraced in the enrollment and determination procedure of these universities. In Bangladesh there are some thirty-two state funded universities are giving instruction to the mass populaces. These universities are subsidized by the administration while oversaw as self–governed association. Foundation of private university in Bangladesh started after the organization of the Private University Act 1992. There are some ninety Private universities that are operational in five out of seven divisions of the nation. In Dhaka division there are twelve state funded universities and forty-five private Universities. In twelve state funded colleges of Dhaka division, seven are in Dhaka city; two are in Gazipur, one in Savar. In Mymensingh there are two universities found, one is in Mymensingh town and another is in Trishal. In Tangail area there is additionally a university situated in Santoss. And all the private universities of Dhaka Division grounds are situated in Dhaka City gathering generally in Banani, Dhanmondi, Panthapath, Uttara and Mirpur locale of the city. In Rajshahi Division there are three universities, two is in Rajshahi and one is in Pabna. The main private university in Rajshahi. Division has its grounds in Bogra. There are two Public universities in Rangpur Division and no private university. One is Rangpur and another is Dinajpur. In Khulna Division there are four state funded colleges, two are in Khulna, one is in Jessor, and one is in Kushtia. There are Five Public Universities are in Chittagong Division, Three are in Chittagong, One is in Comilla, and

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one is in Nohakhali. There are six private universities in Chittagong. The whole six private universities have principle grounds are in Chittagong city. One has its urban grounds in Kumira, outside the fundamental city. There are two public universities in Barisal division which are situated in Patuakhali and Barisal and There no state funded college in Sylhet Division, there are three private universities.

II. Review of Literature

As indicated by Jim Collins the familiar proverb "people are most important assets". In any case, it gets to be demonstrated wrong for now's point of view. The right people are your most essential resource. In view of Collins' quotes, having the right peoples is generally significant. This requires an recruitment and selection handle that is viable as well as helpful to the association. Bennett (1994) characterized enrollment as the drafting or update of an exact employment detail for an empty position, plotting its major and minor obligations, the abilities, experience and capability required, review and level of pay, beginning date, whether provisional or lasting , and particulars of any extraordinary conditions appended to the occupation. Bennett (1994) likewise characterized choice as 'coordinating the necessities of a vocation with the traits of applicants'. This mean by drafting a man' determination is, characterizing the foundation of the individual, instruction, preparing, identity and different attributes of the perfect competitors. As per Glueck (1978), enlistment is the arrangement of exercises an association uses to pull in employment hopefuls who have the capacities and states of mind expected to help the association accomplish its goals. Hellriegel (1995) likewise characterized enlistment as the 'procedure of seeking both inside and outside the association for people to fill empty position'. He additionally noticed that enlistment ought to be worried with recognizing potential representatives or new recruitment needs. Hellriegel (1995) called attention to that, enrollment is a type of business rivalry, whereby the association that succeeds in enlisting the best employment competitors, has upper hand over the others. Numerous associations have distinctive enrollment and choice procedures, the enlistment and choice procedure is varying on the base of association's nation of beginning. A basic component of an association's recruitment system is its choices about where to search for applicants. The absolute work business sector is gigantic and spread over the whole globe. As a functional matter, an association will draw from a little portion of that aggregate market. The sources and techniques the association decide for conveying its work needs and the groups of onlookers its objectives will decide the size and the way of the work showcase the association taps to fill its empty positions (Conrad and Ashworth 1986). Among the diverse enrollment and choice process the most two prevalent Human Resource administration practices are selection. These two of the world biggest economies (The United State of America and Japan) are chosen, by ostensible GDP. The USA Company depends on conventional enrollment and determination strategies and techniques for enlistment and choice procedure (application banks, daily paper and magazines promotion, site, resume and reference checks and so on). Just 9.3% depend on-line business screening test. Notwithstanding, 9 out of 10 firms support on-line work sheets and organization sites. Presently - a - days the organizations resemble to go for on-line pre vocation screening as a piece of choice procedure. Moreover, the majority of the organizations either screen or plan to screen for trustworthiness respectability while few of the organizations either make evaluate or arrangement to survey for brutality potential. As we probably are aware Japan is exceptionally famous for its present day administration hones. The enlistment Practice utilized as a part of Japanese organizations was as having one of kind qualities. Enlistment was deliberate and taking into account a particular year's long calendar. Recruitment was seen as the start of a long haul relationship amongst organization and person. In late year on grounds workshops started. Organizations talked when all is said in done terms about working for organizations and industry viewpoint. At some organization classes, understudies are taken an interest in gathering exercises, where general issues of the association are given to comprehend together. Organizations are attempting to spot understudies with initiative and critical thinking capacities. Another system was to send late graduate back their home college to advance the organization. Numerous organizations opened their organization enlistment site. Bangladesh is a third world creating nation. It has constrained assets and the populace development rate is high with high thickness of populace. The education rate is likewise low. The vast majority of the populace is derivate from essential human needs. The quantities of preparing and instruction establishment are low contrast with the populace size. The greater part of the instruction and preparing foundations are not up to the standard. Thus, there are shortcomings of fit HR. In the event of private and state funded colleges of Bangladesh need extremely qualified representatives to run their colleges. College is an instructive organization which assumes an indispensable part in making future country. Association can make productive and compelling workforce when its enlistment and choice procedure is fruitful. In term of open and private colleges of Bangladesh enrollment and choice procedure depends on customary strategies and no efficient methodologies is found. The impact of nepotism and reference is high at the time enrollment and determination procedure of private colleges. Which create immense issue in future; now and again they are

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weight for colleges. If there should arise an occurrence of state funded colleges the enrollment and choice of showing stuff on scholastic consequence of the candidates. One or more formal meeting is taken by the determination board of trustees. In any case, there are such a large number of current apparatuses and strategies are accessible for assessing duty and execution of the occupation candidate. These systems are not utilized by the private and state funded colleges of Bangladesh at the season of their enrollment and determination. Along these lines, they can't pass judgment on applicant individual qualities and expert duty which make immense issue in future. One all the more thing like to include here the political impact is high at the enrollment and determination procedure of private and state funded colleges of Bangladesh, which makes snags in effective enlistment and choice procedure. The Board of enrollment and determination advisory group has eagerness to choose a correct individual for the occupation however more often than not it is unrealistic for them to choose ideal individual for these outside impacts.

III. Scope of the Study

- ✓ Try to find out most fruitful recruiting source for university recruitment.
- ✓ To make a survey of writing on standard recruitment source and determination practices.
- ✓ Try to distinguish techniques which are embraced by these two class colleges at the season of enrollment and choice process.
- ✓ This study helps the organization to study the area of problem and suggest ways to improve the recruitment and selection process.

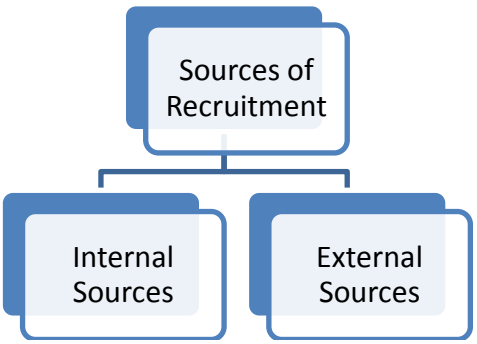
IV. Methodology

The respondents will be selected using non-probability sampling techniques. Five public universities and fifty-five private universities in Bangladesh will be selected for the research. From these sixty universities minimum one hundred interviewees will be interviewed personally. In these one hundred interviewees; thirty-seven interviewees will be from admin stuff, thirty-five interviewees will be from top management part, twenty-five interviewees will be from chairman/head of the department and the three Vice Chancellors of the selected universities. Usually the recruitment and selection process of administrative stuff of the universities are conducted by the admin stuff and top management. Recruitment and selection process of faculty are conducted by the selection committee. In this committee one or more external faculty members are included from any reputed public university. That's why these interviewees are selected for conducting the research, as they part of the recruitment and selection committee of the universities. The interview will take personally to get more realistic and reliable data about recruitment and selection process of different universities. A semi-structured questionnaire will be developed. The questionnaire will be short use of recruitment and selection processes in different part of the organization. A pre-test will be carried out. Based on the pretest the questionnaire will be modified for correct and accurate response from the respondents.

Semi-structured interview schedule will be maintained for primary data collection. Schedule Interview will be conducted to collect primary data. Data is collected from primary sources, has been compiled from qualitative approaches method will be used for depth understanding of the process. And, Analyzing will be count by percentage wise. Furthermore, the Sample Universities website will be the secondary sources of data.

V. Source of Recruitment

There are commonly two types of source.



Internal sources incorporate present workers who get to be possibility for promotions, as well as previous representatives who are accessible for rehires and recalls. Another source for recruiting is external recruitment. Work agencies, temporary help agencies, trade affiliations and unions, schools and universities, walk-in applicants, employee referral projects are the outer sources.

VI. Essentialness of Recruitment and Selection Process

Enlistment is the procedure by which association find and draw in people to fill work opening. Most association has a proceeding with need to select new representatives to supplant the people who leave or are advanced, to procure new abilities, and to allow association development. Enlistment takes after HR arranging and runs hand with the choice procedure by which associations assess the reasonable possibility for different employments. All through the enlistment procedure, the association endeavors to "offer itself" to the all the more encouraging competitors that is, to persuade them that the association is a decent work

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environment and that it offer what they need in the both unmistakable and impalpable prizes. In the globalization time, there is a more noteworthy need to enroll quality stuff in the association to stay focused in the business sector. Bangladesh turns into a piece of it. In this aggressive period associations need to give quality item and administrations. It is the HR of the association who give quality item and administrations. If there should arise an occurrence of administration it is more basic. In administrations direct human collaboration is required. If there should be an occurrence of colleges they give larger amount instruction to the understudy which is one sort of administration. Training is the main administration through which a man's life can be changed. In this way, it assumes a basic part in human life. A college can't give quality instruction to its understudies without proficient and compelling workforce. Compelling and productive workforce will be secure by the college through effective enrollment and determination process. Enrollment and choice procedure help the association select individuals at the correct time with right abilities. On the off chance that an association enlists a man who is not reasonable for the specific occupation, he will be a weight for the organization in a long run and may make heaps of emergencies for the association. It is essential to utilize the right individuals to every position inside an association. Without the right ability set and/or demeanor, a representative can rapidly exact harm upon an organization's turnover, notoriety, or both. The impact of a seriously chose representative versus a decent worker is very significant and can cost or spare cash and time, making it essential that enrollment choice procedure is done accurately the first run through. On the off chance that the enrollment and determination procedure is done legitimately an organization can choose best competitors with most noteworthy benefits and in future he/she will be resources for the organization.

VII. Response

Rate out of 100 questionnaires, 20 responses were reply through initial mailing, 30 responses feedback were taken though the follow-up procedure. And 30 responses were received after personal visiting. The overall response rate for the study was 80 percent.

VIII. Finding and Discussion

Do you guarantee that open entryways don't stay open for long period of time?

On the off chance that an opportunities is open for a long stretch time, the work heap of the particular occupation is weight for the current representatives which will lessen their work execution in a long run. In my study, 90% of the responded agreed that the opportunities were not open for long stretch of time.

Do you have skillful general information of HR recruitment process and arrangements?

If a university management has possess a good overall knowledge of recruitment and selection process that means the right skill of people is available in right place of the organization at right time for serving the organization. The aftereffect of the study was 68% of the firmly concurred and concurred level. The responded conviction that they have legitimate learning of it.

One having the authority to choose, comprehensive employment detail and set of working responsibilities, accessibility of adequate number of candidates is the essentials to make the choice technique fruitful.

Normally work related essential information is incorporated into expected set of responsibilities which is valuable to publicize a particular employment and draw in a pool of ability for enlistment and choice methodology. Work determination is a composed articulation of instruction capability, particular qualities, level of experience, physical wellness required to play out work obligations required in an occupation. Through a legitimate occupation detail a hopefuls see effectively that whether they ought to apply for the specific employment or not. On the off chance that university relegate power can choose extensive employment determination and set of working responsibilities, they can pull in right pool of adequate competitors for make the choice technique effective. The reacted was concurred around 64%.

A person's character more vital if contrasted with their work aptitudes, with regards to being a decent representative in your universities.

Character is a good and moral quality of a man. On the off chance that a man has a decent character that means moral and good estimation of this individual is solid. It is accept effectively that the individual won't do any unscrupulous thing with association. Normally well form character individual has a decent notoriety in the social orders which bring another preferred standpoint for the association. The support was 51%.

Do you satisfied with your university's recruitment process?

The 63% of respondent thinking like that, we have good recruitment process for our university. We trust that the nature of any staffing administration is measured through the demonstrable skill and execution of its applicants, so we have a thorough screening process. To start with, we measure the measure of obligation that hopefuls take in their expert appearance, work experience, field learning, also their vitality level, identity, and state of mind. This is done through an underlying telephone meeting, up close and personal meeting, PC aptitude assessment, and by affirming work livelihood qualification and checking any references, degrees and accreditations. Still we are thinking about development of recruitment and selection

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process of our university. Sometimes, we are getting unskilled faculties and staffs. Always, we tried to get excellent employee but after the recruitment we get upset sometimes. That is why, there are few question about our recruitment and selection process.

An effective recruitment and selection can minimize university cost.

Recruitment and selection is an expensive and vital part of any business achievement. At the point when a man is enrolled he/she needs to require some preparation and time to conform with the occupation, if properly treat with him/her, he/she bring great result as well as tend to stay long with the association. For an illustration a designer plan a configuration for the association and he leave the sometime recently executing the outline, the association needs to discover another specialist for execute the arrangement and new designer might be re-plan the arrangement which will be excessive for the association. An effective recruitment and selection can minimize university cost; the reacted was concurred with it. The result was 75%.

Recruitment and Selection ought to be done to satisfy the long term objective of the university.

Each university has short and long haul objectives. Association needs to satisfy the short objective for promptly need of the association however in the event that the association needs support for a drawn out stretch of time and need practical development for the association he needs to satisfy the long haul objective. The enlistment and selection is an immoderate procedure for the association, association notoriety, development, and competiveness have to a great extent relied on upon it. When an university able to get best faculty for the university then automatically it's education quality will be high and world-class. In the event that the enrollment and determination procedure is neglect to satisfy the long haul objective of the universities, In future the college development and improvements will likewise decrease. The result was 37%.

Do you ensure that salaries being set are according to the market scenario?

The responded agreed that they ensure competitive level of salaries, so that they can attract large pool of candidates for the job. One of the other major points of this is that if the salaries being set are according to the market scenario the turnover rate is also low. By which organization can achieve long term goal of the business.81% respondents are agreed with that.

Does salary factor attract most of the potential employees than career growth and development?

The 73% respondents are agreed with that. As being part third world develop country financial incentive is much more lucrative than non-financial factors. For survival people need money. So salary factor attract most of the potential employees than career growth and development.

Do you consider the reference check as an integral part of recruitment and selection?

By 91% respondents expressed that through reference check university attempt get brief thought regarding the individual foundation and check whether the individual gives them legitimate data or not. For wellbeing and security of the university must experience the reference check at the season of enrollment and selection.

E-Recruitment is almost new method for Bangladesh. What do you think about E-Recruitment?

The 78% of respondents think that E-Recruitment method can be most popular recruiting method. The emphasis in Internet recruitment lies on attracting candidates in order to assure candidates to apply for accept job offers of an organization. Therefore, universities are prepared to make the software solutions that give them help in data processing and will give results that are convenient for the universities.

During the season of recruitment, do you favor external source more than internal source for your university recruitment?

More than 50% respondents explained that an organization can do its recruitment and selection by external source or internal source. It is based on the organization philosophy and ideology. Internal recruitment is less costly that external recruitment and selection. But through external recruitment sources organization get new and fresh idea. Based on the situation organization relies on external source rather than internal source. In case private and public university of Bangladesh, they are relies on external source rather than internal sources.

The research results indicate that most of the responded was agreed with the development and necessity of recruitment and selection process, as it is integrated part of the organizations' long term growth. As a part of third world developed country the literately rate was not that much high and the era of the private university is just start in early nineties. So, the university has the understanding of the process but the implication is slow. But the scenario is improving day by day. In case of public and private universities both have the knowledge of recruitment and selection process but not in depth level like the developed country. In this globalization era they will understand have to understand the process in depth level for surviving.

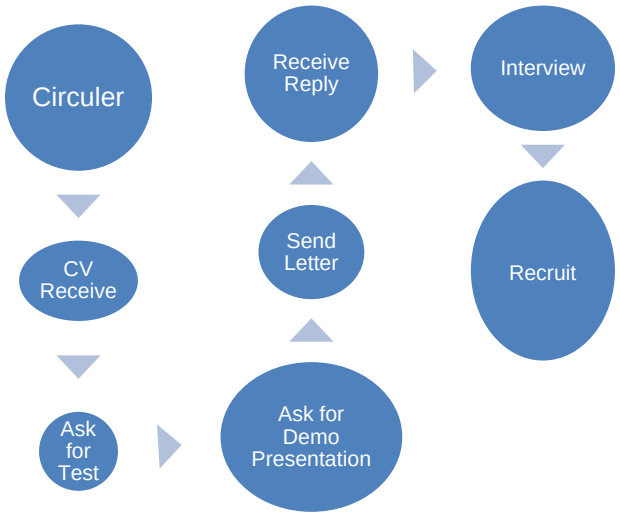
IX. Implication

The private and public universities should recognize that the types of recruitment and selection technique they utilize to select the correct employees for the jobs are critical for their success. The misuse of any

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process may be costly for them in future. If the employee fined them not fit for the jobs will be de-motivated and which lead the university to undesirable goal. When an university able to get best faculties, the education quality will be high which will be the best reason for achieve university's goal. That is why; university should utilize the best recruitment sources and selection process. There are lots of recruitment methods. But, most new and effective method is E-recruitment. Same thing indicated by Holm (2010), E-Recruitment can lead to a more effective recruitment procedure, because recruiters are able to perform their recruitment tasks more efficiently and have a noticeable effect on the overall recruitment process.

Recruitment Process of University



The enlistment and selection is an immoderate procedure for the association, association notoriety, development, and competiveness have to a great extent relied on upon it. So, when making the final hiring decision is making, the university should look the potential candidate whose qualification, education, characteristics, work related values and moral are fit for the require position. Because University is a educational institution which building the future nation for the country. If a wrong person is hired, he/she will not only hamper the university growth or reputation, country will suffer a lot. In other word recruitment and selection should be the integrated part of university success.

X. Conclusion

Employee is important asset for any association/foundation whether it private or public. The paper tries to discover the arrangement of enrollment and selection procedure of open and private university of Bangladesh. The paper introduces the significance of reasonable, worthy and right enrollment and selection procedure. Here it can be specified that, to accomplish manageable development of the universities are rely on upon the noteworthy enlistment and choice procedure. It won't just bring the inside development additionally make a decent brand name of the university in the general public. Through a fruitful enlistment and determination prepare a manageable development of the university can guarantee.

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