

A Study on Talent Acquisition and HR Practices

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ABSTRACT

This study evaluates the impact of talent acquisition, onboarding processes, and HR practices on employee satisfaction and awareness. It examines how effectively HR supports employees during recruitment and onboarding, their understanding of HR policies, and overall satisfaction with these processes. Using surveys and interviews, the research highlights that clear communication, structured onboarding, and accessible HR policies significantly enhance employee engagement, satisfaction, and retention. Conversely, communication gaps or inadequate support reduce satisfaction and lead to misunderstandings. The findings underscore the need for proactive HR strategies, transparent communication, and regular policy reviews to foster a supportive work environment and improve organizational performance.

INTRODUCTION

In the modern business landscape, people are organizations' most valuable assets, driving innovation, productivity, and growth. Talent acquisition and HR practices have transitioned from traditional administrative roles to strategic, data-driven approaches aligned with business objectives. As companies compete for top talent, they face challenges such as technological advancements, diverse workforce expectations, and globalization.

This study examines key factors and emerging trends in talent acquisition and HR policies to understand their impact on organizational success. It focuses on:

1. **Talent Acquisition:** Evaluating traditional and modern recruitment methods like digital platforms, AI-driven assessments, and social media, with an emphasis on their effectiveness and candidate experience.
2. **Onboarding:** Investigating how effective onboarding enhances engagement, productivity, and retention.
3. **Performance Management:** Exploring strategies for continuous employee development, feedback, and training to build high-performing teams.
4. **Diversity, Equity, and Inclusion (DEI):** Analyzing the impact of inclusive policies on innovation, retention, and organizational culture.
5. **Employee Retention and Engagement:** Examining HR practices to foster motivation, job satisfaction, and lower turnover.
6. **Emerging Trends:** Studying the adoption of flexible work, AI, and digital tools to meet evolving workforce needs and improve efficiency.

Objectives:

- Assess employee satisfaction with talent acquisition and onboarding processes.
- Evaluate awareness and accessibility of organizational policies and benefits among employees.
- Measure employee satisfaction with overall HR and employee relations functions.

This research aims to provide actionable insights for developing HR strategies that align with organizational goals and foster sustainable growth.

LITERATURE REVIEW

The literature explores various dimensions of talent acquisition and management strategies across industries. **Mohan Parthasarathy and Sameer Pingle (2014)** emphasize the growing importance of global talent acquisition strategies to sustain competitive advantage, highlighting a qualitative approach to understanding these practices. **Mathew J. Manimala and Abhishek Bhati (2011)** focus on innovative HR strategies in social enterprises, such as aligning values, creating employee ownership, and leveraging serene work environments to attract and retain talent. **Suvarna R. Pise and Shobha B. Jambhulkar (2018)** outline HRM's multifaceted role, including staffing, training, performance management, and aligning practices with organizational objectives. **S. Prabakar and S. Prabakar (2023)** discuss HRM's pivotal role in healthcare, emphasizing technology integration, regulatory compliance, employee well-being, and career development to attract and retain specialized talent. **Mohammed Pasha Shaik (2021)** highlights the evolving nature of talent acquisition in a dynamic corporate landscape, stressing the role of HR in identifying, attracting, and onboarding skilled professionals. Lastly, **Tawfeeq Al-Halal Abu (2017)** examines talent management challenges in the oil and gas sector during downturns, focusing on manpower planning and retaining key talent amid cost optimization efforts. These studies collectively underscore the importance of innovative, adaptable, and industry-specific HR strategies to address the complexities of talent acquisition and management.

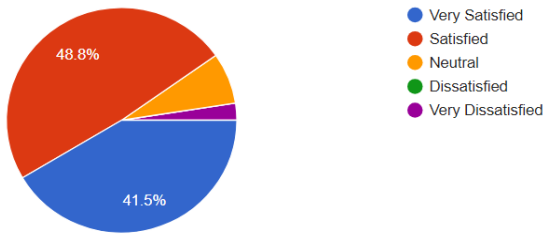
RESEARCH METHODOLOGY

This study adopts a descriptive research design, integrating both quantitative and qualitative methods to comprehensively address the research objectives. Primary data was collected using structured questionnaires distributed to a purposive sample of 100 respondents selected through non-probability sampling. Secondary data was also utilized, referencing textbooks and journals to enhance the study's conceptual framework. Data analysis involved organizing responses into fifteen tables and interpreting the results to describe, explain, and predict the phenomena under investigation. By combining quantitative measures with qualitative insights, the mixed methods approach provides a balanced and thorough understanding, facilitating informed decision-making and laying the groundwork for future research.

DATA ANALYSIS & INTERPRETATION

Q1 .How satisfied were you with the overall recruitment process?

LABEL NAME	PERCENTAGE%
VERY SATISFIED	41.5
SATISFIED	48.8
NEUTRAL	7.3
DISSATISFIED	---
VERY DISSATISFIED	2.4

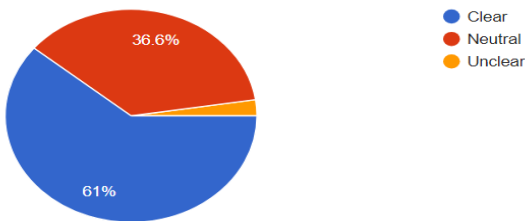


INTERPRETATION :-

As per the graph , 41.5% are very satisfied with the overall Recruitment process , 48.8% are satisfied , 7.3% have given neutral responses and 2.4 % are very dissatisfied .

Q2. How would you rate the clarity of the job description you applied for?

LABEL NAME	PERCENTAGE%
CLEAR	61
NEUTRAL	36.6
UNCLEAR	2.4

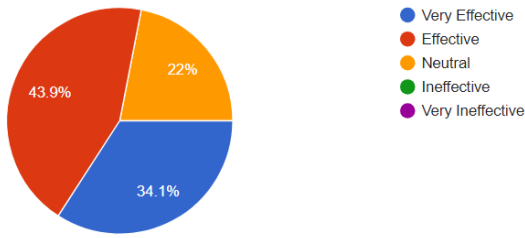


Interpretation :-

As per the above graph , 61% have clarity about their job description , 36.6% have neutral responses and 2.4% are unclear about it

Q3.How effective do you feel the interview process was in assessing your fit for the role ?

LABEL NAME	PERCENTAGE%
VERY EFFECTIVE	34.1
EFFECTIVE	43.9
NEUTRAL	22
INEFFECTIVE	---
VERY INEFFECTIVE	---

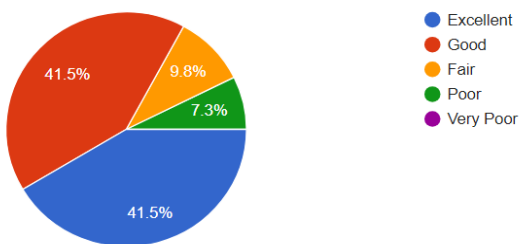


INTERPRETATION :-

As per the above graph , 34.1% find the interview process assessing them fit for the role very effective , 43.9% have find them effective , 22% have felt neutral about it .

Q4. How well did the recruitment team communicate with you throughout the process?

LABEL NAME	PERCENTAGE %
EXCELLENT	41.5
GOOD	41.5
FAIR	9.8
POOR	7.3
VERY POOR	----

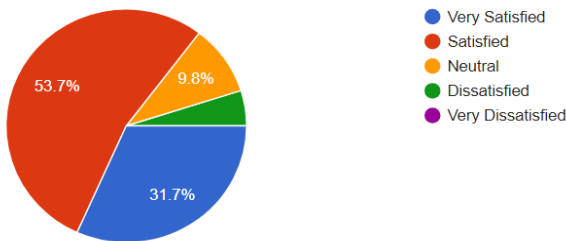


INTERPRETATION :-

As per the graph , 41.5% have felt excellent that the Recruitment team communicate with them very well throughout the process , 41.5% have felt good and 9.8 % have said they are fair about the process and 7.3% have poor experience about them .

Q5. How would you rate your overall onboarding experience ?

LABEL NAME	PERCENTAGE%
VERY SATISFIED	31.7
SATISFIED	53.7
NEUTRAL	9.8
DISSATISFIED	4.3
VERY DISSATISFIED	---

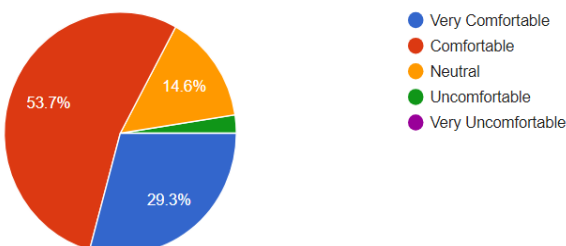


INTERPRETATION :-

As per the above graph , 31.7% are very satisfied with the overall Onboarding Experience , 53.7% are satisfied , 9.8 % are neutral about it , and rest 4.3 % are Dissatisfied .

Q6. How comfortable did you feel asking question or seeking help during your onboarding ?

LABEL NAME	PERCENTAGE %
VERY COMFORTABLE	29.3
COMFORTABLE	53.7
NEUTRAL	14.6
UNCOMFORTABLE	2.4
VERY COMFORTABLE	---

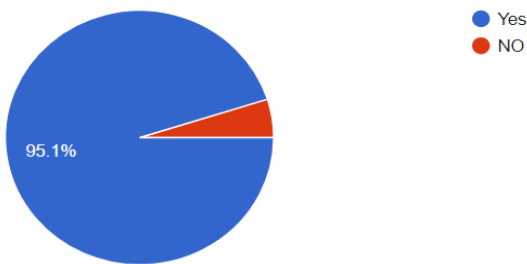


INTERPRETATION :-

As per the graph, 53.7 % are comfortable to seek help or ask question during their Onboarding , 29.3% are very comfortable , 14.6 % are neutral about it and rest 2.4 % are uncomfortable to ask question or seek any help from them .

Q7. Are you aware of the organization’s policies regarding employee benefits(e.g., health insurance ,leave policies)?

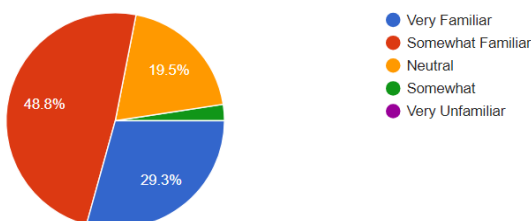
LABEL NAME	PERCENTAGE%
YES	95.1
NO	4.9



INTERPRETATION :-As per the above graph , 95.1% are aware about the organization’s policies regarding employee benefits and rest 4.9 % are not aware about it .

Q8.How familiar are you with the code of conduct and ethical guidelines in the workplaces ?

LABEL NAME	PERCENTAGE%
VERY FAMILIAR	29.3
SOMEWHAT FAMILIAR	48.8
NEUTRAL	19.5
SOMEWHAT	2.4
VERY UNFAMILIAR	---

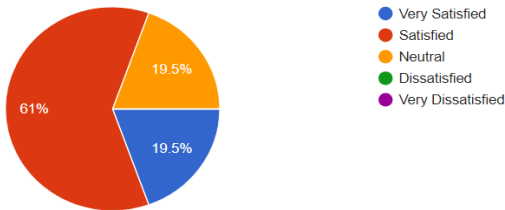


INTERPRETATION :-

As per the above graph , 48.8% are somewhat familiar about the code of conduct and ethical guidelines in the workplace , 29.3% are very familiar , 19.5% are neutral about it and rest 2.4% are somewhat unfamiliar about it.

Q10.How satisfied are you with the overall support provided by HR and ER department?

LABEL NAME	PERCENTAGE%
VERY SATISFIED	19.5
SATISFIED	61
NEUTRAL	19.5
DISSATISFIED	---
VERY DISSATISFIED	---

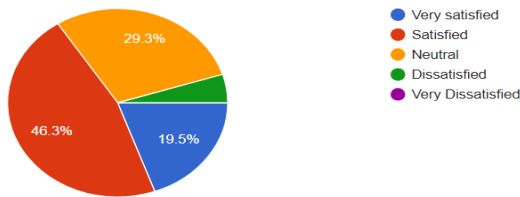


INTERPRETATION :-

As per the above graph , 61% are satisfied with the overall support provided by HR and ER team , 19.5 % are very satisfied and rest 19.5 % are neutral about the support provided by them .

Q11. How well does HR and ER handle employee concerns and grievances?

LABEL NAME	PERCENTAGE%
VERY SATISFIED	19.5
SATISFIED	46.3
NEUTRAL	29.3
DISSATISFIED	4.9
VERY DISSATISFIED	---



INTERPRETATION :-

As per the above graph , 46.3% are satisfied about how ER and HR handle the employee concern and grievances , 19.5 % are very satisfied about it and 29.3% are neutral and rest 4.9% are dissatisfied about how they handle the employee concern and grievances .

CONCLUSION

I have concluded my research by analysing the graph , that the employee of Ultratech Cement Limited are satisfied related to Talent Acquisition and Onboarding Process as well as Experience . they also knows about the organization policies and practices that occur in the organization . and most of the employee are aware about the benefit and they also get the benefit too . and they are satisfied with the overall performance and function of Human Resources and Employee Relation department and they are also satisfied about how they handle employee concern and grievances .

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