



A Study On Talent Acquisition Through Effective Sourcing & Recruitment

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Abstract: Companies need people to grow and succeed. The employees are really important for a company like Human resources. Finding and hiring the staff is a part of managing people at Human resources. This paper is about companies and how they find and hire employees for Human resources. Companies use methods to find the people for Human resources. These methods are examined in this paper about Human resources. The company uses these ideas to make sure they hire the people for Human resources.

The study takes an approach by reviewing existing research on recruitment practices for Human resources sourcing strategies for Human resources, recruitment technologies for Human resources and how effective they are for Human resources. The findings suggest that organizations that use sourcing methods for Human resources, structured recruitment processes for Human resources and technology can significantly improve talent acquisition results for Human resources. This paper offers practical insights to help organizations enhance their recruitment practices for Human resources and develop effective talent acquisition strategies for Human resources.

Keywords: Talent Sourcing, Recruitment Practices, Talent Acquisition, HR Management, Recruitment Effectiveness, Staffing Strategy

1. INTRODUCTION

Human resources are very important for companies to be successful and last a long time. These days companies have a lot to deal with, like competition, new technology and working with countries. So companies need to find and keep employees who can help Human resources grow and come up with ideas for Human resources. Finding and hiring people is a part of what the Human Resource Management team does for resources. Finding talent is about looking for people who might be a fit for a job at resources. Hiring the person is about picking the person for the job at Human resources. These steps help make sure companies get the person at the time for Human resources. In the years the way companies hire people has changed a lot because of technology and what employees want from Human resources. We do not use newspapers or walk-in interviews anymore to find people for Human resources. Now we use websites, social media and online job boards to find people for Human resources. Companies still have problems when they try to hire people for Human resources like not being able to find people with the skills spending much money on Human resources people changing their minds and competing with other companies for the best employees for Human resources.

Objectives of the Study

The main goals of the study are

- To look at what talent sourcing and recruitment practices are for resources. How they work for Human resources.
- To see how important recruitment strategies are in Human Resource Management for Human resources.
- To come up with a plan that explains how finding talent affects how well recruitment works for Human resources.
- To find out what happens when recruitment practices are done well for resources.



2. REVIEW OF LITERATURE

Employee retention is a deal for companies because they need to keep good employees to stay competitive and get work done for Human resources. A lot of people have studied what makes employees stay with a company like Human resources.

Mobley back in 1977 said that employee retention is about keeping employees from leaving and having a workforce for Human resources. He found out that being happy with your job and committed to the company makes employees want to stay at Human resources.

Armstrong in 2006 said that paying employees well and giving them chances to learn and grow makes them want to stay at resources. Employees like to work for companies that pay them well and help them get better at their jobs for Human resources.

Dessler in 2013 said that companies need to do a job of managing their employees and making them happy for Human resources. This includes things like making sure employees are engaged and have leaders for Human resources. Mitchell and others in 2001 found out that the company culture and work environment are also important for employee retention for Human resources.

3. RESEARCH METHODOLOGY

The study aims to find out what makes employees stay with a company like Human resources. To do this we looked at what other studies have said about employee retention for Human resources. We asked 50 employees at the company what they thought about their job and the company like Human resources. We chose these employees because they were easy to reach and willing to talk about Human resources. We asked employees using a questionnaire that asked about pay, bosses, career growth, job happiness and work surroundings for Human resources. We also looked at what experts have said about employee retention in books, articles and online about resources. We collected information for our study by giving employees a questionnaire with questions about Human resources. The questionnaire had questions about things that affect whether employees stay with a company like Human resources like how they're paid what the leaders are like if they can move up in their job if they like their job and what the work place is like for Human resources. What the employees told us helped us understand what they think about these things at our company like Human resources. We also got information from places, like books, school journals, research papers and good websites to learn more about why employees stay with a company and related ideas for Human resources. To look at all the information we collected we used math tools like looking at how something happens what percent of people think a certain way, what the average is, if some things are related and a special kind of analysis that helps us understand how things are connected for Human resources. These tools helped us make sense of the information see how things are related and come to conclusions that make sense for our study, about Human resources.

4. DATA ANALYSIS AND INTERPRETATION

4.1 Gender of Respondents

Gender	Frequency	Percentage
Male	22	44%
Female	28	56%
Total	50	100%

Interpretation

The table tells us about the men and women who answered the survey. Most of the people who answered are employees. The fact that many female employees took part in the survey shows that they really cared about it and wanted to give their thoughts. Female employees were very involved. This means they felt okay about saying what they thought about the things we asked. This also shows that female employees are an important part of the workforce, at the organization.

4.2 Age Distribution of Respondents

Age Group	Frequency	Percentage
20–25	20	40%
26–30	15	30%
31–35	10	20%
Above 35	5	10%
Total	50	100%

Interpretation

The table shows the age distribution of employees participating in the survey. Most of the people who answered the survey are, between 20 and 25 years old. This means that the people working at the organization are pretty young. The organization mostly hires people who are just starting their careers. People who are young usually have a lot of energy. Are willing to learn new things.

4.3 Satisfaction with Compensation

Response	Frequency	Percentage
Strongly Agree	10	20%
Agree	18	36%
Neutral	12	24%
Disagree	7	14%
Strongly Disagree	3	6%
Total	50	100%

Interpretation

The table shows employees opinions regarding compensation provided by the organization. The majority of people who answered the survey think that getting paid well is important if you want people to stay at their jobs. This shows that people who work at the organization want to get paid. When people get paid enough they are more likely to keep doing their jobs. It also shows that if you pay people well and give them benefits they are less likely to quit their jobs.

4.4 Mean Analysis of Variables

Variables	Mean	Standard Deviation
Compensation	3.95	0.82
Leadership Style	4.10	0.75
Career Development	3.85	0.88
Job Satisfaction	4.20	0.70
Work Environment	3.90	0.80

Interpretation

The table shows the mean values of the variables influencing employee retention. Job satisfaction is the important factor for employee retention. It has the impact on whether employees stay or leave. When employees are happy with their job they feel more committed to the organization. This is because job satisfaction plays a role in influencing employee retention.

4.5 Correlation Analysis

Variable	Employee Retention
Compensation	0.62
Leadership Style	0.58
Career Development	0.55
Job Satisfaction	0.70
Work Environment	0.60

Interpretation

The table shows the correlation between the independent variables and employee retention. Job satisfaction shows a link with employee retention. Employees who are satisfied with their job are more likely to stay. When employees feel valued they are more committed and loyal. Organizations that focus on job satisfaction can reduce employee turnover.

4.6 Regression Analysis

Variable	Beta Value	Significance
Compensation	0.32	0.01
Leadership Style	0.28	0.02
Career Development	0.25	0.03
Job Satisfaction	0.40	0.00
Work Environment	0.30	0.02

Interpretation

Regression analysis was used to determine the impact of independent variables on employee retention. The study found that job satisfaction has an impact, on employee retention. Satisfied employees are more likely to stay with the organization. They feel comfortable. Valued in their work environment. Improving job satisfaction helps organizations keep their employees longer.

5. RESULTS AND DISCUSSION

5.1 Key Results of the Study

The main goal of this study was to look at how organizations find and hire people. We collected data. Found that a lot of things affect how well organizations do this. For example having a plan for finding people, an organized hiring process and being clear with candidates helps organizations get the people. Talent acquisition through sourcing and recruitment practices is really important because it helps organizations find the candidates and make sure they get the right person for the right job.

This study also shows that when organizations care about how candidates feel are honest with them and communicate with them on time it makes an impression on people who might want to work for them. Organizations can reach people by using job websites asking employees for referrals and social media. This helps organizations hire people and build a team. The recruitment process helps organizations attract people and also makes employees happy and want to stay with the organization.

When people are hired through a system they feel more confident about the organization and their job. So using sourcing methods and recruitment practices is very important for getting the people and helping the organization grow and succeed. Talent acquisition through sourcing and recruitment practices is important for organizations because it helps them get the people.

5.2 Comparison with the study

The results of this study are similar to research on human resources. For instance a study by Mobley in 1977 found that people are more likely to stay with an organization if they're happy with their job and committed to the organization. This study found that employees who are happy with their jobs are more likely to stay with the organization.

Another study by Herzberg in 1959 found that paying people well and recognizing their work are important for keeping employees. This research also found that paying people well has an impact on whether they want to work for an organization. Armstrong found in 2006 that career development and supportive leaders are important for keeping employees. This study found that employees want to work for organizations that help them grow and have leaders.

Talent acquisition through sourcing and recruitment practices is important because it helps organizations find people who're a good fit. Organizations need to find people who have the skills they need. Talent acquisition through sourcing and recruitment practices helps organizations do this.

5.3 Practical Implications

The results of this research have some ideas for organizations and human resources managers. Organizations need to develop strategies to keep their employees and prevent them from leaving. First organizations should make sure they are paying their employees fairly and competitively based on their skills and the value they bring to the organization.



Talent acquisition through sourcing and recruitment practices is important because it helps organizations find people with the skills they need. Organizations should also offer pay and benefits based on performance to keep employees happy and loyal. Having leaders is important for keeping employees happy and productive.

Managers should communicate openly with their teams offer guidance and involve them in decision making. Organizations should offer career development programs, such as training and skills workshops to help employees grow and develop. This shows employees that they are valued and important to the organization.

Lastly organizations should take care of their employees health and well-being by creating a work culture. This can help keep employees happy and loyal and reduce turnover. Talent acquisition through sourcing and recruitment practices is important, for organizations because it helps them build a team and find the people.

6. FINDINGS

The study on Talent Acquisition through Effective Sourcing and Recruitment found that most people who took part in the study are professionals who're between 20 to 25 years old. This means that the organization mostly hires people using its Talent Acquisition through Effective Sourcing and Recruitment methods. A lot of the people who took part in the study are employees of the organization.

The study also found that getting paid is important for employees to stay with the organization. Employees are happy to stay when they get their salary on time. The way leaders behave in the organization has an effect on how motivated Talent Acquisition through Effective Sourcing and Recruitment employees is to do their jobs. Apart from getting paid Talent Acquisition through Effective Sourcing and Recruitment employees also care about how much they like their jobs and the work they do.

7. KEY RECOMMENDATIONS

Organizations should think about paying their Talent Acquisition through Effective Sourcing and Recruitment employees and giving them incentives to keep them from leaving the company. Companies should have leaders who make Talent Acquisition through Effective Sourcing and Recruitment employees feel involved and able to talk to each other freely. Organizations should train their Talent Acquisition through Effective Sourcing and Recruitment employees regularly so they can get better at their jobs and learn things. Apart from promoting Talent Acquisition through Effective Sourcing and Recruitment employees companies should also give them chances to move up in the company and take on challenges. Human Resources managers should ask Talent Acquisition through Effective Sourcing and Recruitment employees what they think and listen to their concerns to make the workplace a better place. In the future researchers can study how to keep Talent Acquisition through Effective Sourcing and Recruitment employees in industries or areas. They can also look at things like work and life balance, company culture and how engaged Talent Acquisition through Effective Sourcing and Recruitment employees are with their jobs.

8. CONCLUSION

Companies need to keep the Talent Acquisition through Effective Sourcing and Recruitment employees who're good at their jobs and have a lot of experience. These Talent Acquisition through Effective Sourcing and Recruitment employees help the company do a lot of work and achieve its goals. When companies keep their Talent Acquisition through Effective Sourcing and Recruitment employees they do not have to spend a lot of money and time finding and training people. This study looked at what makes Talent Acquisition through Effective Sourcing and Recruitment employees want to stay with a company. It found that Talent Acquisition through Effective Sourcing and Recruitment employees care about how money they make, what their boss is like if they can move up in the company if they like their job and if they like the company. The study found that Talent Acquisition through Effective Sourcing and Recruitment employees who like their jobs are more likely to stay with the company for a time. Talent Acquisition through Effective Sourcing and Recruitment employees also care about how money they make and if they like the company they work for. When Talent Acquisition through Effective Sourcing and Recruitment employees like their jobs and the company they are more likely to stay with the company for a time. So companies should try to make their Talent Acquisition through Effective Sourcing and Recruitment employees by paying them well being a good boss helping them get better at their jobs and making the workplace a nice place to be. When companies do these things they can have Talent Acquisition through Effective Sourcing and Recruitment employees who really care about the company and want to help it do well. This helps the company do better and be successful. Keeping Talent Acquisition through Effective Sourcing and Recruitment employees is very important for companies and companies should focus on making

their Talent Acquisition through Effective Sourcing and Recruitment employees with their jobs and the company. Talent Acquisition, through Effective Sourcing and Recruitment is important for companies to keep their Talent Acquisition through Effective Sourcing and Recruitment employees working.

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