

# **THE RECRUITMENT AND EFFECT TO THE PROJET PERFORMANCE**

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I hereby declare that I have checked this thesis and in my opinion, this thesis is adequate in terms of scope and quality of award of the degree of bachelor of project management.

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I hereby declare that the work in this project is my own except for quotations and summaries which have been duly acknowledged. The project has not been accepted for any degree and is not concurrently submitted for award of others degree.

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## ABSTRACT

This research was carried out to study the recruitment and effect to the project performance. Recruitment is the process of generating a pool of capable people to apply for employment or the process of attracting, evaluating, and hiring employees in an organization. There are four elements of recruitment that investigate in this study, there is a screening process, test sessions, interview and induction program. While, an element that used to measure performance is the schedule and budget and quality deliverables. The quantitative data collection method and simple random sampling technique had been used. The target population was human resource manager and financial officer that has a background in construction. The number of samples in this research is taken according to Krejcie & Morgan table. The number of population is 86. Thus, the number of samples of this research will be 71. The questionnaire based survey was used and 80 sets of questionnaires were distributed to respondents. Questionnaires analyzed by SPSS. Correlation test will be used to investigate the relationship between two variable and mean score analysis to know which element of recruitment should emphasized.

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.0 INTRODUCTION**

Recruitment is a human asset process whereby an association, proactively searches out candidates to fill work opportunities. Recruiting is proposed to build the amount and nature of the uses for a position to enhance the probabilities of getting a continuous fit for the occupation. The procedure starts when the essential to fill a position is perceived and it closes with the receipt of a resume and application finished shapes. The outcome is a pool of skillful employment seekers from which the best individual necessities relating the occupation can be picked. The perspectives of Montana and Charnov (2000) that the system of recruitment as tempting, screening, and selecting qualified individuals for a vocation, directly affects the execution.

Recruitment is a first step to determine successful project performance, human resource department need to avoid the mistakes in the recruitment process. Many employers faced difficulties result from hiring the wrong person for the job (Michele O'Donnell, 2014). So it is significant initial part for companies to hire the right people with the right skills and the right time. The recruitment process has four elements. Firstly, pre-recruitment that involves with developing a job description, creates eligibility criteria and advertising. The second element is classifying the most suitable applicants, including screening and shortlisting. The next element is assessed, this key element contains interviews, testing and reference checking or voting. Post recruitment is the last key

element of the recruitment process including induction programs and training. So, the applicants must go through the process before someone will recruit to the company.

This study emphasizes on the construction company area of Kuantan, Pahang. This chapter will cover the introduction, problem statement of the study, research objective, research question, scope and limitation of study and significant of study.

## **1.1 PROBLEM STATEMENT**

Recruitment is the key to drive any company to the successful level. Recruitment will impact directly to the project performance. It is clear that the source through which a representative was recruited is firmly identified with consequent task execution, absenteeism and turnover (Breugh, 1981). The expense of recruiting and procuring another representative has risen 75% in the previous five years, and there are expenses to terminating as well, says Craig Aberie, CEO of MicroBiz

Absenteeism and turnover is a serious problem for business today. Generally, turnover expense is assessed at around 33% of a yearly pay, Putting the right individual in the right employment expense is proficient. Turnover is characterized as workers leaving their associations and workplace because of whatever reasons. The researcher has their own understanding and they are stated that turnover has a two types, there is voluntary and involuntary turnover As per Shaw, Delery, Jenkins, and Gupta (2001), treating stops purposeful turnover, release or voluntary turnover, and involuntary turnover as synonymous disregards the especially distinctive analyses and impacts of those issues. While, absenteeism is a an outstanding among the most widely recognized and disappointing issues confronted by businesses. All businesses perceive that sometimes unlucky deficiencies are unavoidable, poor participation by representatives can influence all that really matters by adversely affecting profitability, work quality assurance and project performance. Porter and Steers (1973) stated that turnover is a very decisive act which will have possibly serious impact on organizations. Various organizations are thinking that it's all the more difficult to hold laborers as the economy and employment

business sector advances. The society was changing employment where basic worker to change occupations at regular intervals, instead of works with one organization all through one's business life, this situation will increase the cost of the company in term of hiring people for the vacancy. Turnover costs for many organizations are very high and can significantly affect the financial performance of an organization. As Mercer (1988) states, the most direct, cost-effective way to decrease turnover is probably to use valid, reliable worker selection tests that pinpoint which candidates fit the model of long term and effective employee.

This indicates that both absenteeism and employee turnover can be reduced by using an effective recruitment strategy, that ensures that the employee is compatible with their duty. According to Bonn (1992) companies should pay more attention to recruitment to acquire human resources that have a higher change of being and staying successful in an organization. The Company should hire the right people and continue to develop their careers mean that gives them a proper training as necessary will go a long way toward ensuring employee loyalty and retention. The research previously done on the correlation between absenteeism, employee turnover and recruitment approaches as well as on the financial effects of these factors indicate that investment in recruitment is one of the most effective ways to decrease the costs of absenteeism and turnover.

## **1.2 RESEARCH OBJECTIVE**

The aim of this research is to:

1. To identify the element of recruitment and project performance.
2. To identify the relationship between recruitment and project performance.