Investigating Process of Recruitment, a Survey in Medical Science University of Shiraz

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Abstract: By the increase in competition, ease of access to the information and changes in organizations in the third millennium, various organization sections including human resources are affected. Human resources management is the human resources absorption, maintenance and improvement to reach the objectives. Employing enough and qualified employees in organizations is a complicated process. Jobs must be analyzed, qualified employees must be identified (primary identification) and promoted for requesting jobs (absorption) and the prospective potential employees should be ultimately selected. The following research tries to study the process of recruitment condition and propose (explain or design) a sufficient model. This research is of descriptive-survey and applied type. The statistical society to this research includes all general practitioners who have been employed by Shiraz public hospitals during 2002. The main hypothesis to this study include reassessing the process of recruitment efficiency and the three sub-hypotheses include assessing the primary identification, absorption and selection aspects. Results suggest that the main hypothesis and two sub-hypotheses of absorption and selection are refuted at 95%; that is, from the employed individuals' points of view, the process of recruitment is lower than the average level and is not conducted efficiently. The employment hypothesis is approved at 95%; that is, from the employed individuals' points of view, the employment primary identification is higher than the average and is conducted efficiently. It implies that the University of Medical Sciences is at a good level of notifications.

Introduction

Since all organizations and companies (either private or state-run) need efficient human resources for survival, one of the most significant concerns for the organizations is selecting efficient human resources for organizational activities. Obviously, selecting suitable staff for each job is helpful to the organization and choosing wrong personnel could waste time and expand the expenses. Hence, the following research is applicable in organizations and companies for finding suitable personnel.

Statement of Problem and Research Objectives

By the increase in competition, ease of access to the information and changes in organizations in the third millennium, various organization sections including human resources are affected. Employment managers in successful organizations believe that in achieving their goals, humans are the most valuable resources for the organization, especially those humans who are suitable for the position they obtain in the organization. (Esbati and Asqari, 2003) Attitudes toward healthcare must change. Healthcare is not a service provider section only, but it is a service-economic section and since it affects other social aspects, it needs to be viewed that way. Considering that the main indices in human development are health, treatment and education, sustainable development requires creating a healthy society. (Samgiss, 2004) Employees in medical system are among the fundamental human resources members in providing services. Bearing in mindthat the unique characteristics for jobs such as medical groups' jobs in health, that affects the most vital human life aspect, considering planning and foresight in this field seems to be of a great significance.

The main objective to the following research is to identify the correct stages in personnel process of recruitments (finding staff, absorption and selection) for organizations in employing efficient personnel.

Concepts

Currently, human resources and preserving them in all fields are among the development features in any country. (Harrison, 1997) Finding suitable and qualified personnel, usually, is among the main issues in human resources management. (Seyedjavdin and Heydari, 2004)

Finding staff (initial identification): is to preserve personnel activities and performance by organizations with aninitial objectives of identification and absorbing potential personnel (Hedley Melwee, 2003) and includes all

organizational decisions which either affect the number or personnel type who register for filling a position in an organization (Abbaspur, 2005); that is, planning activities for absorbing quality and quantity of personnel for filling an empty office position. (Robinson, 2007)

Absorption: is the second step in finding human resources and it includes processes which attracts the employed personnel for the organization. Absorption process is finished when most of the professional and committed personnel who were identified in the initial identification register for being employed in the organization. Obviously, the higher the registered applicants for getting the job in the organization are, the higher the chance for selecting employees are. (Abtahi, 2010)

Selection: is the planning for activities in selection the best choices in employment (Hargardien, 2002; Groul, 2011) It also refers to the identification and evaluation of applicants based on probable determined objectives between job and individual. (Shart, 2011) It includes certain steps in decision-making in selection and employment of the best employees among available applicants which begins by the applicants request and end by the decisions for employment. (Jazni, 2001) The higher the number of applicants for filling the position is, the better and more correct the selection could be. (Dabis, 2010) This step is considered as the main factor in success of a unit or even an organization.

Research Framework

The following research tries to study the process of recruitment among general practitioners in Shiraz University of Medical Sciences. By combining Abtahi (2010), Jazni (1999), Sa'adat (2004) and 'Abbaspur (2005) and based on a combination these sources, which have the highest overlap, three variables of initial identification, absorption and selection are selected. Hence, the process of recruitment has three aspects of initial identification, absorption and selection.

Research Model

According to the aforementioned theoretical framework, a conceptual model was designed. Using the research supervisor and observer, in this model which could be observed later, efforts were made to mix the indices which have relatively close definitions and redundant indices to be omitted. Considering the relation between absorption and efficiency (satisfaction) and demographic variables have been studied, the conceptual model was designed as the following.
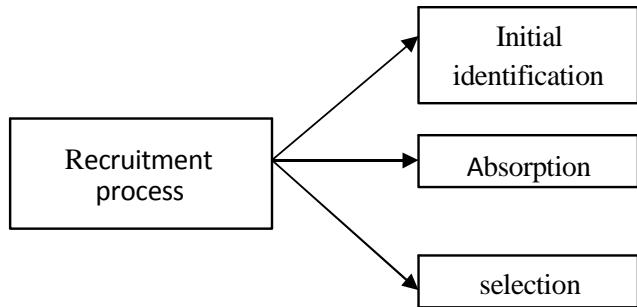

Diagram to the Research Conceptual Model

Methodology and Statistical Society

This research is of descriptive-survey and applied type. The statistical society to this research includes all general practitioners who have been employed by Shiraz public hospitals during 2002.

Research Findings
Hypotheses Test

The best part to the scientific and applied researches is the hypotheses test. It tests the researcher hypotheses to verify them. Since the statistical methods are used in this research, the mean to the responses is important. Hence, using tests which could verify the mean could be of assistance. To achieve this, T-test was used to compare the responses mean with constant value of 3 (the average limit for Likert Scale, which was used in the questionnaire).

Main Hypothesis Test

Main Hypothesis: The process of recruitment in Shiraz University of Medical Sciences is efficient.

$H_1 = \mu > 3 \rightarrow H_1 > 3$

$H_0 = \mu \leq 3 \rightarrow H_0 \leq 3$

Since the present condition and the optimal condition test in total participants are normal, T-test was used:

Table 1: Mean, Standard Deviation and T-test for Present Condition in All Participants

	Mean	s.d	T-test	df	Sig(2-tail)
Total Participants	2.75	0.608	3.62	79	0.001
Criterion	3	-			

Since the total mean is equal to 2.75 and it is lesser than the criterion 3, the hypothesis is refuted at 95%; that is, from the absorbed personnel view, the process of recruitment is lesser than the average level and it is not carried out efficiently.

Sub-Hypotheses Test

First Sub-Hypothesis: Initial identification process is efficiently done in Shiraz University of Medical Sciences.

$H_1 = \mu > 3 \rightarrow H_1 > 3$

$H_0 = \mu \leq 3 \rightarrow H_0 \leq 3$

Since the resources present condition and optimal condition test is abnormal, instead of T-test, Kolmogorov-Smirnov test was used.

Table 2: Mean and Standard Deviation for Present Condition in Absorption Processes

	Numerical Mean	Mean Rank	s.d	df	Sig(2-tail)
Initial identification	3.49	1.71	29.509	1	0.000
Criterion	3.0	1.29			

Since the mean to resources is equal to 3.49 and it is higher than the criterion 3, the hypothesis is approved at 95%; that is, from the absorbed personnel view, the initial identification process is higher than the average level and it is carried out efficiently; that is, the present condition in Shiraz University of Medical Sciences in notification process is relatively at a desirable level.

Second Sub-Hypothesis: The absorption process in Shiraz University of Medical Sciences is efficient.

$H_1 = \mu > 3 \rightarrow H_1 > 3$

$H_0 = \mu \leq 3 \rightarrow H_0 \leq 3$

Since the present condition and the optimal condition test in absorption processes are normal, T-test was used:

Table 3: Mean, Standard Deviation and T-test for Present Condition in Absorption Process

	Mean	s.d	T-test	df	Sig(2-tail)
absorption	2.10	0.763	11.066	89	0.000
Criterion	3.0	-			

Since the absorption mean is equal to 2.1072 and it is lesser than the criterion 3, the hypothesis is refuted at 95%; that is, from the absorbed personnel view, the absorption in process of recruitment is lesser than the average level and it is not carried out efficiently.

Third Sub-Hypothesis: The absorption process in Shiraz University of Medical Sciences is efficient.

$H_1 = \mu > 3 \rightarrow H_1 > 3$

$H_0 = \mu \leq 3 \rightarrow H_0 \leq 3$

Since the present condition and the optimal condition test in absorption processes are normal, T-test was used:

Table 4: Mean, Standard Deviation and T-test for Present Condition in Absorption Process

	Mean	s.d	T-test	df	Sig(2-tail)
selection	2.67	0.72	4.923	115	0.000
Criterion	3.0	-			

Since the absorption mean is equal to 2.1072 and it is lesser than the criterion 3, the hypothesis is refuted at 95%; that is, from the absorbed personnel view, the absorption in process of recruitment is lesser than the average level and it is not carried out efficiently.

Discussion, Conclusion and Suggestions

Main Hypothesis: As it was observed, the process of recruitment is not efficient in Shiraz University of Medical Sciences; that is, from the absorbed personnel view, this process is lower than the average. An organization could reach its success and strategic objectives when the personnel whom it employs obtain enough capacity and skills to complete their duty. Hence, the process of recruitment plays a great role in ease of organizations' success. Proper identification of process of recruitment for organizations is of essence and organizations must improve this process.

First Sub-Hypothesis: As it was observed before, the general practitioners' initial identification process in Shiraz University of Medical Sciences is efficient; that is, from the absorbed personnel view, the initial identification process is higher than the average level and it is carried out efficiently; that is, the present condition in Shiraz University of Medical Sciences in notification process is relatively at a desirable level. Employment includes all organizational decisions and activities which are effective in absorbing individuals and factors which affect the process of recruitment, such as organization, job type, environment, technology and utilized tools. Organizations must improve this process by using proper resources and tools.

Second Sub-Hypothesis: As it was observed before, the general practitioners' absorption process in Shiraz University of Medical Sciences is not efficient and therefore, from the absorbed personnel view, this process is lower than the average level. Organizations' failure or success is directly related to the human resources absorption and preservation. In most organizations, there is information in absorption process which is not used. Using such information, organizations must efficiently absorb the needed human resource. Improvement in this process and absorbing efficient and skilled individuals could help the organization with reaching its objectives.

Third Sub-Hypothesis: As it was observed before, the general practitioners' selection process in Shiraz University of Medical Sciences is not efficient and therefore, from the absorbed personnel view, this process is lower than the average level. Selection includes the processes of matching individuals and their conditions for an organizational job. Organization's success is highly dependent on using professional and motivated human resources hence, using a proper selection process and carrying out its steps, helps the organization with selecting suitable individuals.

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