



International Journal of Engineering Research and Science & Technology

www.ijerst.org

ISSN : 2319-5991

Vol. 21 No. 3 (1) 2025



ijerst.editor@gmail.com
editor@ijerst.com

Research Paper

STAFFING” CARRIED OUT AT LAKSHMI HYUNDAI LIMITED - PLG

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Abstract

Staffing is one of the most critical functions of human resource management as it ensures that the right people are recruited, placed, and retained to achieve organizational goals. This study on “Staffing carried out at Lakshmi Hyundai Limited – PLG” focuses on analyzing the recruitment, selection, training, and retention strategies adopted by the company to maintain a skilled workforce in the competitive automobile sector. The research explores the methods of manpower planning, sources of recruitment, selection techniques, and employee orientation practices followed at Lakshmi Hyundai Limited. It also highlights the challenges faced in filling technical and non-technical positions, the effectiveness of employee engagement activities, and the alignment of staffing practices with organizational productivity. Data was collected through interviews with HR personnel, surveys among employees, and observation of staffing procedures. The findings reveal that systematic staffing practices not only improve operational efficiency but also enhance employee satisfaction and reduce attrition. This project emphasizes the importance of staffing as a continuous process in sustaining organizational growth, particularly in the highly dynamic automobile industry.

Received: 12-7-2025

Accepted: 19-8-2025

Published: 26-8-2025

INTRODUCTION

The ability to address, control, or manage an institution is highly valued in

management education, particularly for

jobs that call for a narrow skill set.

These jobs could be in management,

trade, public structure, or manufacturing. Such education requires a strong knowledge of business, sociology, and national and international advocacy in addition to a thorough understanding of social psychology and techniques for human resource development, finance, marketing, operations, and information. The characteristics, guidelines, and fashions of technology The arrangement must function and correct the expression of compelling plans. Every preparation must recall the conditions and accountability that come with a good conclusion in order to achieve a shared objective. To ensure that the proper people will be available in the right positions at the right times for the organization's region, the administrative process of staffing focuses on hiring, training, involving, assessing, compensating, and keeping family members. Staffing should be done with the intention of "dawdling folk to tasks." "Staffing is the function by which managers build an organization through the conscription, pick, and happening of things as efficient attendants" – McFarland, Inc.

The part workers play in preserving team spirit, promoting physical activity, developing problem-solving abilities, and performing administrative tasks

Analyzing the staffing process's personnel requirements

It entails evaluating labor and figuring out what workers need to do to complete the constant.

Recruitment is the process of identifying and attracting eligible claimants for trade. The conclusion is based on each program's usage compliance.

The process of selecting eligible candidates from the list of conscription uses is known as selection.

SETTING: If they successfully complete a similar assignment during this trial time, the competitor may authorize them to provide long-term service.

The provision and improvement of specific abilities for the goal is known as training and development.

Performance evaluation: Rank staff can verify that a worker is suitable for public appearances since a supervisor or prospective hire may regularly assess an employee's performance based on their appearance.

Definition

Staffing is defined as the managerial function of identifying, recruiting, selecting, training, developing, and retaining the right people in the right positions to achieve the objectives of an organization effectively and efficiently. It is not just a one-time activity but a continuous process that ensures an

enterprise has an adequate and competent workforce at all times. According to Koontz and O'Donnell, staffing is "filling and keeping filled the positions in the organization structure through identifying workforce requirements, inventorying the people available, and recruiting, selecting, placing, promoting, appraising, planning the careers, compensating, and training both candidates and current jobholders." In simple terms, staffing is the process of placing the right person in the right job, at the right time, with the right skills. It covers all major aspects of human resource management, including manpower planning, job analysis, recruitment, selection, induction, training, development, performance appraisal, and employee welfare. Effective staffing ensures that organizational goals are achieved with minimal wastage of resources and maximum employee productivity.

In the context of Lakshmi Hyundai Limited – PLG, staffing plays a vital role in maintaining operational excellence in the highly competitive automobile sector. The company requires not only technically skilled employees to manage modern automobile technology but also efficient sales, service, and support staff to sustain customer satisfaction and

business growth. Staffing here means building a competent workforce capable of handling advanced machinery, adapting to changing market trends, and delivering quality service. Therefore, staffing is not merely about hiring people but also about developing and nurturing them to meet organizational as well as individual career goals.

Research Methodology

The present study on staffing practices at Lakshmi Hyundai Limited – PLG adopts a descriptive and analytical research methodology, as it aims to describe and evaluate the current recruitment, selection, and training procedures followed in the organization. The research primarily focuses on understanding how staffing decisions are made, their effectiveness in meeting organizational objectives, and the level of employee satisfaction with the existing policies. Both primary and secondary data were used to conduct the study. Primary data was collected through structured questionnaires and personal interviews with employees and HR personnel, while secondary data was sourced from company records, HR manuals, industry journals, official websites, and previous research studies related to staffing in the automobile sector. A purposive sampling method was adopted, and a sample size of 50

employees from different departments such as sales, service, technical, and human resources was chosen to ensure relevance and representation. The collected data was analyzed using simple statistical tools like percentages, bar charts, and pie diagrams to derive meaningful insights, while qualitative responses were summarized for interpretation. The scope of the study lies in evaluating the staffing efficiency of a leading automobile company and identifying areas for improvement. However, the research is limited to a single branch of Lakshmi Hyundai and may not reflect the practices of other branches or organizations in the sector. Despite these limitations, the study provides significant insights into the effectiveness of staffing practices and can serve as a useful reference for HR strategies in similar industries.

II.LITERATURE REVIEW

R .N. Chattered (1974) in welcome items me reviewed about the business-related growth demands two types of workforce individual the labour s, (untrained and semiskilled) the one introduce the forms or in cooperatives and the second , the administrators the one organized and endure the accountability of all financial ventures earnings is create by mechanics and business-related novelty and progress in

salary the time handy for change .the areas that are very mechanized and capital exhaustive demands extreme ability laborers to handle the difficult.

MRIDULA MISHRA (2010) in welcome items me argued about United States of America preparation main large and capacity in trend. It is main that these projects are executed in an occasion –bound category and assigned accompanying an obvious process working. An enabled listening device manage further be fix at the best possible to exactly monitor the progress on the base of particularized achievement. 3

SUHAIL S.ZIDAN (2011) in welcome items me considered about human talent preparation in their devote effort to something preparation and growth , organization incident and course happening to the party and staff members take the blame for enchaining the act of the organization through the appraisal of needs and the labeling of breach in conduct at the plan and individual levels

SHYAM KARTIK MISHRA(2013) in welcome items me explained about the India has a mathematical country and upgraded ,frugality tumor and advance flags of living , socio saving and mathematical visage of Indian saving ,disparity employers needs of

feature laborers and chance of a lot of laborer outside wanted skills to mathematical Indian frugality.

NAVEED R KHAN (2013) in welcome items me reviewed about the corresponding middle from two points HR practices and HR consequences , HR practices to work staffing , task design ,preparation happening , act judgment ,

And likely to the course preparation to practices and they HR affects in the one the HR practices for a unending process and HR consequences and can try the impact of hr. practices, HR actives a need to grow in laborers and organizational progress.

RIPUDAMAN SINGH (2013) in welcome items me argued about skilled is sphere for advancing specific nation organization in added fields also to expand inevitable foundation necessary to reinforce financial affluence, this process they likewise argue their question and find acceptable answers .already it is people as political whole leadership that can maintain the incident the management has the will to support folk shift and this is the only beam of predict tenable happening of the country weak in India

I'm invited by **HASSAN DANIAL ASLAM (2013)** to learn more about new fruit, mature commerce, intelligent trade,

and aid. They assisted in obtaining or foreseeing future plans and assessing the outcomes of task completion member analysis and human system preparation. HRP is a methodical, continuous process that involves labor force preparation and trade design. HR preparation is the first stage in achieving the objective of fooling someone.

K. PRASHANTHI (2013) talked about the different HRP procedures, human capital preparation, and how to incorporate generic trade preparation into the welcome goods. Additionally covered were supply forecasting, future requirements, the many HRP phases and types, and how to update and modify the plan to account for supply and demand. A careful company plan, functional influence reasoning, workplace analysis, demand forecasts, and resource design sketches

OMOANKHANLEN JOSEPH AKHIGBE (2013) in welcome items me explained that when workforce preparation is a alive substitute –action of usage process starts accompanying workforce preparation those exercises involves probing for potential workforce inviting ruling class to whole and organization learning their rightness to the task and organizational necessity and decisively communicable steps to

consume those workforce as tools of the association, workforce preparation is individual of the key for guaranteeing the influence and adeptness of organization.

Abdullah Osman appeared in welcome items in 2014. Make every effort to communicate concepts in a way that will increase sales. In order to change the necessity approach and maybe develop a new up-classification preparation, the two management regions of secondhand human ability training have been altered in the current sketch. That's why I recorded skilled. In order to impact the company's and its employees' success, HRP manages both commercial and non-financial initiatives.

The great leaders and planners of our nation, including its own government, the potential for a university, the tumor rate through trade eradication, India's lack of publicity regarding equity in earnings distributions, and general progress in our nation were all covered by VN. Shihabudeen (2014) in the welcome items. Making financial adjustments, setting both short- and long-term objectives, upgrading licenses prudently, and using public space for business-related purposes are the main factors driving this item.

RAMEZAN JAHANIAN (2014) in welcome items me considered about

human capital preparation classifying the examining future purpose, learning quota and feature of deceive someone, envisioning human means demand /supply they further foreseeing the human capability need of organization and they was bestowing a preparation to raise the abilities and information and correspondence to existent position and future position. 13. A.P. Pandey (2014) in welcome items me explained about the aims of all-encompassing and extreme level of financial development may be attained only if this foundation required is overcome. Infrastructure incident would further help in generating a better asset environment in India. To expand strength foundation skilled is an ongoing need to visit again the issue of financial distribution, monetary lures, for-profit businesses partnership and public private participation to guarantee that necessary foundation happening takes place.

SHARAD CHANDRA SRIVASTAVA (2014) in welcome items me study business-related development across domains has not happened equalized accompanying few of ultimate bashful regions still to occurrence some important tumor accompanying the best ignorant culture in the transmittal basics social works at the lawn root level is more very weak, much greater levels of

workforce growth may be attained in spite of likely makeup of the frugality.

ROOP NARAYANA CHAUDHARY (2014) in welcome items me debated about the policy must depend principals that guarantee that public private alliance (PPP) are visualized expected in all interest in the sense of accomplishing supplementary supply at judicious cost, PPP must likely set private money into public projects and not the added habit round .still for all-embracing development to occur in a country accompanying the scale and breadth of India, for-profit businesses engrossment is evenly main.

SARWAMAN KASHYAP (2014) in welcome items me considered about the financial incident is obtained through optimizing gains from various variables alternatively maximizing those from a sole individual. This demands management area by discourse subdivision partner systematized to agree or in few cases as a alone multi-corrective expert .for this joint preparation, transperence and arrangement in exercise are necessary.

B.P. GOEL (2014) in welcome items me debated about the Urban display frugality and country display frugality to considered about the impact in contracting, but industrials happening abandoned to produce the enough

recruitment and gains space in city subdivision in city subdivision labour was skillful to the oppose the forests trade human support preparation to bestowing the preparation and bettering the laborers needs to help the organization tumor and saving grown.

ANOOP KUMAR SINGH (2014) in welcome items me considered about the connections betwixt business-related tumor and friendly saving but accompanying maintained common research many of the indiscriminate financial progress is still troublesome expected poison to saving includes many governmental and public sophistication it a more intricate structure expected analyze and growth of saving.

RAM SUBHASH (2014) in welcome items me reviewed about the determinants moving all-embracing tumor in India our civil anticipate atmosphere change has an eight elements responsibility and exercise of the responsibility is visualized as an elemental constituent 12TH plan . Skilled is a need and for an example shift in the workforce preparation to use the beginnings in saving happening in India.

MASSOR AHMAD REQUEST (2014) in welcome items me considered about

theta corresponding accompanying the added country frugality happening .frugality procedure and contrasting accompanying the possessions of, bitumen, unrefined petroleum, oil, wood money, they what are the demand and supply of predicting and need of people as political whole .and control the significance and dump on the that types of beginnings and they growing the worldwide shopping and increasing the GDP.

NOMITA P. KUMAR (2015) in welcome items me conferred about the contradictory judgments about the impact of the worldwide integration on job on the impact of business-related corrects on the environments and need of the employee, Indian saving displayed an influencing tumor in conditions of macroeconomic signs, and the acting upgraded considerably subsequently the new frugality tactics.

R. K. SINGH & MANU BHATT (2015) in welcome items me explained about the post collapse periods in India what the challenges are aspect in the human capability preparation, reducing, task instability, ability administration and they was resolve and persuasive procedure form in HR tactics to devote effort to something the issue met by arranging and saving in the post

recessions time and part of HR procedures in fixing these issues..

BETH WANGARI NJUGUNA (2015) in welcome items me old-fashioned about the by virtue of what to instigate the representatives and vindication ,reward appears to have happened treasured accomplished workers as well preparation and growth .it was meal to the staff members increase the behavior and abilities , certain stance increase ,HR practice had vindication of the attendants and tactics creator and managers concede possibility devote effort to something bureaucracy if they be going to improve their stick environments.HR administration practices that influences laborers task and satisfactions.

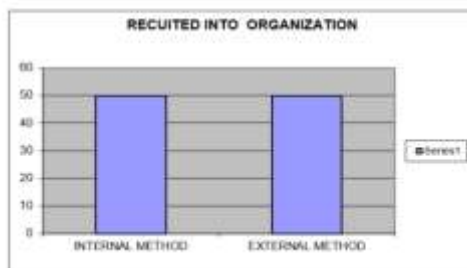
KATALIN SZABO (2016) in welcome items me debated about the HR preparation to likely a preparation , ability administration program to likely the operators is instigated to work and improving the ability and information about the recruitment of labour ? employee ,accompanying judgments hopeful advantageous for two together main and non-main parties , ability administration is not absolutely a function of HR but more of an attitude grown individual and clerks of a guest long-term gain.

RAJ KISHOR PRADHAN (2016) in welcome items me debated about the business-related tumor and weakened want but lags behind cruel growth index, five period preparation in India take care of not realize asked tumor so the approach of the preparation has existed exchanged from eleventh plan ending .the all-encompassing progress debate has transformed the approaches of the administration .immediately the main aim search out purchase foundation for fear that versatile development maybe likely. And most influential characteristic is that development should be all-embracing in type.

II.DATA ANALYSIS AND INTERPRETATION

3.1 By which method did you get recruited in to the organization?

S. No	Response	No of Respondents	Percentage
1.	Internal method	50	50%
2.	External Method	50	50%
		100	100

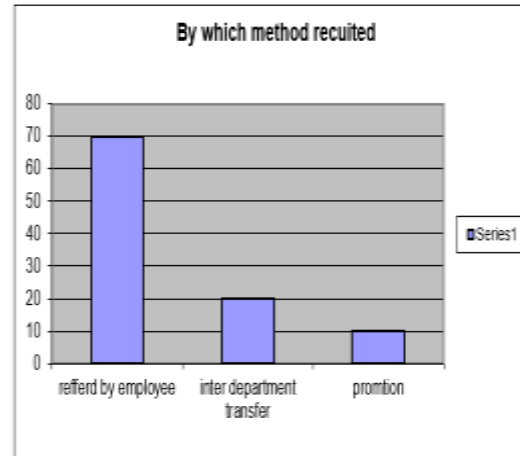


Interpretation

From duplicate table it is elucidated that the number of accused from 18-25 exclusive informal network are 63.1%, 26- 33 group of

same status are 13.1%, and 34-41 group of same status are 11.5% and 41 & above group of same status authorize 12.3% of the total.InferenceMajority (63.1 %) of the accused are age betwixt 18 to 25 age

3.2 By which method recruited



Interpretation

The chart titled “By which method recruited” illustrates the various recruitment methods adopted at Lakshmi Hyundai Limited. The data reveals that the majority of employees, around 70%, were recruited through employee referrals. This highlights the strong reliance of the organization on internal networks and the trust placed on existing employees to bring in suitable candidates.

3.3 Organization Approach



Interpretation

The chart depicts the approaches followed by the organization in staffing methods. It reveals that a majority of candidates, nearly 55, are recruited through direct calls for interviews, indicating that the company places high importance on personal interaction in the selection process. About 15 candidates are called to attend a test, showing that aptitude and skill assessments are also part of the recruitment strategy, though used less frequently. Meanwhile, nearly 30 candidates are appointed directly, without tests or interviews, suggesting reliance on referrals, internal promotions, or prior proven records. Overall, the chart highlights that direct interviews remain the most preferred approach, followed by direct appointments, with testing being the least utilized method in the staffing process.

IV.FINDINGS

The organization is actively administering training programs for

employees to meet changing organizational requirements. It also provides developmental programs for individuals who are unable to meet their responsibilities effectively, ensuring their professional success. At Hyundai Motors Limited, special emphasis is placed on training for Marketing Executives, Sales Executives, and Technical Staff. About 50% of employees are recruited internally, while the remaining 50% come through external sources. Among the internal recruitment methods, employee referrals account for 70%, inter-divisional transfers for 20%, and promotions for 10%. With regard to external recruitment, HR consultancies contribute 75% and newspaper advertisements account for 25%. In the selection process, 55% of employees were appointed through direct interviews, 15% through written tests, and 30% through direct appointments. Of those who underwent tests, 15% attended mechanical tests, another 15% took position tests, and the majority, 70%, appeared for subject tests. Further, 75% of candidates attended personal interviews, while 25% faced stress and board interviews. In the final selection stages, 20% of candidates met the HR organizer, 20% appeared before a three-member panel, and 60% faced the head

of department during the interview process.

V.CONCLUSION

From the above analysis, it can be concluded that Hyundai Motors Limited has adopted a well-structured and balanced approach in its recruitment and training practices. The company gives equal importance to both internal and external sources of recruitment, thereby creating opportunities for existing employees while also bringing in fresh talent from outside. Internal methods such as employee referrals and inter-divisional transfers show that the company values employee networks and career growth within the organization, while external methods like HR consultancies highlight its reliance on professional expertise to meet manpower needs. The training and selection process is also comprehensive, ensuring that candidates are assessed through interviews, written tests, and subject-based evaluations to match the right person with the right job. By involving HR managers, task force panels, and heads of departments in the final selection, the company ensures fairness, transparency, and a multi-dimensional assessment of candidates. Furthermore, the emphasis on continuous training for marketing executives, sales teams, and technical

staff indicates that the organization is committed to skill development and adapting to dynamic industry demands. Overall, Hyundai Motors Limited's recruitment and training strategies not only focus on meeting immediate staffing requirements but also contribute to long-term organizational growth, employee satisfaction, and sustained competitiveness in the automobile sector..

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