
A STUDY ON "HR SCREENING IN RESUME HUBS INFOTECHNOW PVT LTD, AT HOSUR"

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ABSTRACT

The recruitment process has evolved significantly with the advancement of digital platforms, where resume hubs play a crucial role in sourcing and screening potential candidates. This study focuses on the HR screening process in Resume Hubs Infotech now Pvt. Ltd., Hosur. The primary objective is to analyze how effectively resume hubs are utilized by HR professionals for screening candidates and to evaluate the efficiency, accuracy, and challenges associated with the process. A descriptive methodology is adopted, using both primary and secondary data. Primary data was collected through structured questionnaires distributed to 50 HR professionals. The findings indicate that resume hubs significantly reduce recruitment time and provide access to a large candidate pool. Challenges such as irrelevant applications, outdated profiles, and duplicate resumes were also identified. Statistical tools including ANOVA and Chi-square tests were applied. The study concludes that while resume hubs are essential to modern recruitment, their effectiveness largely depends on HR professionals' screening skills and strategies.

KEYWORDS: *HR Screening, Resume Hubs, Recruitment Process, Candidate Filtering, Infotechnow Pvt. Ltd., Talent Acquisition, Digital Recruitment.*

INTRODUCTION

Human Resource Management plays a vital role in the success and growth of any organization. Among various HR functions, screening the right candidates is one of the most important tasks in today's competitive business environment. HR screening refers to the

process of evaluating, reviewing, and assessing potential candidates after they have been sourced for job opportunities.

Resume Hubs Infotechnow Pvt. Ltd. is a growing recruitment and HR consulting organization located in Hosur, Tamil Nadu. The company bridges the gap between job seekers and employers using modern recruitment methods and screening techniques. Studying the screening practices of such an organization provides practical exposure to how recruitment works in real time.

This project focuses on understanding the HR screening process in the organization, the effectiveness of online recruitment platforms during candidate evaluation, and the methods used to assess suitability

V. DATA ANALYSIS AND INTERPRETATION DEMOGRAPHIC ANALYSIS

The demographic analysis reveals that the majority of respondents (82%) belong to the 18–25 age group, indicating a strong presence of young professionals. Male respondents (72%) outnumber female respondents (28%). In terms of occupation, recruiters form the largest group (38%), followed by HR executives (32%) and HR managers (30%).

Table 1: Age of Respondents.

Particulars	No. of Respondents
18 – 25 Years	41
25 – 35 Years	8
36 and Above	1
Total	50

Interpretation: Most respondents (82%) belong to the 18–25 age group, indicating a strong presence of young individuals. Very few are above 35.

Table 1: Usage of Resume Hubs for Sourcing.

Always				58%
Frequently				28%
Sometimes				14%

Interpretation: 86% of respondents use resume hubs either always (58%) or frequently (28%) for candidate sourcing, confirming these platforms as near-universal tools in recruitment.

Table 2: Resume Hub Mostly Used for Recruitment

Particulars	No. of Respondents
Job Portals (Naukri, Indeed)	28

of candidates. Effective screening reduces recruitment time, improves candidate quality, and helps organizations build a strong workforce.

I. LITERATURE REVIEW

Taylor & Collins (2000) studied the effectiveness of recruitment screening and found that structured screening processes provide better quality candidates and higher retention compared to unstructured evaluation methods.

Breaugh & Starke (2000) concluded that resume review, telephonic interviews, and structured assessments help organizations identify suitable candidates quickly.

Dhamija (2012) analysed e- recruitment screening in organizations and concluded that online screening methods reduce recruitment cost and improve efficiency. Parry & Tyson (2008) found that technology-based screening is widely used by modern organizations.

Nikolaou (2014) studied online screening and concluded that platforms such as LinkedIn and applicant tracking systems have become important tools. Stone et

LinkedIn	17
Company Career Portal	4
Internal Database	1
Total	50

Interpretation: Chi-square value = 37.2, indicating a significant difference in usage of recruitment sources. Job portals (56%) and LinkedIn (34%) are predominantly preferred over internal sources.

Table 2: Screening Method Used.

Manual Screening		32%
ATS		18%
AI-Based Tools		16%
Combination		34%

Interpretation: The most common approach is a combination of methods (34%), followed by manual screening (32%). This highlights that human oversight remains vital despite the rise of automation.

Table 3: Challenges Faced While Sourcing Resumes.

Particulars	No. of Respondents
Irrelevant Resumes	18
Outdated Profiles	12
High Competition	10
Lack of Skilled Candidates	10
Total	50

Interpretation: The primary challenge is managing irrelevant resumes (36%), followed by outdated profiles (24%), indicating a need for more sophisticated filtering strategies.

Figure 3: Frequency of Duplicate Resumes Encountered

al. (2015) confirmed that digital screening tools improve recruitment efficiency. Noe et al. (2017) emphasized that recruitment screening helps organizations identify skilled employees and improve overall performance. Armstrong (2014) noted that screening plays an important role in HR management and helps organizations hire suitable candidates.

II. OBJECTIVES OF THE STUDY

- To examine the effectiveness of HR screening strategies in Resume Hubs Infotechnow Pvt. Ltd.
- To study the different screening methods and tools used by the organization.
- To analyze the effectiveness of screening techniques used in the company.
- To identify challenges faced by recruiters during the screening process.
- To suggest improvements for better screening implementation.

Very Often	48%
Often	28%
Sometimes	18%
Rarely	6%

Interpretation: 76% of respondents face duplicate resumes very often or often, representing a significant operational challenge that warrants attention.

STATISTICAL ANALYSIS

1. ANOVA Test

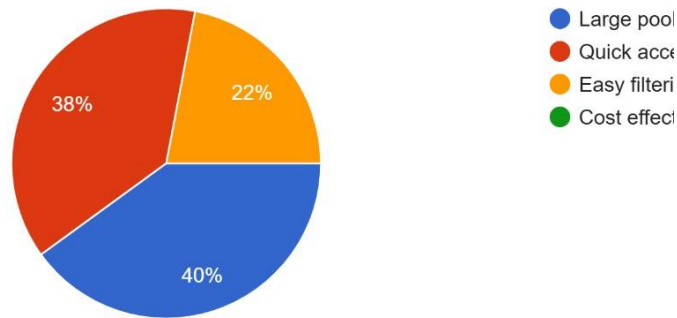
An ANOVA test was applied to examine the variation in frequency of resume hub usage among respondents. H0: No significant difference in usage levels. H1: Significant difference exists. Since the significance level is less than 0.05, the null hypothesis is rejected, confirming a significant difference in usage levels across different respondent groups.

2. Chi-Square Test

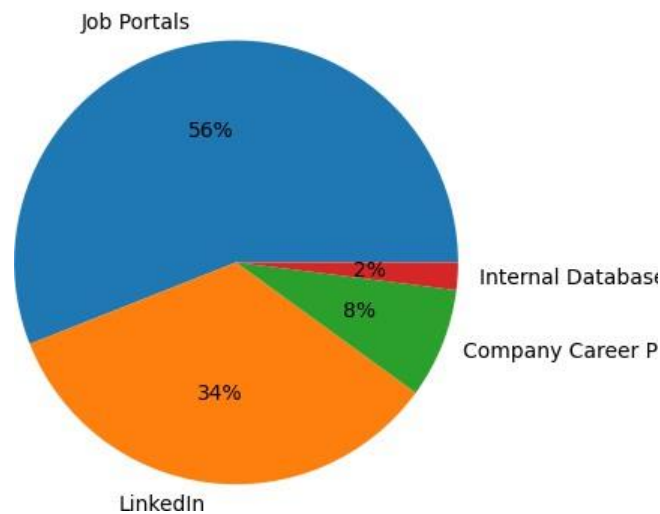
A Chi-square test was applied to examine the preferred recruitment sources. The calculated Chi-square value ($\chi^2 = 37.2$) with 3 degrees of freedom is greater than the critical value (7.815), and the p-value is less than 0.05. The null hypothesis is rejected, indicating a statistically significant preference for job portals over other recruitment sources.

6. What is the main purpose of using resume hubs?

50 responses



Resume Hub Usage for Recruitment



III. RESEARCH METHODOLOGY

This study adopts a descriptive research design to analyze the HR screening process in Resume Hubs Infotechnow Pvt. Ltd. The research follows a positivism philosophy, collecting measurable and factual data.

Research Design	Descriptive
Primary Data	Structured Ques (Google Forms)
Secondary Data	Journals, compa records, website
Sample Size	50 Respondents
Sampling Method	Convenience Sa
Statistical Tools	Percentage Ana ANOVA, Chi-s

VI. FINDINGS

- 82% of respondents belong to the 18–25 age group, indicating a young recruitment workforce.
- Resume hubs are used by 86% of respondents either always or frequently for candidate sourcing.
- Job portals (Naukri, Indeed) at 56% and LinkedIn at 34% are the most preferred recruitment sources.
- The top challenge faced is receiving irrelevant resumes (36%), followed by outdated profiles (24%).
- 76% of respondents encounter duplicate resumes very often or often, a persistent platform issue.
- A combination of screening methods (manual + ATS/AI) is used by 34% of respondents.
- 92% of respondents agree that resume hubs effectively reduce recruitment time.
- Keyword matching is rated as very important by 54% and important by 40% of respondents.
- 54% of recruiters spend 1–3 minutes per resume, indicating a fast-paced initial screening process.
- Telephonic interview is the most common next stage (44%) following resume screening.
- 96% of respondents are satisfied or very satisfied with the quality of resumes received from hubs.
- 90% agree that resume hubs improve overall recruitment efficiency.

VII. SUGGESTIONS

- Implement advanced Boolean search filters to reduce the 36% irrelevant resume problem.
- Invest in AI-based screening tools to reduce manual workload and improve candidate quality.
- Advise candidates to submit resumes in PDF format (preferred by 42% of recruiters)
- Use 'Active Member' filters to avoid outdated profiles that waste recruitment time.
- Train HR professionals regularly on modern digital screening tools and platforms.
- Implement duplicate detection systems within resume hub workflows.

VIII. CONCLUSIONS

This study concludes that the modern recruitment landscape is heavily reliant on digital resume hubs, which have become indispensable tools for HR professionals. The data clearly indicates that the recruitment workforce is currently dominated by a younger demographic, primarily aged 18 to 25, who favour the speed and volume of candidates provided by platforms like Naukri, Indeed, and LinkedIn.

The study highlights that the primary value of these platforms lies in their ability to provide a vast pool of candidates quickly, which directly contributes to perceived increases in recruitment efficiency. However, a critical tension exists between application volume and screening quality. Since most profiles are reviewed in under three minutes, keyword matching has become the most decisive factor in the recruitment cycle.

The persistent challenges of irrelevant resumes, outdated profiles, and duplicate entries suggest that the technology is not yet perfect. Ultimately, while resume hubs have revolutionized the speed of hiring, the future of recruitment will depend on balancing technological efficiency with more sophisticated filtering methods to ensure that the quality of hires remains as high as the speed of sourcing.

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