

## **A comparative study on the Recruitment quality provided by various institutions with regard to Total Quality Management in Haryana state**

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**Abstract:** The purpose of the study is analyze and compare the quality of recruitment provided by various institutions in the selected 3 districts of Haryana State. for the purpose of the present study researcher selected 3 districts of Haryana state i.e. Jind, Hisar and Bhiwani on the basis of the availability and conveyance. A sample of 60 (60 trainees/players from Jind, 60 trainees/players from Hisar and 60 trainees/players from Bhiwani) trainees/players were taken from each selected district so that total trainees/players selected from all 3 districts will make a sample of 180 trainees/players. A self-made questionnaire was employed to collect the data. Data was coded in the numerical form for the statistical analysis. Percentage along with the suitable histograms was used for assessing the objectives of the study. It can be concluded the services provided by personnel (coach/trainer) in Bhiwani is better than the other two districts.

**Keywords:** Quality, Coaching Services

**Purpose:** The purpose of the study is to analyze and compare the quality of coaching services provided by various institutions in the selected 3 districts of Haryana State.

**Hypothesis:** There will be no difference between the quality of coaching services provided by various institutions in selected 3 districts of Haryana state.

**Sample:** The area under study was the Haryana state. Researcher selected 3 districts of Haryana state i.e. Jind, Hisar and Bhiwani on the basis of the availability and conveyance. A sample of 60 (60 trainees/players from Jind, 60 trainees/players from hisar and 60 trainees/players from Bhiwani) trainees/players were taken from each selected district so that total trainees/players selected from all 3 districts will make a sample of 180 trainees/players.

**Criterion Measure:** A self-made questionnaire was employed to collect the data.

Statistical Technique: Data was coded in the numerical form for the statistical analysis. Percentage along with the suitable histograms was used for assessing the objectives of the study.

Discussion on findings:

**Table No. 4.1**

**Analysis of Recruitment Quality in District Bhiwani**

S.No.	Variable	Agree		Disagree	
		No.	% age	No.	%age
1.	Your coaches are highly qualified	45	75	15	25
2.	Is there any screening or talent identification method for players/Trainees	53	88.33	07	11.66
3.	Scientific support provided to you is by the experts of the field	37	61.66	23	38.34

Table no. 4.1 represents the number and the percentage of Recruitment quality in district Bhiwani. The related data was tabulated with the help of responses received from the Players/trainees of district Bhiwani.

On the basis of responses indicated in table 4.01 regarding whether your coaches are highly qualified 2 categories were formed. The first category (agree) recorded 45 players/trainees who agreed that their coaches are highly qualified. The second category (disagree) recorded 15 players/trainees i.e. they disagree that their coaches are highly qualified.

Further, on the basis of responses indicated in table 4.1 regarding whether there is any screening or talent identification method for players/trainees 2 categories were formed. The first category (agree) recorded 53 players/trainees who agreed that there is any screening or talent identification method for players/trainees. The second category (disagree) recorded 7 players/trainees i.e. there is no screening or talent identification method for players/trainees.

Further, on the basis of responses indicated in table 4.1 regarding whether the scientific support provided to the player/trainees is by the experts of the field 2 categories were formed. The first category (agree) recorded 37 players/trainees who agreed that the scientific support provided to the player/trainees is by the experts of the field. The second category (disagree) recorded 23 players/trainees i.e. the scientific support provided to the player/trainees is not by the experts of the field.

As a matter of analysis the result indicates that 75% players/trainees responded that their coaches are highly qualified, 25% players/trainees responded that they don't think that their coaches are highly qualified. Further 88.33% players/trainees agreed that there is any screening or talent identification method for players/trainees and 11.66% players/trainees disagreed that there is any screening or talent identification method for players/trainees. Furthermore, 61.66% players/trainees agreed that the scientific support provided to the player/trainees is by the experts of the field and 38.34% players/trainees disagreed that the scientific support provided to the player/trainees is by the experts of the field.



**Figure 4.1: Illustrates the analysis of Recruitment Quality in District Bhiwani**

**Table No. 4.2**

**Analysis of Recruitment Quality in District Hisar**

S.No.	Variable	Agree		Disagree	
		No.	% age	No.	%age
1.	Your coaches are highly qualified	49	81.67	11	18.33
2.	Is there any screening or talent identification method for players/Trainees	50	83.33	10	16.67
3.	Scientific support provided to you is by the experts of the field	26	43.33	34	56.67

Table no. 4.2 represents the number and the percentage of Recruitment quality in district Hisar. The related data was tabulated with the help of responses received from the Players/trainees of district Hisar.

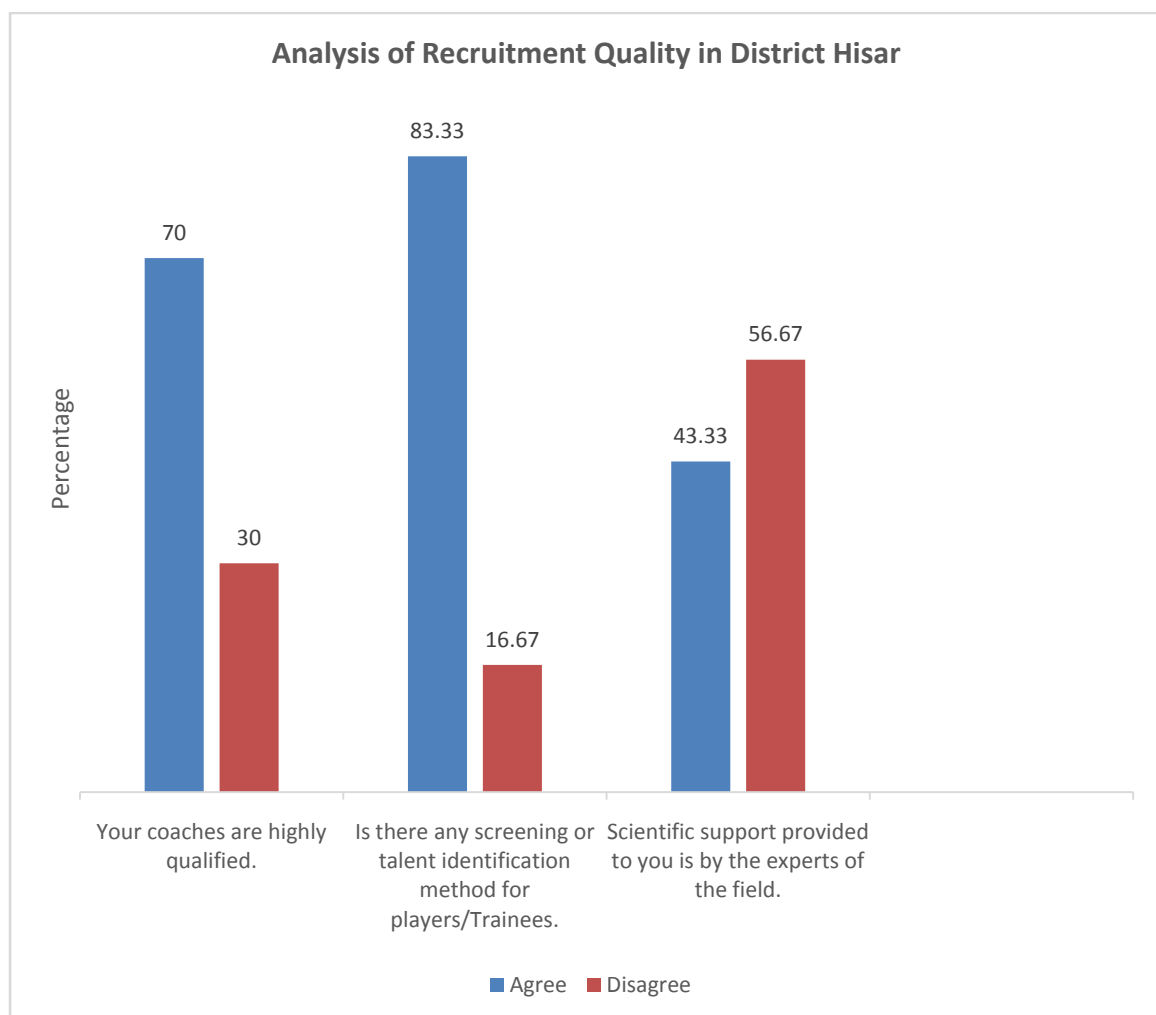
On the basis of responses indicated in table 4.2 regarding whether your coaches are highly qualified 2 categories were formed. The first category (agree) recorded 49 players/trainees who agreed that their coaches are highly qualified. The second category (disagree) recorded 11 players/trainees i.e. they disagree that their coaches are highly qualified.

Further, on the basis of responses indicated in table 4.2 regarding whether there is any screening or talent identification method for players/trainees 2 categories were formed. The first category (agree) recorded 50 players/trainees who agreed that there is any screening or talent identification method for players/trainees. The second category (disagree) recorded 10 players i.e. there is no screening or talent identification method for players/trainees.

Further, on the basis of responses indicated in table 4.2 regarding whether the scientific support provided to the player/trainees is by the experts of the field 2 categories

were formed. The first category (agree) recorded 26 players/trainees who agreed that the scientific support provided to the player/trainees is by the experts of the field. The second category (disagree) recorded 34 players/trainees i.e. the scientific support provided to the player/trainees is not by the experts of the field.

As a matter of analysis the result indicates that 81.67 %players/trainees responded that their coaches are highly qualified, 18.33%players/trainees responded that they don't think that their coaches are highly qualified. Further 83.33% players/trainees agreed that there is any screening or talent identification method for players/trainees and 16.67% players/trainees disagreed that there is any screening or talent identification method for players/trainees. Furthermore, 43.33% players/trainees agreed that the scientific support provided to the player/trainees is by the experts of the field and 56.67% players/trainees disagreed that the scientific support provided to the player/trainees is by the experts of the field.



**Figure 4.2 : Illustrates the analysis of Recruitment Quality in District Hisar**

**Table No. 4.3**

**Analysis of Recruitment Quality in District Jind**

S.No.	Variable	Agree		Disagree	
		No.	% age	No.	%age
1.	Your coaches are highly qualified	48	80	12	20
2.	Is there any screening or talent identification method for players/Trainees	52	86.67	8	13.33
3.	Scientific support provided to you is by the experts of the field	35	58.33	25	41.67

Table no. 4.3 represents the number and the percentage of Recruitment quality in district Jind. The related data was tabulated with the help of responses received from the Players/trainees of district Jind.

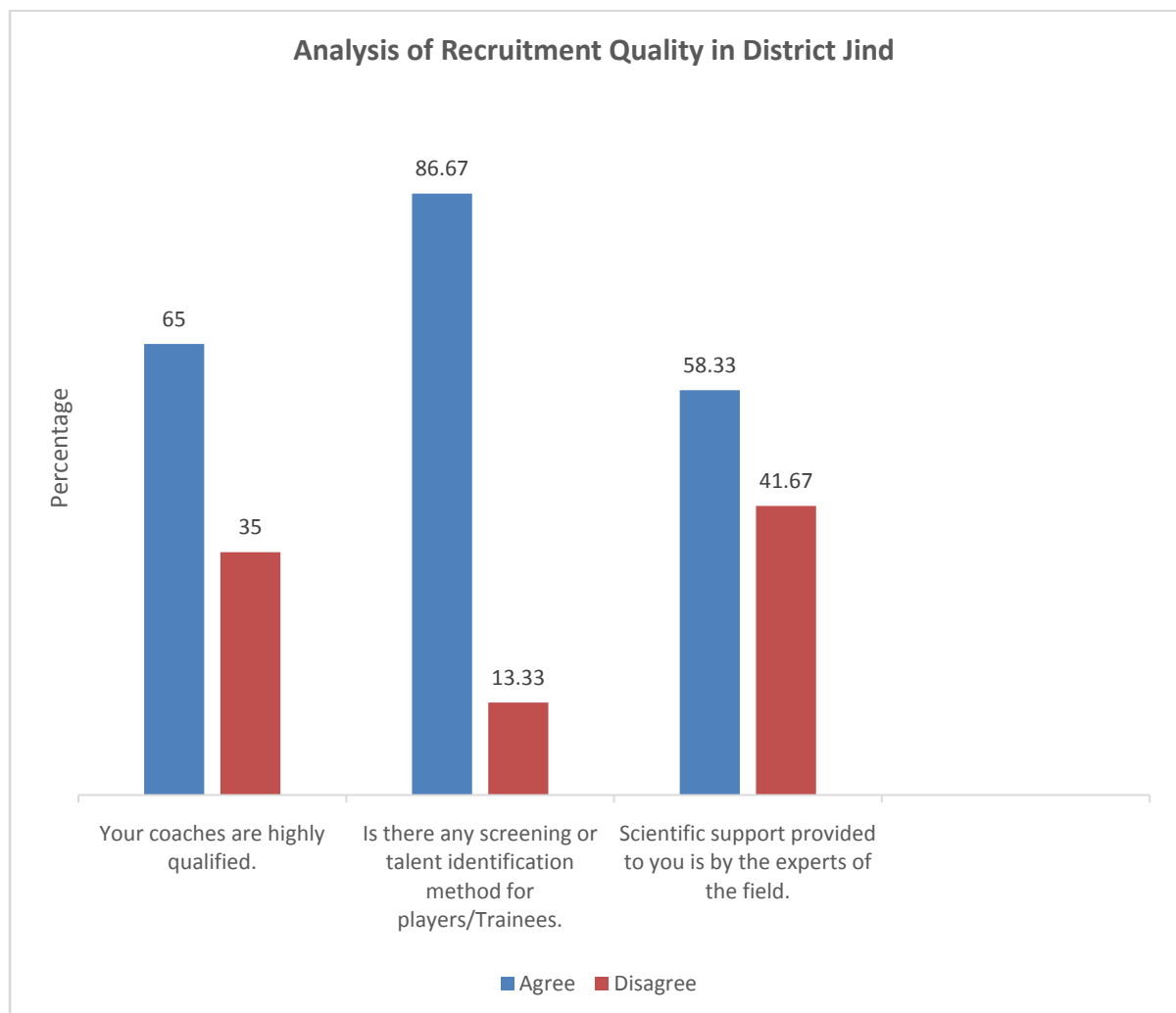
On the basis of responses indicated in table 4.3 regarding whether your coaches are highly qualified 2 categories were formed. The first category (agree) recorded 48 players/trainees who agreed that their coaches are highly qualified. The second category (disagree) recorded 12 players/trainees i.e. they disagree that their coaches are highly qualified.

Further, on the basis of responses indicated in table 4.3 regarding whether there is any screening or talent identification method for players/trainees 2 categories were formed. The first category (agree) recorded 52 players/trainees who agreed that there is any screening or talent identification method for players/trainees. The second category (disagree) recorded 8 players/trainees i.e. there is no screening or talent identification method for players/trainees.

Further, on the basis of responses indicated in table 4.3 regarding whether the scientific support provided to the player/trainees is by the experts of the field 2 categories were formed. The first category (agree) recorded 35 players/trainees who agreed that the

scientific support provided to the player/trainees is by the experts of the field. The second category (disagree) recorded 25 players/trainees i.e. the scientific support provided to the player/trainees is not by the experts of the field.

As a matter of analysis the result indicates that 80% players/trainees responded that their coaches are highly qualified, 20 %players/trainees responded that they don't think that their coaches are highly qualified. Further 86.67% players/trainees agreed that there is any screening or talent identification method for players/trainees and 13.33% players/trainees disagreed that there is any screening or talent identification method for players/trainees. Furthermore, 58.33% players/trainees agreed that the scientific support provided to the player/trainees is by the experts of the field and 41.67% players/trainees disagreed that the scientific support provided to the player/trainees is by the experts of the field.



**Figure 4.3 : Illustrates the analysis of Recruitment Quality in District Jind.**

**Conclusions:**

It can be concluded the services provided by personnel (coach/trainer) in Bhiwani is better than the other two districts.

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