



Factors Influencing the Employees' Job Placement through Recruitment Agencies in Karachi, Pakistan

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Abstract

In Pakistan after the independence year 1947, no organization was working but in 1960's the first recruitment agency was introduced considering the key issue in order to achieve better opportunity for both employer and employees. In this competitive era every employer wants a suitable person who has enough knowledge and skills of any required job and every potential employee or working staff wants an appropriate job or opportunity which can lead to them proper job satisfaction. There are some gaps as described in justification. In this some questions are arising like. What are the factors influencing the employee's job placement through recruitment agencies in Pakistan? The answers to such questions are still being debated. Sample size the researcher used is 227 employees working in the organization. Data analysis technique was used multiple linear regression , This study contains factors influencing on employee's job placement through recruitment in Karachi , many firms was selected to know the impact of this research survey, after collecting the data it is observed that two of five independent variables are failed to reject null hypothesis , this result shows that people are not satisfied with the cost they incurred for finding the jobs through recruitment agencies as well as people believe that there is no such appropriate job match through the agencies , where as in survey remaining variables' results are seen that people are agree that recruitment agents are professionals , they reply quickly and they have proper employee screening method . I recommend to the readers that we have lack of understanding to cater people for their jobs, if some people take good steps and open a true recruitment agencies so many people will get good opportunities and get their best job match, employers do not need to find employees in dark and employers specially fresh graduates and masters would not need to be worry about their job.

Keywords: Cost effectiveness, professionalism, quick responses, screening

JEL Classification: M51, M52

Introduction

The Inclusion of manpower recruitment agencies in the world is considered the essential part of the current society and potential market of any industry. In this competitive era every employer wants a suitable person who has enough knowledge and skills of any required job and every potential employee or working staff wants an appropriate job or opportunity which can lead to them proper job satisfaction . Looking to this need of the market first it was opened by a British citizen Henry Robinson in 1650's and in the world after this concept every developed country has embraced and established the staff recruitment firms. Initially it was started privately but government also involved promoting these agencies, after American and European Countries rapidly gulf countries on government ground established recruitment firms in order to invite man power for their countries which was a great decision by their government. In Pakistan after the independence year 1947 there was no any organizations was working but in 1960's the first recruitment agencies were introduced considering the key issue in order to achieve better opportunity for both employer and employees.

The purpose to write this research is to find out the importance and opportunity of man power /staff recruitment agencies in this work challenging environment of Pakistani talent market. What is the scope of recruitment firms in the developing countries nationwide .Having the right person with right skills for right positions depends upon the business success and failure. (Aggarwal & singh) . 20 to 25 years ago it was considered by the employers even in sole and partnership businesses that there should be a proper HR department in the organizations. Multinational companies were practicing HR since HR theory was essentially introduced all over the world. Human resource department was the whole sole or had monopoly in the organization to make policies , hiring human capital , firing low performers, practice compensation management as well as interaction with

employees to deal with their official and domestic issues. This research will also elaborate that there is any need or possibilities to make space for recruitment agencies in developing countries? And also illuminate the importance of practice of man power recruitment firms in under develop countries.

After looking rapid growing market and facing competition specially recruitment area was separated and it came to the recruitment centers. Recruitment centers have their own human capital library in which many skilled labor, staff related to the different fields, faculty and majors are found. It focuses cooperation between public and private services in different sectors, together with helping new candidates and current employees in user companies.

A recruitment agency can help employer by submitting vacancies appraised to the agency by employers.

Employers use manpower recruitment centers in order to

- Recruit for those position which they do not have proficiency
- Minimize the advertising cost of employer
- Best opportunity to head hunt the capable person for organization
- Recruit any position which is required

This study can also understand that how it is working for employers, employers are always conscious about cost and time where they need an effective output with efficient time, in world all recruitment centers working in this method. They carry on wide file of pre-skilled candidate that have been taken interviews and orientation, save the point in time and money. For employees they have organization's library that works for the fresh candidates to match their requirements. Looking all these aspects, this research will find out the need and demand of recruitment agencies in developing country.

An employment agency is an association which matches bosses to workers. In nations there is an openly supported livelihood organization and numerous private organizations

which likewise go about as job offices In Pakistan there are number of man power recruitment agencies working, in Karachi there are approx. more than 250 employment agencies are working for local job placements.

Overseas employment promoter is an organization which matches the international employers to local employees. In Pakistan approx. more than 200 overseas employment promoters are working.

This study will be useful to distinguish the recruitment holes in HR departments. What's more work of recruitment of organizations for the organizations. Further this study will investigate the effect of the recruitment offices on execution of the organization through making arrangements for the organizations.

Keeping in sight of the above specifics we came to know that function of recruitment agencies are very important in the society to place the right person on the right job.

Therefore the research question and problem statement are given as under:

Research Question

What are the factors influencing the employee's job placement through recruitment agencies in Pakistan?

Problem Statement

There are the several factors significantly affect the employees' recruitment and job placement through recruitment agencies in Karachi. In resultant have impact on the performance of organizational businesses.

Significance of the study

There are some gapes as described in justification. In this some questions are arising like. What are the factors influencing the employee's job placement through recruitment agencies in Pakistan? The answers to such questions are still being debated. Therefore study requires to be conceded out to scrutinize the factor influencing the employee's job placement

through recruitment agencies in Pakistan. With the help of primary data, as, it will more light on the problem of present study attempted.

Scope of the study

- This study will be supportive for fresh researcher to be on familiar terms with the position/impact/influences of factors influencing the employees' job placement through recruitment agencies in Pakistan as common and at Karachi as exacting.
- This study will be useful to the local citizens to know about the actual picture of recruitment agencies in Pakistan, particularly at Karachi.
- This study will be accommodating to realize the modern conditions and situation of recruitment agencies in Pakistan.
- This study will be cooperative to expand the strategy to encourage the business of recruitment agencies in Pakistan.
- This study will pick up the pace to gather the rising factors of influencing the employees' job placement through recruitment agencies.
- This study will be helpful to corporate sectors, HR experts, customer to ensure the effective recruitment process for the betterment of organizational business.

Objectives of the study/purpose of the study

This study heartily wishes to focus on the factor influencing of employees' job placement in Pakistan. Therefore main Objective of this study is to discover the scope of recruitment centers in Pakistani market.

This study will be writing out under the subsequent specific objectives:

- To study the impact of professionalism of recruitment agencies in Karachi or employee job placement.
- To identify effective employees' screening through recruitment agencies in Karachi
- To know impact of job matching through recruitment agencies.

- To study the effective cost for employee by using recruitment agencies
- To study the role of recruitment agencies to give quick response to the client

Hypothesis

To achieve above objectives, these objectives are transformed into hypothesis and following hypotheses are suggested in this study regarding the factors influencing on employees' job placement through recruitment agencies in Karachi.

H_{O10}: Cost effectiveness of recruitment agencies has no significant impact on employees' job placement in Karachi

H_{1A}: Cost effectiveness of recruitment agencies has significant impact on employees' job placement in Karachi

H₂₀: Professionalism of recruitment agencies has no significant impact on employees' job placement in Karachi.

H_{2A}: Professionalism of recruitment agencies has no significant impact on employees' job placement in Karachi.

H₃₀: Job matching of recruitment agencies has no significant impact on employees' job placement in Karachi.

H_{3A}: Job matching of recruitment agencies has significant impact on employees' job placement in Karachi.

H₄₀: Quick responses of recruitment agencies have no significant impact on employees' job placement in Karachi.

H_{4A}: Quick responses of recruitment agencies have significant impact on employees' job placement in Karachi.

H₅₀: Employees' screenings of recruitment agencies have no significant impact on employees' job placement in Karachi.

H_{5A}: Employees' screenings of recruitment agencies have significant impact on employees' job placement in Karachi.

Primary Source

The method to conduct exploration, in order to gather primary information of factors influencing on employees' job placement through recruitment agencies will be Sample Survey Method.

This study is based upon the random samples analysis method. This research is empirical in nature and convenient sample survey is used in accumulation of information and gathered information is classified in tables and dissected for the characterized reason coating the current period.

Main data collection instrument was closed ended questionnaire which used liker scale to collect the primary data.

Secondary Source

The Secondary data was gathered in the course of various sources such as: Libraries, journals, Newspapers, Thesis, and electronic resources.

Limitations

This study has certain limitations. a number of these restrictions can be observed as productive avenues for further hope research. For example:

- 1- This research will be conducted in Karachi only
- 2- Time restricted research due to the lack of time
- 3- Not too much cost will be involved
- 4- Number of respondent will be limited due to survey in Karachi only.

Literature Review

The hypothesis behind outsourcing of open administrations is reasonably straightforward. The fundamental supposition is that when shielded from rivalry open

administrations need motivating forces to act cost-effectively, to advance, and to be receptive to customers and altering market desires. Constricting out is thusly a 'gadget to catch a portion of the alluring characteristics of a free market ...' (Webster and Harding, 2000: 10) – the supposition creature that market-related conveyance will generate these wanted impacts. The expense proficiency alluded to not just includes staff accomplishing higher profit and conclusions through all the more adequately focused on exertion, yet is additionally frequently determined from diminishment in staff (and wages) through taking occupation outside the impact of open area exchange unions – what economists allude to as 'exchanges'. Advancement and business sector responsiveness are thought to infer from rivalry with different suppliers who might generally attain market predominance through unrivaled administration conveyance and results.

Regardless of the fact that we acknowledge this fundamental hypothesis, there are still vital reasons why governments may even now choose (and frequently have chosen) to hold human administrations procurement in general society circle. In a survey of outsourcing in the livelihood territory,

Harding (2000) furnishes a suitable rundown of these. The main problem are first that market procurement is prone to be sub-finest someplace here are sure community externalities and standards of value and monetary equity; and, also, that administrations may experience issues pointing out and observing the nature of administrations furnished remotely and the utilization of administrations by people.

Administrations to help unemployed individuals are liable to positive social externalities, since the group all in all may profit through easier charges and expanded administrations. This implies that vocation administrations focused at unemployed individuals and pay help beneficiaries necessity to work at above-business levels with a specific end goal to help the more impeded employment seekers. Value contemplations are

likewise obviously imperative here and may oblige government to create least levels of administration data for specific assemblies. For sure, pundits of the presentation of rivalry arrangement all the more for the most part in Australia campaigned solid, next to resistance from the trade Chamber of Australia (Daniel, 1996), to contain public interests and value standards, counting neighborhood administration commitments, incorporated in the proclamation of standards for nationwide rivalry strategy (National competition Committee, 1997; Ranald, 1998).

On the other hand, as Webster and Harding (2000) focus out, there is likewise expanding request on open organizations themselves nowadays to show adequacy and proficiency, and they excessively are battling with approaches to characterize and measure execution inside.

With the approach of new innovations, complex frameworks for working motivators and conclusion overseeing have gotten accessible and financially savvy. This thus has maybe tilted the parity in favor of contracting-out. Webster, E. furthermore G. Harding (2000), 'Outsourcing open vocation benefits: the Australian experience', Melbourne Organization Working Paper No. 4/00, Melbourne Foundation of Connected Budgetary and Social Exploration, School of Melbourne, Melbourne,

Yet generally the effects are in accordance with most global encounter that just moderately little net business additions are to be had from labor business projects and that their fundamental effect originates from the redistribution of job chances around the unemployed (Webster, 1999).

What these more modest net occupation appraisals do bring into inquiry are a percentage of the Government's bolder cases of incredibly enhanced expense adequacy under the Job Network. DEWR examinations of the expenses of both terrible work results and net

off-profit effects (dependent upon their past routines) from Job Network and Working Nation projects infer that the previous are generously lower on normal.

In the nineties, a rising figure of European open career facilities misplaced their position imposing business model. From that point forward, open and personal facilities have coincided in most OECD nations. Germany was one of the previous European nations to liberalize its employment arrangement market. General society imposing business model was nullified as late as in 1994, however parameter sustain stringent in examination with substantially more liberalized markets like enormous Britain and the Netherlands (Walwei 1991, Buttler/walwei 1995, OECD 2001 and Konle-Seidl 2002). In 2002, occupation arrangement was further liberalized giving the vast majority of the jobless (extent of being without a job supplementary than 3 months) access to the private employment position market. Besides, the administration presented a receipt plot in April 2002.

Inasmuch as Australia and the Netherlands use barter to agreement out occupation housing to personal orgs (Dockery/stromback 2001, OECD 2003), employment situation vouchers are a more liberal methodology where voucher beneficiaries have much shopper sway: they are in freedom to select the private organization they operate to move toward. The administration started this nascent apparatus so as to climax people in general situation restraining infrastructure and to sponsor private contenders by indicates of occupation arrangement receipt. People without a job for no less than three months and qualified for unemployment profits are qualified for a voucher. The central service Agency pays stuck between 1,500 and 2,500 € for every prosperous situation, contingent upon the span of point of reference unemployment. In this way, work position in Germany now happens by means of three principle channels.

In the first place, and in particular, unemployed people look for employments on their own drive. From an overview around bosses in 2004, (Kettner/spitznagel 2005) we know that

84 percent of employment links are predicated on this stream. Second, work finders rotate to occupation habitats for support (14 percent of links). Third, they use private occupation position orgs (2 percent). This third conduit is to be build up by employment situation receipt making beneficiaries additionally dazzling clients for private offices. This paper assesses the causal impact of a receipt issue on the likelihood of standard job. Open area caseworkers appropriate compensation if they are prosperous in setting occupation seekers or not. Rather than that, private offices and their staff are benefit arranged and laid open to rivalry. Consequently we derive that private offices work all the more adequately. A positive medication impact may be normal, yet we must be careful of worship to winnow discrimination.

Additional changes to the usage were done in the accompanying years. Since the study focuses on 2004 for cause of information accessibility, the organizational system for that year will be depicted in point of interest now when dissecting arrangement lodging for unemployed persons, initial one need to inquire as to whether an administration intercession could be defended whatsoever. Is there a business sector disappointment? Four issues might be recognized. To start with, there are data inequality among the made redundant, conceivable managers and arrangement offices. Second, position lodging can have important, from the external side with yielding to the joblessness reimbursement framework. Third, there could be merit limitations for jobless people who can't reimburse for position lodging them. Fourth, later written works infers that in the vicinity of time conflictingly sporadic predilections (extra vacant marking down) arrangements for jobless labors can speak to a Pareto development (Dellavigna and Paserman, 2005). These stuffs can't be examined here in subtle element, however generally creators reach the conclusion that an administration intercession is mandatory (e.g. Kretschmer, 2005, p. 129ff. Heidinger, 2002, p. 92ff.). after that, one ought to put if it is other effectual and productive if the administration gives this

settlement itself or assuming that it deal it out to secret suppliers 6 The base imperative for constricting out of position lodging is consummated, on the grounds that the convenience is attractive (see Bruttel, 2005)

The speculation specifically (optically perceive Williamson, 1985) of the settlement is not excessively above. Nations similar to Australia and the Netherlands have indicated that ken-how in situation lodging for less capable unemployed people could be advanced in a noticeably brief time. Despite the fact that as of not long ago just two % of employment equals in Germany were orchestrated by classified orgs (Kettner and Spitznagel 2005), there are numerous personal firms, e.g. from the preparation division, that can enter the business. So structure from which personal circumstances can create live and it is conceivable to make the business sector contestable (see Baumol, 1982; Martin, 1993).

Hart et al. (1997) contend that open administrations ought to just be conveyed by personal suppliers if the conventional commitments could be set behind in adequately correct terms and if agreeability might be guaranteed. In position administrations for the jobless, it is especially imperative that the nature of administrations is guaranteed for all people. In guideline, this is conceivable.

Heading private job representation have created instruments of regulation toward oneself that push merchandise business rehearse and fortify their status as Key gaming in the person basic supply close by open occupation administration of methodology .

Regulation toward oneself, then again, should not supplant the part of subject lawmakers and law requirement government office.

Enactment is a 1 feeling of mean of accommodating the assurance of practitioner " right field among the premiums of the power, as put out in the Convening and Good word (see Appendices I and II), and outlines the organizations' part inside the phonetic setting of nationwide livelihood and relocation approaches, nearby unambiguous of childbed

commercial center and level of social-budgetary advancement. China, for instance, has created a FICO assessment framework for private work offices to guarantee nature of administration functions and security of performer. instructions ought to thusly point at guaranteeing that the organizations offering their administrations in light of a legitimate concern for their hub while supporting generally national advancement objectives and enhancing the working of the Labor market. Nonetheless, it ought not to serve as a chicken to control challenge and make unnecessary center for the orgs. Numerous areas explaining such lawful skeletons have looked for direction from the International Labor Organization. The 2007 International Labor Organization Guide gives information to national administrators to drafting laws as per global rule ; a comp diagram of administrative systems, taking into account the principles and suggestions, and further worldwide employment models; and province delineation to represent conceivable methodologies to drafting enactment

Private business orgs expect a basic part in the working of contemporary labor markets. As far over as three decades, the stretching necessity to outfit experts and organizations to a speedily creating and versatile employment market has incited the amazing headway of these employment places. Momentary work associations are go-betweeners in front line labor publicizes that agree to dares to contain extra suppleness to extend or decay their workforces, at the same time as make certain for the human resources satisfactory safekeeping the extent that openings for work and occupation models, counting pay, operational time and get ready. Though they have long been renowned as supplementing open work organizations, they can as well assist to upgrade operational circumstances. Get together No. 181 sets the universal restriction for the guideline, plan and job of authorities by these work places. It also upholds ILO part States to make clear procedures, sanctioning and completing frameworks for influential enrollment and allowing, appropriately empowering them expecting service part in employment market liberated unfair circumstances.

The standard of at no cost position organizations for personnel and superintendents was at first made as an ordinary for work profits in the redundancy Assembly, 1919 (No. 2), and asserted in the Business Administration Meeting, 1948 (No. 88). In Assembly No. 181, free occupation position organizations for fresh candidates was held as an obtainment to shield the distractions of pros, however government were permitted to permit exclusions to this rule if present were unmistakably sensible reasons. Article 7 states that:

1. Secretive occupation orgs should not charge clearly or in an indirect manner, in whole or to some extent, any charge or costs to workers.

2. In light of a true blue sympathy toward the workers concerned, and in the wake of guiding the most illustrative cooperation of organizations and workers, the capable force may affirm exclusions to the acquirements of segment 1 above in deference of specific classes of experts, and furthermore specified sorts of organizations gave by private job orgs.

3. A Part which has sanctioned [such] absolutions may, in its information under article 22 of the establishment of the Global Labor Association, outfit in sequence on such exclusions and give the reason therefore. In developed countries everyplace short vocation associations order the confidential service association showcase, the proscription of cost charge to experts is standard strategy. For example, all European Union countries block cost charge to workers. The CIETT Parts' obligation (recreated here in Index III) unequivocally limits the charge of charges to authorities. Distinctive countries, for the most part those with a vital figure of abroad position associations, have picked either control the aggregation of expenditures to specific orders of authorities or guiding the measure of charge to be thrilling.

Research Methodology

It was one of the descriptive studies and was a casual research. The field test was directed in the non- created environment with unreasonable researcher impedance in the working setting. The unit of examination was acknowledged to be singular representative

where the time skyline was cross-sectional in the nature in light of the fact that the researcher has a restricted time to finish the study.

Sampling Design:

All employees and office staff of Different Organization such as JUBLEE INSURANCE, UBL, SONERI BANK, KASBIT, CIMSHIPPING, OCEANIC STAR LINES and EMKAY LINES whether newly hired or old employees working in any department of the organization. All employees and office staff which hold the subtle elements of their Gender, Age Group, House hold income, Qualification and work Experiences. Here for the field experiment, Researcher uses the random sampling. Sample size the researcher used is 227 employees working in the organization, distribution is given below

Data Collection:

A structured Questionnaire was created to accumulate the information from the respondents. Information was gathered to attain the effect for the purpose, scope and hypothesis of this study.

Data Analysis and Results

Data was analyzed on SPSS, technique was used multiple correlation technique.

Pilot Testing

Table 01: Case Processing Summary

		N	%
Cases	Valid	25	96.2
	Excluded ^a	1	3.8
	Total	26	100.0

a. Listwise deletion based on all variables in the procedure.

Table 02: Reliability Statistics

Cronbach's Alpha	N of Items
.882	19

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Cronbach's Alpha on 227 respondents our prior result is 88.2 %

Table 03: Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	50.9200	154.493	.605	.873
Q2	51.3600	168.323	.152	.887
Q3	50.4400	158.923	.340	.883
Q4	51.4000	165.583	.274	.883
Q5	51.1200	151.693	.696	.870
Q6	51.2400	150.107	.647	.871
Q7	50.9200	151.493	.690	.870
Q8	51.1600	166.640	.186	.887
Q9	51.0400	161.040	.515	.877
Q10	51.2400	151.690	.762	.868
Q11	51.0400	164.707	.277	.883
Q12	51.1600	159.723	.414	.879
Q13	50.2800	159.543	.379	.881
Q14	50.7200	155.210	.568	.874
Q15	50.8800	160.027	.515	.876
Q16	50.7200	156.710	.470	.878
Q17	50.9600	147.040	.815	.865
Q18	51.1600	151.890	.664	.871
Q19	50.6400	151.740	.572	.874

Reliability

Table 04: Case Processing Summary

		N	%
Cases	Valid	200	88.1
	Excluded ^a	27	11.9
	Total	227	100.0

Table 04: Case Processing Summary

		N	%
Cases	Valid	200	88.1
	Excluded ^a	27	11.9
	Total	227	100.0

a. List wise deletion based on all variables in the procedure.

Table 05: Reliability Statistics

Cronbach's Alpha	N of Items
.809	19

Table 06: Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Q1	61.4550	81.345	.470	.795
Q2	61.1700	82.654	.548	.792
Q3	60.6750	92.180	.020	.821
Q4	60.9800	85.969	.359	.802
Q5	61.2200	85.318	.437	.798
Q6	60.8750	86.592	.381	.801
Q7	61.2100	82.669	.451	.797
Q8	61.3050	84.273	.406	.800
Q9	61.3250	86.331	.402	.800
Q10	61.2750	82.653	.471	.796
Q11	60.8950	83.049	.414	.799
Q12	61.0050	86.628	.303	.805
Q13	60.9800	87.236	.319	.804
Q14	60.8050	86.952	.307	.805
Q15	61.0850	84.862	.436	.798
Q16	60.9700	84.331	.393	.800
Q17	61.1800	81.415	.515	.793

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Q18	60.8900	86.641	.318	.804
Q19	60.8000	84.101	.354	.803

Regression

Table 07: Variables Entered/Removed

Model	Variables Entered	Variables Removed	Method
1	Job Match, Professionalism, Cost Effective, Quick Response, Employee's Screening ^a	.	Enter

a. All requested variables entered and no variables have been removed

Table 08: Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.713 ^a	.509	.498	.51138	1.976

This model summary has 50.9 % strength and it has positive correlation because as per the durbinwaston ,durbinwaston value should remain between 1.75 and 2.25 , if there is more than +2 it is negative co-relation if it is less than -2 it is positive co-relation.

Table 09: ANOVA^b

		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	59.893	5	11.979	45.805	.000 ^a
	Residual	57.794	221	.262		
	Total	117.687	226			

If significance value is less than 0.05 so variance will be significance here significance value is significance sum of square regression is 59.8 % and sum of square error is 57.7 and MSR is 11.9 and MSE is 0.26 and number of variable is 5 (cost effective , professionalism , job match , quick response and employee's screening)

Table 10: Coefficients^a

Model		Un-standarized		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.106	.233		-.454	.651
	Cost Effective	-.043	.056	-.044	-.774	.440

Professionalism	.250	.062	.232	4.038	.000
Quick Response	.168	.058	.163	2.882	.004
Employee's Screening	.464	.063	.426	7.323	.000
Job Match	.111	.059	.116	1.858	.064

H₁: Cost effectiveness of recruitment agencies have no significant impact on employees' job placement in Karachi, this hypothesis has been failed to reject because the P_o-value is greater than 0.05 which is 0.440 this is in significant as per the method that shows people are not satisfied to pay any cost against their employment application

H₂: Professionalism of recruitment agencies has significant impact on employees' job placement in Karachi. In this hypothesis alternate of it has been accepted because the P_o-value is less than 0.05 which is 0.000 that shows recruitment agents have much professional skills

H₃: Job matching of recruitment agencies has significant impact on employees' job placement in Karachi. This hypothesis has been accepted and the null hypothesis has been rejected because the P_o-value is 0.004 which is less than 0.05 that shows recruitment agents match the job correctly.

H₄: Quick responses of recruitment agencies have significant impact on employees' job placement in Karachi. This is alternate hypothesis accepted and the null hypothesis has been rejected because the P_o-value is less than 0.05 which is 0.000 that shows recruitment agents response

H₅: Employees' screenings of recruitment agencies have no significant impact on employees' job placement in Karachi. This hypothesis will be failed to reject means null hypothesis will be accepted because the P_o-value is greater than 0.05 and the value is 0.64 which shows that the people in Karachi believe that employee screening is done appropriately in recruitment agencies

Table 11: Residuals Statistics^a

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.4155	4.4606	3.2083	.51479	227
Residual	-1.64180	1.89446	.00000	.50569	227
Std. Predicted Value	-3.483	2.433	.000	1.000	227
Std. Residual	-3.211	3.705	.000	.989	227

a. Dependent Variable: Employee Job Placement

Charts:

Here, it been showed that the dot is much far means there is an error in variable

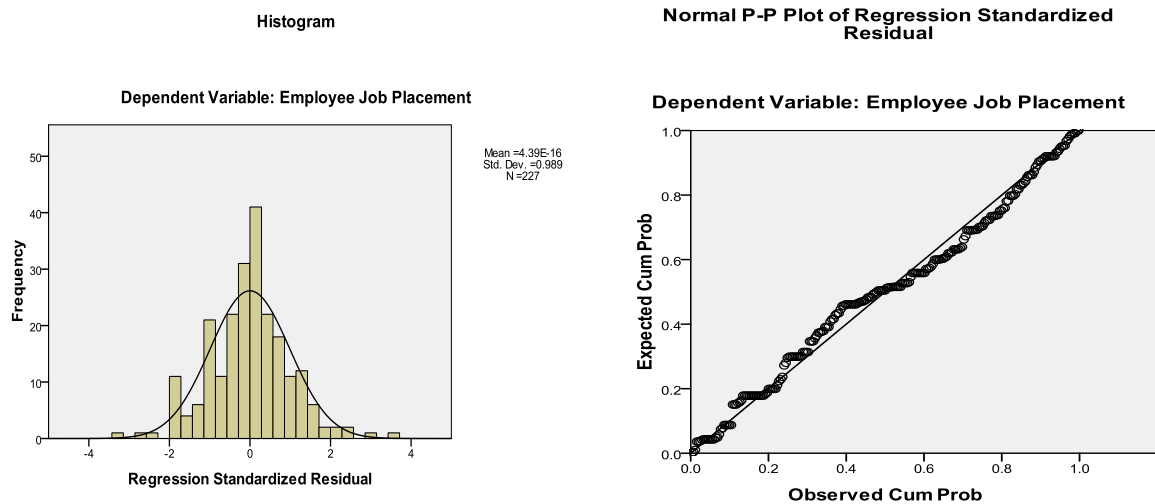


Figure 01: Graphical Representation

Conclusion

As a whole it is concluded that factor influencing on employee's job placement through recruitment agencies in Karachi particularly. This chapter is actually research proposal for present study and has identified factors from the literature review which effect the factor influencing on employee's job placement through recruitment agencies Objectives are set to achieve the proper results of the study

This study contains factors influencing on employee's job placement through recruitment in Karachi , many firms was selected to know the impact of this research survey, after collecting the data it is observed that two of five independent variables are failed to

reject null hypothesis , this result shows that people are not satisfied with the cost they incurred for finding the jobs through recruitment agencies as well as people believe that there is no such appropriate job match through the agencies , where as in survey remaining variables' results are seen that people are agree that recruitment agents are professionals , they reply quickly and they have proper employee screening method

From the research result it could be seen too that people in Karachi have no such ideas about recruitment agencies, they have no such proper awareness, as well as owners do not trust their screenings

This study was over all done to find out the citizens of Karachi that living in a biggest city of Pakistan where many people are coming to get job and business from the internal and external areas, what they think about that what are the major factors that could lead them towards the recruitment agencies, some questions arises when somebody is choosing it, do they really have jobs? Do they response fastest? Do they do satisfactory employee screening or not? These are some question have been answered by 227 respondents from different firms and industries.

Recommendation

In Karachi there are many opportunity for the opportunity seekers from all over the Pakistan, people come to Karachi for the bread and butter, this motivates them to find the good opportunity and good job but unfortunately there are no ways for the new fresh candidates or for those who really want to switch off their jobs and get more good opportunity, good opportunity does not mean to grow only yourself but also grow your family, these are some issues remain around us.

I think recruitment agencies can contribute more and more for this purpose if they give satisfactory result to the both parties like employee (a job seeker) and an employer (an owner) . recruitment agencies can contribute many important part, but unfortunately due to

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IN PAKISTAN

some corrupt agencies and some kind of frauds, people do not approach them and use such an appropriate way to get good job match, as well as employers are not getting this opportunity they waste their many times to find a good person and sometimes due to little bit negligence they do not find appropriate one,

Having all these issues this research was conducted that what are those factors which could lead them to the agencies and if agencies are not working how they can serve against the need of people, people usually are unhappy with these firm in Pakistan due to their less professional ethics, less cost savings and bad screening this is the views of employees of Karachi

I recommend to the readers that we have lack of understanding to cater people for their jobs, if some people take good steps and open a true recruitment agencies so many people will get good opportunities and get their best job match, employers do not need to find employees in dark and employers specially fresh graduates and masters would not need to be worry about their job.

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