

RECRUITING ASSISTANCE FOR THE HR MANAGERS

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Recruiting assistance for HR managers



By



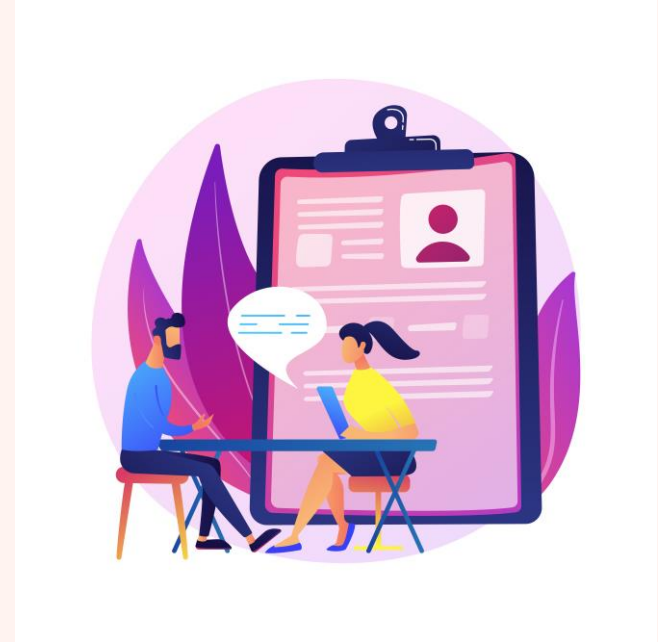
Prism degree
college



Introduction :-

OVERVIEW –

A systematic process of finding, identifying, short-listing, interviewing and selecting qualified candidates for specific job positions in an organisation.



PURPOSE –

The suitable candidates to the position, carefully screening and selecting all applicants, hiring, and seamlessly integrating new employees and roles into the organization.

It's about meeting and networking with as many qualified people as possible to make connections that may one day lead to a great hire.

LITERATURE SURVEY :-

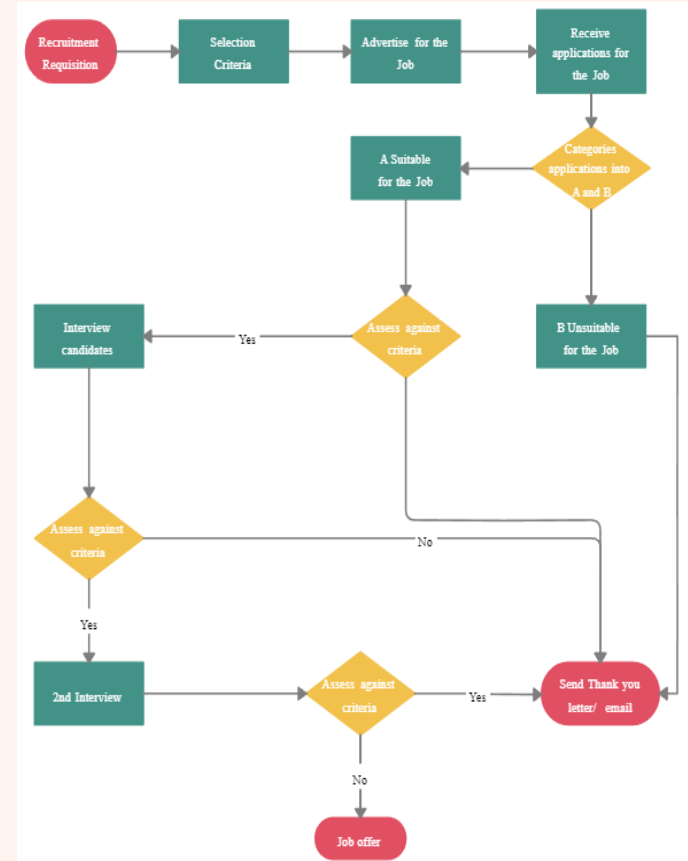
Here's how to overcome hiring challenges:

- 1.Switch your approach from reactive to proactive.
- 2.Create a consistent candidate experience.
- 3.Develop a recruiting culture.
- 4.Use Recruiting Metrics to Identify Opportunities for Improvement.

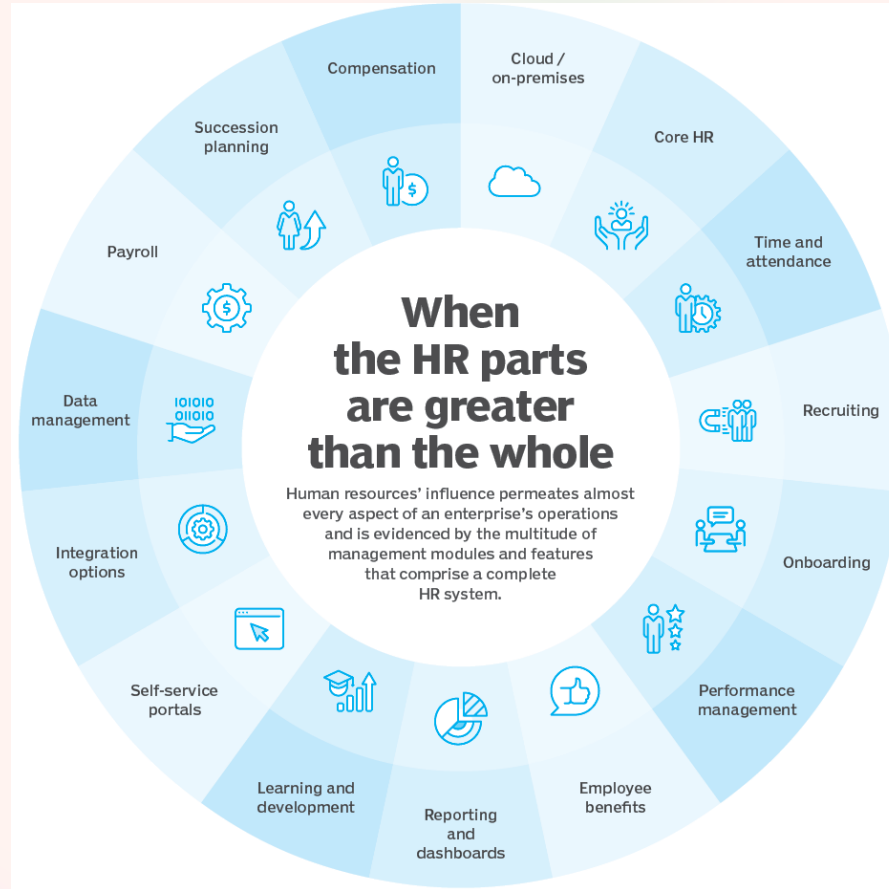
THEORITICAL ANALYSIS:-

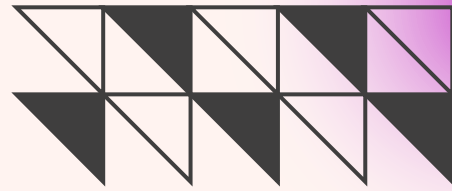
BLOCK DIAGRAM -

Recruitment theory relates to the relative importance of various factors in the career decisions of individuals.



HARDWARE & SOFTWARE REQUIREMENTS OF THE HR RECRUITMENTS





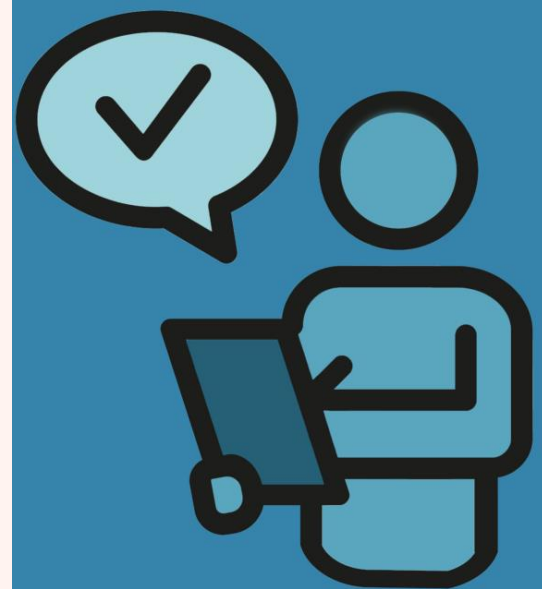
RESULT :-

- ▶ According to the Survey, Recruitment differs from company to company for each category.
- ▶ According to the Survey, the company do utilize internet sites for the recruitment process and for finding the talent candidate.
- ▶ It is observed that the company are utilizing the job description in order to make screening process more efficient.



ADVANTAGES :-

- 1.Provides Higher Quality Candidates.
- 2.Ensures Faster Hiring.
- 3.Helps Hire Applicants with specialist knowledge.
- 4.Promotes Business Growth and Innovation.



DIS-ADVANTAGES :-

1. Recruitment May Stagnate the Company's Culture.
2. Increases Training Costs of the New Applicants.
3. Recruitment Agencies have Limited Choices.
4. May Leads to Workplace Hostility.





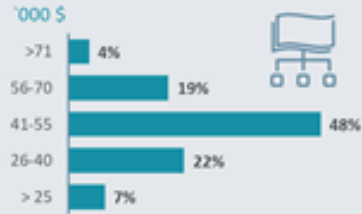
HR Recruitment Cycle :-



HR

DASHBOARDS AND DATA CHARTS :

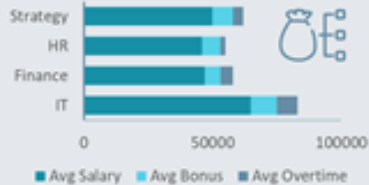
Salary distribution



Average Salary Trend Over Time (000 \$)



Salary breakdown



Bonus share



Overtime share





CONCLUSIONS :-

- ➡ Polices adopted by EMC are transparent, legal and scientific.
- ➡ Recruitment is fair.
- ➡ The recruitment should not be lengthy.
- ➡ To some extent a clear picture of the required candidate should be made in order to search for appropriate candidates.





FUTURE SCOPE :-

- ➡ Time management is very essential and it should not be ignored at any level of the process.
- ➡ Recruitment policy is satisfactory in EMC but the periodicity of recruitment is being more which needs to be reduced.
- ➡ Communication, personal and technical skills need to be tested for employees



THANK YOU