##### A STUDY ON

**RECURITMENT AND SELECTION**

**With reference to**

**{CHILL BRO RESORTS, TAJANGI, CHINTAPALLE }**



***A PROJECT REPORT***

Submitted in partial fulfilment of the requirements for the award of the degree of

##### MASTER OF BUSINESS ADMINISTRATION

*Submitted By*

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***Under the Guidance of***

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##### **BONAFIDE CERTIFICATE**

Certified that this project report A STUDY ON  **“RECRUITMENT AND SELECTION”**

with reference to “**CHILL BRO RESORTS, TAJANGI, CHINTAPALLE,A.P**

is the bonafide work of **“K.N.RAGHAVENDRA, (21551E0025)”** who carried out the project work under my supervision during the year 2022 to 2023 towards partial fulfilment of the requirements of the Degree of **MASTER OF BUSINESS ADMINISTRATION** as administered under the Regulations of **GODAVARI INSTITUTE OF ENGINEERING & TECHNOLOGY, RAJAMAHENDRAVARAM,** AP, India and award of the Degree from Jawaharlal Nehru Technological University, Kakinada. The results embodied in this report have not been submitted to any other University for the award of any degree.

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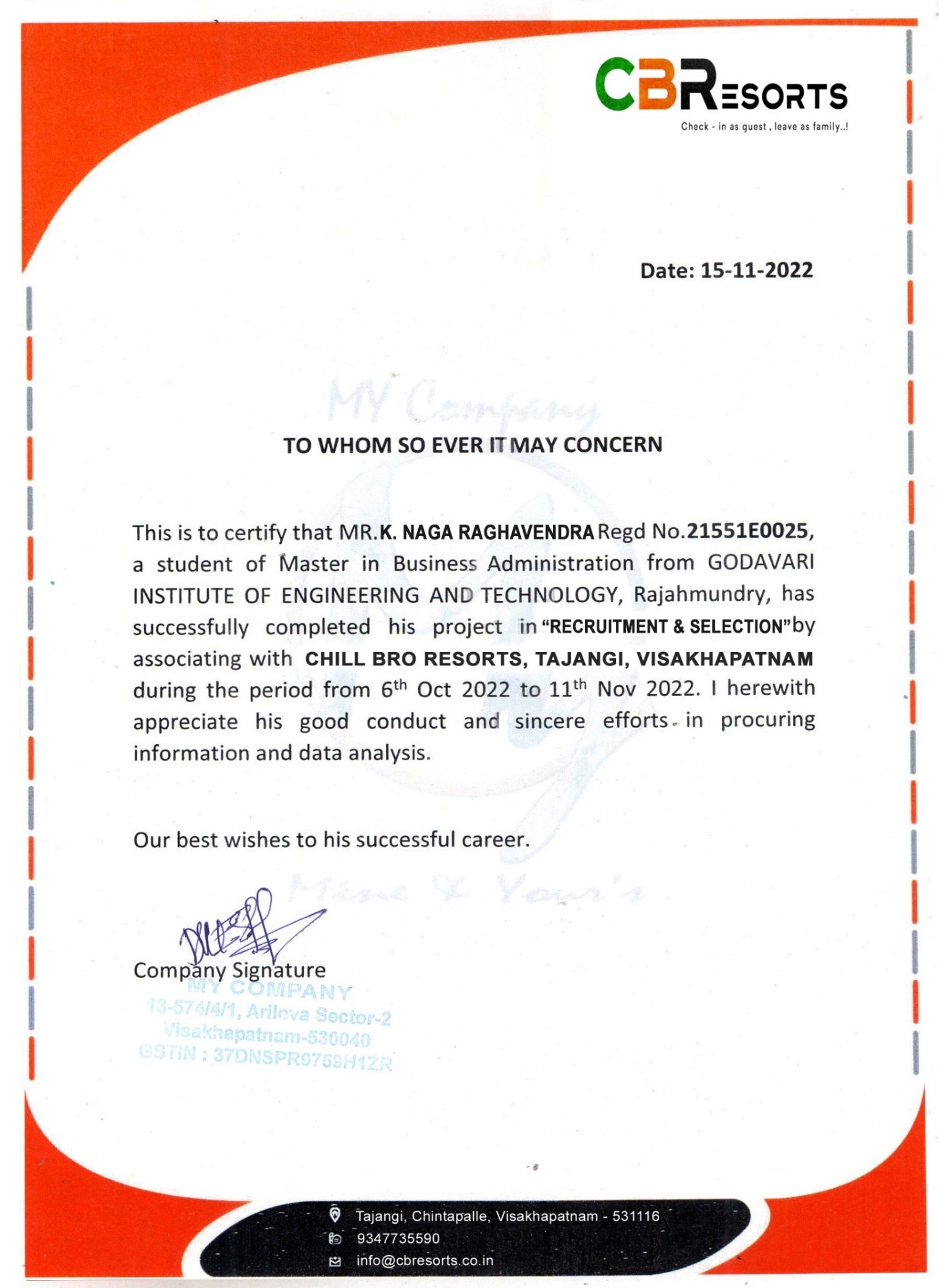
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**CERTIFICATE OF AUTHENTICATION**

I solemnly declare that this project report A STUDY ON “WORKING CAPITAL MANAGEMENT" with reference to CHILL BRO RESORTS, TAJANGI, CHINTAPALLE, A.P," is the Bonafede work done purely by me, carried out under the supervision of K.VINOD VARMA, towards partial fulfilment of the requirements of the Degree of Master of Business Administration as administered under the Regulations of

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**ABSTRACT**

Organizational results are enhanced thanks to the hiring and screening procedures. With this background in mind, the following article has been written to provide some insight on the selection and recruiting procedure. Successful recruitment and selection practices are critical components at the front lines of human resources in any organization, such as chill bro resort, where they are used to identify general practices that organisations use when recruiting and selecting employees and to determine how these practices affect organisational outcomes. The primary purpose of this study is to catalogue common procedures used by businesses in the process of hiring new personnel. The research also aims to answer the question, "How do recruiting and selection procedures impact organizational outcomes?" and provide some helpful recommendations. Analytical methods have been applied to the data. I have got to known the method and technique followed in organisation.

***KEYWORDS*  : *Recruitment, organisation, selection, employee***

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CHAPTER-I

Introduction

**INTRODUCTION:**

People are gregarious creatures who seldom function well in alone environments. Whether we are aware of it or not, we plan, construct, and control the connections in our lives. Our power to influence the results of our activities has a significant impact on the quality of our relationships. From the moment of birth, every individual begins to absorb knowledge and understanding about the world and how individuals function within it. The next step is to use what we have picked up on the job to keeping our personal connections alive and well. Managing interactions between coworkers is the core concern of human resource management.

The field of Human Resource Management (HRM) is widely studied and practiced in both academia and the commercial sector. Human Resource Management (HRM) is an interdisciplinary organizational function that draws on management, psychology, sociology, and economics, among others, to better understand and serve its clients. There is no right way to manage people, and no manager has ever shown how to manage people effectively. This is because people are complicated organizations with complex requirements. Human resource management's efficacy is heavily influenced by the specifics of the company's setting. Each group consists of people, has a mission, and has a structure.

Reportedly stated by a top HR firm, "yesterday, the business with the greatest access to money or the newest technology had the biggest competitive advantage:" Quality product providers now play an important part in the marketplace; The only thing tomorrow that will help the firm is the quality of its workers.

This future we imagined is now here and present day. There is a widespread belief among public and private sector CEOs that their workforce is their most significant asset. Even if a firm has a lot of highly skilled workers on staff, it doesn't mean its human resources will provide it an edge in the market. However, the corporation must guarantee that its personnel are competent, allocated to suitable tasks, appropriately educated, effectively managed, and devoted to the success of the company in order to preserve competition, progress, and diversity. Human resource management's ultimate aim is to optimize employees' contributions to the organization's (and its members') success in meeting organizational (such as employment and recognition) and societal (such as financial and compliance and social responsibility) objectives.

**Definition of Human Resource Management**

Human resource management (HRM) is the function of a company that focuses on its employees. Human resource management encompasses all aspects of an organization's interactions with its employees, from hiring through firing. Human resource management (HRM) focuses on management from an interpersonal perspective. Human resource management refers to the steps taken by a company to acquire, train, motivate, and retain its employees.

* **Human resource management (HRM) is the study of "procuring, developing, sustaining, and employing a labor force," as defined by M. J. Jucious (1).**
* **"Human resource management" (HRM) is "the providing of leadership and guidance to individuals in their working or employment relationship," as stated by Dale Yoder (2).**
* **Third, according to Mathis and Jackson, "HRM is the efficient utilization of Human resources and organization via the management of people related activities."**
* **Human resource management, according to Ricky W. Griffin, "is the array of business processes concerned with securing and maximizing the contributions of a competent and satisfied work force."**
* **To recruit, screen, train, reward, and evaluate employees; in other words, all the "people" or "human resource" duties associated with management, as described by Gray Dessler.**
* **According to Milkovich and Boudreau (see note 6), "Human Resource Management is a series of decisions that affect the interaction between employees and employers: it impacts a wide range of stakeholders and is meant to influence the efficiency of employees and employers."**

**INTRODUCTION OF TOPIC**

### Recruitment and Selection

Recruitment is the process of sourcing and wooing potential new employees. People are sought out and added to the team. Recruiting include making contact with people who may or may not be interested in working for the company, encouraging them to apply, and convincing them to accept a position there. Attracting a sufficient number of high-quality applicants is a primary goal.

Organizational performance is highly dependent on the team of talented and qualified human resources that is selected from the pool of candidates.

The Human Resources and Development team's major responsibility is to recruit and retain a sufficient number of skilled workers to staff the company. Recruitment is a valuable task since it advertises open positions within a business and invites potential employees to apply for them.

The act of choosing suitable candidates for employment. It's a method of determining whether candidates have the necessary experience and education to fill an open position at a company. Only with proper matching can an accurate decision be made. Selecting the most qualified individual for a role ensures that the business will benefit from that individual's full potential in their work. In addition, absenteeism and staff turnover will decrease. When a business selects the best applicant for a position, it saves both time and money. Applicants are thoroughly vetted before being selected. Each applicant for a certain position is put through a battery of tests to determine their suitability for the position. Although both selection and recruiting are part of the hiring process, they are distinct steps that must be handled separately.

Recruitment is seen as a good thing since it increases the number of people who apply for jobs. A pool of potential candidates is therefore generated. Only information origination is involved. When the wrong people are eliminated throughout the screening process, it may seem like a very bad experience. In the hiring process, recruitment comes before the actual selection. The process of selection entails picking the person who has the most relevant experience, education, and other qualifications for a position.

**importance of recruitment and selection**

Examples that show the significance of proper hiring practices include:

Human resource management (HRMrecruitment )'s and selection procedure acts as a conduit. through which companies may entice highly qualified experts with extensive expertise. There are times when a well-thought-out recruiting and selection process may help weed out applicants who aren't a good fit for a company's open positions.

Additionally, the capacity to attract and choose individuals with the necessary skills to function effectively as a team is crucial to the success of any commercial venture. Human resource management (HRM) recruitment and selection is another means through which businesses may get the services of highly qualified experts. Procedures for selecting and recruiting candidates might be helpful in eliminating unsuitable candidates. Whom it is possible would not be a good fit for a certain role or occupation.

## PROJECT LAYOUT

### CHAPTER – 1 INTRODUCTION

Introduction to Human Resource Management

Introduction to Recruitment & Selection Process

### CHAPTER – II ORGANIZATION PROFILE

**Information about the organization.**

**Name:** CHILL BRO RESORTS

**Address:** TAJANGI, CHINTAPALLE, AP, INDIA.

**Telephone Number: 9603960540.**

**Web site: www.cbresorts.co.in**

**Purpose of the organization:** Chill Bro Resorts is a resort gives the best holiday experience to the visitors. To reach number 1 position in India, get the goodwill and popular Resorts in the society.

### CHAPTER – III BASIS FOR PROJECT

This chapter provides a brief overview of personnel recruitment and selection of employees. It contains the following items: the importance of recruitment and selection of employees, In the section I have also discussed the OBJECTIVES

SCOPE

NEED

### CHAPTER – IV DATA HANDLING

In the section of the report, I conducted research study recruitment and selection of employees. It includes period of the data used sample size, research methodology, data analysis tools.

### CHAPTER – V RESULTS & DISCUSSIONS

In the section of the report about what type of question I used for survey. It includes tables and graphs and interpretation of the survey.

### DATA ANALYSIS

### FINDINGS

**CHAPTER – VI LIMITATIONS, SUGGESTIONS AND CONCLUSIONS**

This section deals with what are the limitations and Suggestions of the study and how we finally conclude the project.

### APPENDICES

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**ORGANISATION PROFILE**

## INDUSTRY PROFILE

### INTRODUCTION:

In North American English, a resort is a commercial complex that aims to satisfy most of the needs of its guests during their stay, including those related to food and drink, swimming, housing, sports, entertainment, and shopping. A resort is a kind of hotel that offers guests a wide variety of services, including dining, spa treatments, and nightlife options. The Grand Hotel on Mackinac Island, Michigan, is a prime example of a hotel that serves as the resort's focal point. Timeshares, fractional ownership, and full condominium ownership are all common at several resorts. Even while resorts have not always been commercial enterprises run by a single entity, this kind of business mushroomed around the end of the twentieth century.

**Market Overview**

The Indian hotel business has been growing at a steady clip over the last several years, and its future prospects seem promising. The country's cultural and ethnic variety has been drawing in many visitors from all over the world. The spiritual traditions of India have attracted visitors from all across the world. From a ranking of 65 in 2013 to that of 34 in 2019, India has shown steady improvement on the World Economic Forum's travel and tourism competitiveness index. The domestic travel business, on the other hand, is thriving for a number of reasons, including the expanding middle class, rising disposable income levels, and increased enthusiasm among millennials to travel inside their own nation. Airbnb and Oyo Rooms have altered the global hospitality landscape by providing budget-friendly lodgings in a variety of desirable places and providing guests with convenient check-in and check-out times.

The travel and hospitality sector contributed 7.5% to the country's gross domestic product, and it has been expanding at a good rate recently. When it comes to the greenfield category of the Ease of Doing Business (EoDB), India is in first place. The Government of India (GoI) has decided to promote the ports of Chennai, Goa, Kochi, Mangalore, and Mumbai as cruise tourism hubs to improve India's Foreign Direct Investment (FDI) ranking and boost the country's cruise tourism industry. A variety of services, including hotels, restaurants, and shops, will be available at these terminals.

As a result of the travel restrictions put in place to contain the coronavirus epidemic, the number of international visitors to India dropped to around three million that year, a decrease of almost 75 percent from the previous year. " Guidelines for the scheme of Market Development Assistance (MDA) for giving financial assistance to stakeholders for the development of domestic tourism have been revised to increase the scheme's scope and reach and deliver the greatest advantages to the stakeholders in the tourist sector. The scope of permitted financial aid has also been expanded, and promotional activities, such as internet campaigns, have been integrated.

The National Statistical Office (NSO) reported on August 31, 2020 that the hotel industry in India has shrunk by 47% between April and June 2020 as a result of the COVID-19 epidemic. In the hotel business, occupancy dropped by 77% in May 2020 compared to the same month the year before. In 2021, the domestic hotel business will likely see a fall of over 65% due to the interruptions caused by the spread of COVID-19.

**Mission Statement**

The research provides a comprehensive overview of the Indian hospitality business, including a review of the sector's associations, the economy at large, developing market trends by segment, major shifts in market dynamics, and a look at the market as a whole. Service apartments, budget/economy hotels, mid/upper mid range hotels, and luxury hotels are just few of the subsets that make up India's hospitality sector, which is further divided into Chain Hotels and Independent Hotels.

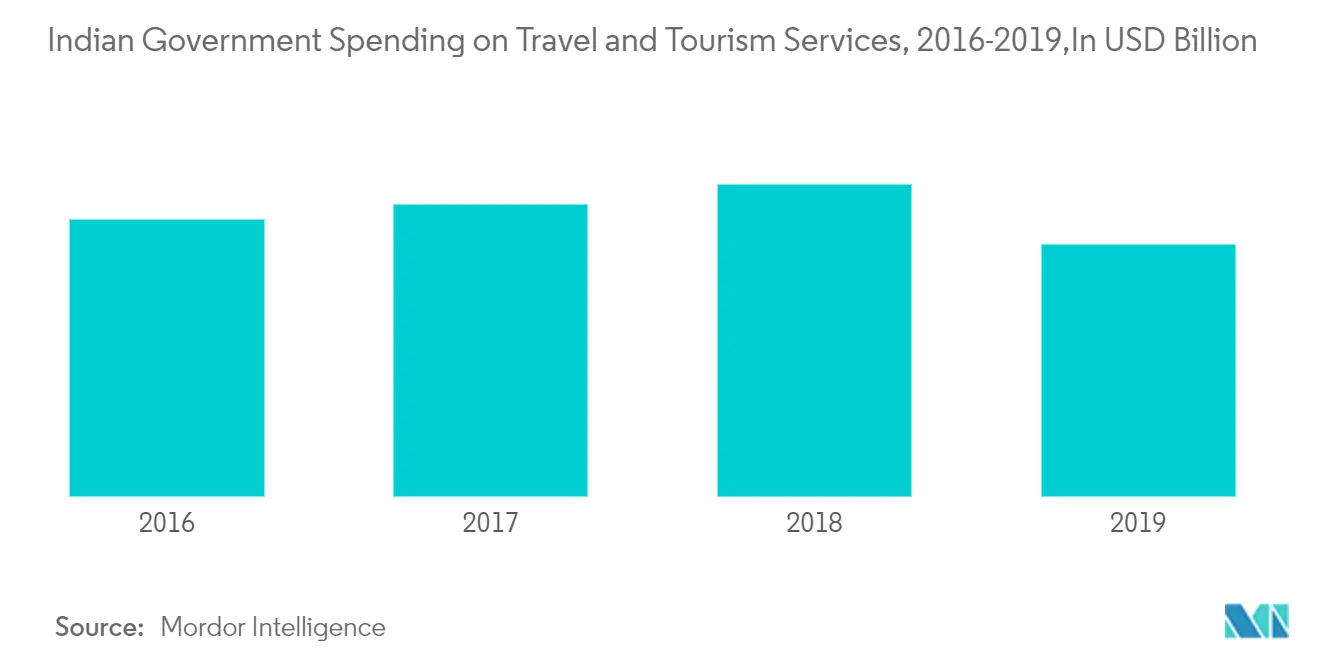
The market is being fueled by the increasing number of foreign visitors.

Annually, more and more international visitors have been logging in with India. Many aspects of the country, including its cultural foundations, variety of customs, and culinary offerings, contribute to its status as a nation rich in legacy. More than 10 million international visitors came to India for the first time in 2017, an increase of 14% from the previous year 2016 and almost twice the number of visitors in 2009 and 2010. Among the 136 countries included in the 2019 Travel and Tourist Competitiveness Index, India placed 34 overall. However, when compared to the developed world, India's tourism industry was rated 10 overall in terms of price competitiveness.

**GRAPH : 2.1**

### Improving the Infrastructure Government is Trying to Attract More Tourism

The Indian government has been trying to attract more foreign capital to the country's tourist industry. In 2016-2017, India got FDI of INR 4,30,000 Cr (USD 60,1 billion). Except for a few key industries (Defense, Atomic Energy), the government permits unrestricted FDI inflows across the board. One hundred percent foreign direct investment in the hotel and tourist industry opens the door to more automatic route investments in the nation. Hotels in the 2–4 star range that are built near UNESCO World Heritage sites are eligible for a tax break that lasts for 5 years (except for locations like Delhi and Mumbai). The government is now debating a bill that would create "special tourist zones" (STZ) in an effort to boost tourism and investment in the industry and, if enacted, would offer a "single window" approval process for the establishment of such zones. The proposed sites for STZs are coastal cities that attract a lot of visitors. The company is providing a 10-year, zero-tax term. In the projected STZ development, there will be space for between 2,000 and 3,000 hotel rooms (both existing and new construction), as well as entertainment venues, theme parks, retail centers, and other amenities. After the removal of the luxury tax and similar measures, many capital items will no longer be subject to import charge.

GEAPH 2.2

## Competitive Landscape

## The research on India's hospitality sector covers both the country's most prominent foreign and homegrown firms. India's hotel industry is young yet booming. For national and international players alike, the hospitality business in the United States is ripe with opportunities for expansion.

**Recent Developments**

* **July 2021 -** ITC Hotels has chosen ActiMedia India as their public relations and marketing agency as of July 2021.1 From its headquarters in New York City and satellite offices in Delhi, Mumbai, and Bangalore, ActiMedia strives to provide customers with comprehensive integrated communications and digital strategy solutions.
* **In February of 2021**, OYO Hotels had a presence in every state in the USA. It introduced 10 new hotels to the markets of Colorado, Georgia, Iowa, Mississippi, North Carolina, and Texas.

## 

## Major Players

1**. Oberoi Hotels & Resorts**

**2. The Park Hotel**

**3. ITC Hotels**

**4. Lemon Tree Hotels**

**5. Taj Hotel**

**COMPANY PROFILE**

### PROFILE OF THE CHILL BRO RESORTS HISTORY:

CB RESORTS was started in 2017. The registered office of the company is situated at tajangi, chintapalle, visakhapatnam district, AP,531116

MR.V.DINESH (Founder of the resorts), Managing director K.MANJU, The chill bro resorts is one of the major project of my company, visakhapatnam, which was started in 2015.

It is a tourism resort initative in the hilly regions of Visakhapatanam i.e, Lambasingi & Araku,We providing the best experience of your stay with best food and security. We aim to create a destination that every individual should experience with the essence of nature culture & tourism,

We provide separate cottages to families and bachelors, Availability of cottages exclusively for women is our additional services with high securities and facilities. Some of the features that make as unique are free vehicles, packing, hot water facilities, mobile food delivery to tourist spot nearby, camp fire exclusive celebration area with mini theatre and various ecxperiences with us, chill bro resorts is completely a booking platform system for the following streams.

**FACILITIES PROVIDED:**

* PACKING
* WASHROOMS
* LOCKER ROOMS
* TENTS & ROOMS
* MINI THEATRE
* REATAURANT
* CELEBRATION AREA
* GROCERY STORE

### 

### MAIN OBJECTIVE OF THE CHILL BRO RESORTS

### Chill bro is a unique platform especially designed for the better organized planning for the trips which may be holiday's trips, Devotional trips, Local city tour trips, Educational trips and many more. The general aspects for the trips are being given a major priority such as Transportation, Shelter. Food, Rental Systems, events, Fests and information about the locality they visit.

### In Chill Bro, We would like to bring a one stop destination for booking all the basic requirements of the trip as we mentioned before in a simple and clarified mode. Its main aim is to make the trip hassle free at the best economical way with plenty of choices to select and enjoy at their reasonable preferences.

### Chill bro is completely a booking platform system for the following streams

### Shelter/Resorts

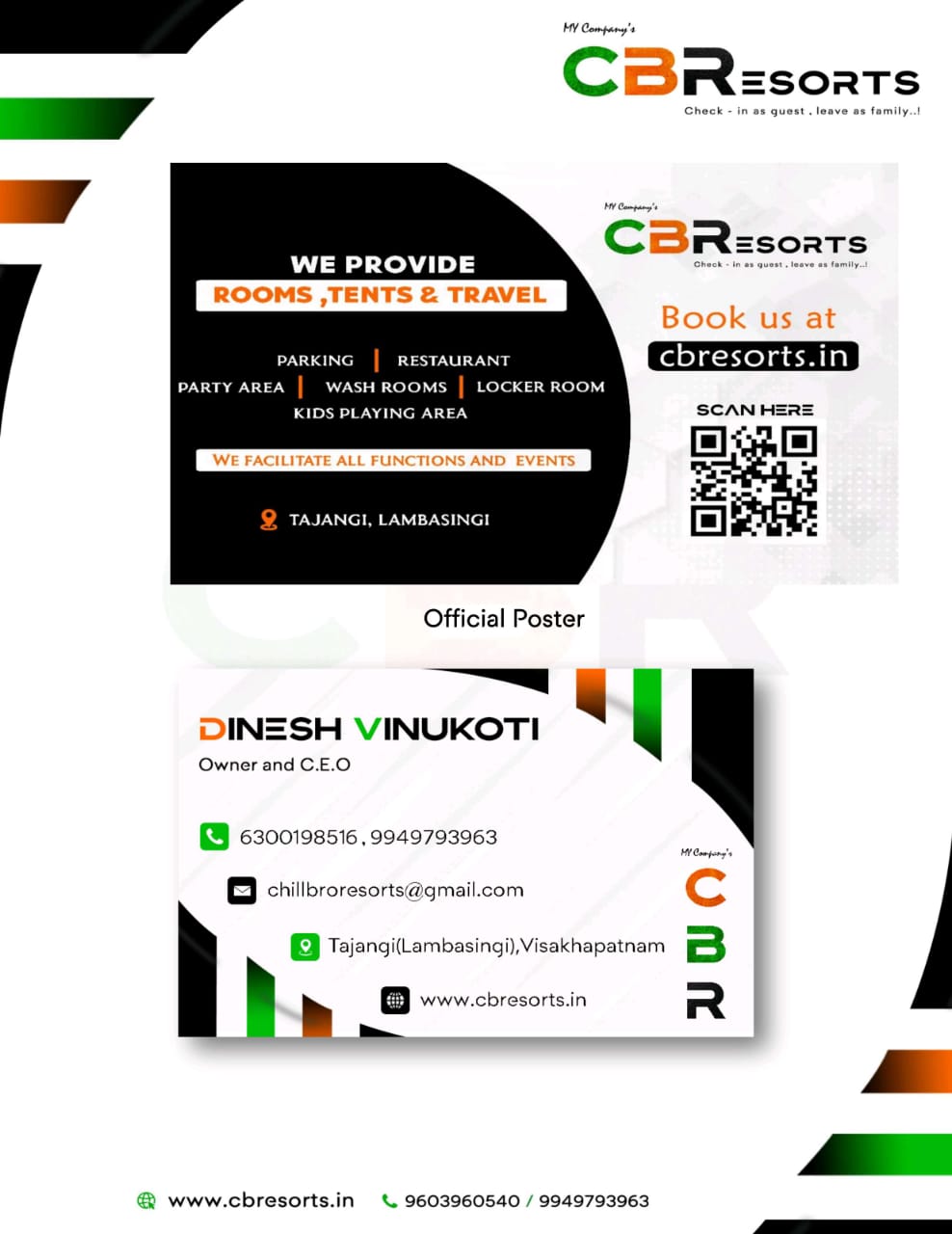
### Transport

### Rental Systems

### Travel agency

### LOCATION OF THE RESORTS:

The Chill Bro Resorts was located at Tajangi, Chintapalle, Visakhapatnam District (A.P),531116, in a site of 4.5 acres.The required facilities and utilities are available at site and because of Central location, all the markets.



**Getting to know Our Vision:**

We plan for Chill Bro Resort to be a boutique property that blends in with the surrounding environment while yet providing service on par with the best in the world.

**Getting to know Our Mission:**

Chill Bro Resort will grow in a manner that respects the environment, fosters a unique Thai culture, and provides world-class service to all guests.

**BSNR Values**

A result, or benefit, is indicated by the letter "B."

Chill Bro Resort is committed to providing the finest possible service to our visitors while also maximizing returns for our investors, business partners, and staff.

"S" is for "Service Characteristic"

Our team's dedication to providing excellent service is what has made Chill Bro Resort the success that it is today. Being very cautious and detail-oriented in every way

N denotes "Natural Habitats" or "Natural Way of Life."

The vision of Chill Bro Resort is to be a place where guests can relax and enjoy themselves while also respecting and balancing their relationship with the natural world.

The letter R represents "Social Duty."

We at Chill Bro Resort like to think that our ambiance, amenities, and staff are what set us apart from the competition, but that our location certainly didn't hurt! We are committed to taking care of the world, our own people, and our neighborhood. A significant portion of our staff is made up of neighborhood residents. Some live in the immediate area.

* Formula for feed with economic cost keeping in view of efficiency and quality of produced feeds.
* Process know-how with material efficiency and quality.
* The necessary helps for training the sales force of the company to handle the market efforts. Training the operation staff in all aspects of production and Quality.
* Quality control measures.

### THE BLUE REVOLUTION

Over the past few years coastal areas of Indian have become home to proliferation of base industries.

Shrimp farming also known as “blue revolution” is one of the most important developments in this industry. Shrimp farming now requires all the supporting activity to supplement is growth technology requires to manufacture international quality feed for the blue revolution is complex and not available in the country.

Advanced process engineering is need to ensure that the 40 essential dietary inputs are used in required proportions to meet the demand for international quality shrimp feed. Since 60% of the cost of production is feed, cost efficiency without the sacrifice of nutritional properties of the feed is imperative shrimp farming project success.

### RAW MATERIALS:

The raw materials are

* Fish meal
* Defeat soya flakes
* Maida
* Defeat soya powder

These three raw materials are obtaining through indigenous the other raw materials imported are:

* SQUID LEVER from JAPAN
* YEAST from BRAZIL
* FISH MEAL from CHILE and SOUTH AMERICA And other raw materials

The remaining 20 raw materials like Dilcium Phosphate, Mono Potassium Phosphate, Oyster lime, liquid soya lecithin, squid soluble paste, liquid fish meal, squid meal etc. Are also imported from different countries.

**TABLE 2.1**

### FLOW CHART FOR THE MANUFACTURING OF SHRIMP FEED

INTAKE OF RAW MATERIALS INTO BINS

WEIGHING & MIXING

GRINDING

COOCKING & PELLETING

STEAM CONDITIONING

COOLING

BAGGING

STORAGE

### Process Description:

The primary raw materials are Fish Meal, Shrimp Meal, Soya Bean Meal and so on are fed through the hopped and then mixed completely. The mixed material is then prevailed to get a similar mixture of the particles of the necessary size.

The material is then prevailed to obtain a homogenous mixture of the particulars of the required size. The materials then conditioned with steaming, which leads to gentrification of study materials and better water stability. The conditioned and blended mixture is then packetized.

The pellets are dehydrated in dyers cooled and then made to small particle sized by passing those small particles through crullers. Finally, they are subjected to screening them through the rollers. Finally, they are subjected to screening for maintenance of physical standards and appearance. Feed varies in size and protein content depending on the growth stage of the shrimp the stages being starter, grower and finisher. As the process is batch process the different feeds are made as per requirement, the different being only in the mix of fixings and size of the pellets. The product is then packed in the bagging machines.

### The process contains 7 Stages:

##### Raw material intake:

It involves intake of raw material such as Fish Meal, Soya been Meal, Shrimp Shell Meal, Squid Meal, Vitamin Premixes, Mineral Premixes and Maida etc. which conform to the quality standards laid down.

##### Weighing & mixing:

It involves weighing of the various raw materials and mixing them according to their percentage.

##### Grinding:

It involves reducing the size of dry fixings into suitable fine powder.

##### Pelletizing:

The process of pelletizing consists of forcing the soft feed into the holes in a die to get compacted pellets which are then sliced into a predetermined size.

##### Steam conditioning:

It involves proper cooking of the feed, which improves the digestibility of prawn. It also helps gelatinization of starch, which in turn leads to improved water stability.

##### Cooling:

Here the pellets will be cooled dried.

##### Weighing & Bagging:

The finished pellets are then weighed and bagged for storage in godowns.

The plant has storage capability of 2000 tons. Finished product can be preserved for 3 months. Feed Packaging can be done at KOVVUR bags are sold in range of 25kg, 10kg. The standard is 25kg, 10kg and 15kg. Bags are used for shrimps, which are in growing stage for which the pellet size would be very small.

Sri A. Indra Kumar is the Managing Director of the company, and having registered office at Hyderabad.

The industry as AVANTI AQUA EXPORTS DIVISION (AAED) at Gopalapuram near Ravulapalem in EAST GODAVARI DISTRICT, AP, for packaging, handling and exporting shrimp. The organization is maintaining very good harmonious relation with the employees with direct participation thus enabling good industrial relations. Provision stipulated under the factories act is being implemented towards labor welfare.

Norms of minimum wages act is being followed in payments. Compensation is giving according to the stipulations of workmen compensation Act. Even today, for the most part, Indian Shrimp Cultivators largely rely on imported feeds, which involve storage, transportation and most importantly lack of freshness in feed. By giving international quality shrimp feed in the country Chill Bro Resorts present a fresh, cost-effective alternative, without and compromise in quality.

### Human department at is classified into two departments. They are:

#### Human Resource Department:

The Assistant General Manager & Regional Head - HR oversees the department, which is responsible for the management team and ensures that things like recruiting, career planning, training and development, performance evaluation, and the efficient running of branches run smoothly.

Management of an organization's workforce is known as human resource management (HRM). In order for the business to reap the benefits of its employees' talents and expertise, it is imperative that the value of its human assets continue to rise across all divisions. Human resource managers are responsible for two key tasks. I'll list them off here:-

#### Managerial function:

* Planning
* Organizing
* Directing
* Controlling

#### Operative functions: -

* Job analysis, human resource planning, recruiting, selection, placement, orientation, and internal mobility are all examples of procurement-related activities.
* Growth—instruction, management, strategy, and human resource (HR) growth.
* Incentives and pay: how to motivate employees by designing jobs, allocating time for tasks, assessing performance, and handing out raises and bonuses
* Health and safety precautions, employment benefits, and social safety nets fall under "Maintenance."
* Discipline, teamwork, employee engagement, and positive labor relations are all examples of integration functions.
* New concerns: documentation of one's own life, human resources auditing and research, human resources accounting, stress therapy, and globalization.

### HR Policy:

Since its inception in May of 2000 and subsequent updates in 2015, this human resources policy has served as the company's pledge to its employees.

* One, to satisfy the demands of customers with high-quality goods and services via the creation and maintenance of a company culture dedicated to multi-disciplined collaboration.
* To encourage and support lifelong learning with the goal of fostering more initiative, inventiveness, and flexibility.
* To create and maintain a performance- and merit-based evaluation and compensation structure.

**Recruitment:**

The organization has a policy that the new hire must be carefully considered, as he must be capable of performing the duties of the position, but also be a good fit for the company's plans for the position's progress. Employees who meet the necessary qualifications and standards for the position will be given preference in the selection and placement process.

### The main manpower sources of the organization are:

1. Resumes or the applications received in personal or by mail.
2. Local employment exchange.
3. Employee Referrals.
4. Direct interviews from colleges, universities.
5. Internet.

### Selection:

Finding qualified candidates for open positions is what we call "employee selection." It's a method for matching job openings with candidates who have the necessary experience and education. Only by accurate matching can a suitable candidate be chosen. When a business takes the time to find the most qualified person for a role, it reaps the benefits in terms of productivity. And the issues of absenteeism and staff turnover will be reduced for the company as a whole. If the correct person is chosen for the position, the company will save both time and money. The selection process guarantees proper screening of applicants. Applicants to a job opening are put through a battery of tests to determine their viability. Although both selection and recruiting are important steps in the hiring process, they are not interchangeable.

Since recruitment increases the number of people who apply for jobs, it is generally seen favorably. By doing so, a pool of potential candidates is created. Basically, all that is involved is finding where certain pieces of information originated. The process of selection is inherently negative since it involves eliminating non-fit individuals. During the hiring process, recruitment comes before the selection phase. Selecting the most qualified individual for a position requires considering several factors.

Selecting guests in relaxed bro resorts goes as follows:

* Administering and analyzing written tests
* Second, the panel's evaluation based on an in-person interview
* The applicant will get an appointment order detailing their placement, start date of employment, salary, benefits, review of pay, retirement age, notice of termination, and more.

Therefore, after a candidate has been chosen for a position, he is sent to a training program to acquire the necessary skills and knowledge to carry out the position successfully.

**Training and Development:**

NetEnrich places a strong emphasis on training and development. The goals of this methodical strategy are:

* Continually improve and maintain workers' technical and functional competence
* As a fit for the current and future needs of the business.
* Third, a well-designed workers education, supervisory development, and management development program may increase staff members' proficiency in their roles and the depth of their devotion to the company as a whole.

An ideal training program for a business would last at least 60 days, and most companies aim for that. The workers have been tracked for that long. NetEnrich's training philosophy is to encourage and support lifelong learning with the goal of fostering proactive, creative, and adaptable team members.

The Training Division's Primary Duties Include:

* + - One way to ensure that training requirements and training activities are aligned is via efficient cooperation with other departments.
    - Creating training schedules and securing enough funding from upper management.
    - Third, planning the training efficiently according to the training schedule.
    - Incorporating the user's comments on the program's success.
    - As a result, training and development play a crucial role at NetEnrich in enhancing the capabilities of the staff.

**Performance Appraisal:**

There are a variety of factors that come together to produce outstanding performance on the part of an employee. Six things affect an employee's performance. To put it simply, they are:

* + Aptitude Degree of effort
  + Level of skill Motivation
  + Understanding the task Other factors

The primary purpose of a performance assessment is to assess an employee's skill level, potential, and current level of performance in order to make decisions about pay raises, promotions, and other benefits. The employee's performance is enhanced, and his future work is enhanced as a result. The employees at NetEnrich are fairly compensated for their efforts according to the company's effective performance review system.

**Welfare Facilities:**

The facilities team is in charge of carrying out the plant's welfare policies and initiatives to the workers. The faculties crew is responsible for the well-being of the staff by supplying them with the necessary amenities. This would protect workers from harm and bring about the desired results for both the business and its staff.

Here are a few examples of the employee perks that the company offers:

### Drinking Water:

Employees have access to clean drinking water at all times at the factory and its surrounding areas. Roughly twenty convenient locations provide access to clean, refrigerated water.

**2. Canteen:**

There is also a cafeteria for your convenience. Anytime, everywhere, workers have access to the amenities in their workplace. Workers get complimentary meals at certain times during their shifts. Canteen services, both mobile and stationary, are available at all times

**3. Employee Engagement Club:**

Employee Engagement and Culture (EEC) clubs at NetEnrich are run by groups of teams to facilitate the planning and execution of company-wide activities that encourage participation from all staff members. Recreational activities for the staff and members of NetEnrich are handled by the EEC clubs. Attending these clubs doesn't cost a thing since membership is free.

**4. Transport:**

Subsidized home transportation is provided to workers of NetEnrich, and the cost is deducted from each worker's paycheck every month. Around six routes inside Hyderabad are run by the company at all times of day and night.

**5. First aid:**

NetEnrich gives its staff with access to medical care and first aid kits. The company provides free access to first aid kits kept in locked containers at the front desks. The firm also offers a variety of other perks, such as a home loan program, tuition assistance for employees' children, paid time off for new mothers, time off for those who are ill, and even toilet breaks. The firm also offers some additional key welfare amenities. Workers are given health cards by the employer.

# CHAPTER – III

# BASIS FOR PROJECT

#### INTRODUCTION:

Recruitment is the process of seeking for, evaluating, and ultimately choosing to hire a candidate. Companies of all sizes, but especially those with a significant number of employees, generally employ professional recruiters or use recruiting firms to handle a portion of the hiring process.

There are primarily four categories of staffing firms:

employment agencies, recruitment websites/job search engines, "headhunters" for executive/professional recruiting, and specialized agencies/specializations that focus on a certain kind of staffing. Some businesses skip the middleman and do their own recruiting with a strong emphasis on employer branding. Human resources departments are often in charge of all activities connected to hiring new employees.

There are a number of steps involved in the recruitment process, including finding potential candidates through advertising or other means, conducting tests and/or interviews to narrow the pool of applicants, making final selections based on the results of these processes, and finally, onboarding to ensure the new hire is prepared to perform their duties.

Traditional HRM is concerned with organizing and preparing for the future;

Human resource management includes activities such as finding and hiring the right people, training them to do their jobs well, and paying them a fair wage so that they stay in their positions while also helping them grow professionally and personally.

This naturally leads one to the conclusion that the people inside the company are its driving force. The word "recruitment" is used to describe the act of bringing new workers into an organization, and it may be seen as the cornerstone of HRM as a whole.

**MEANING OF RECRUITMENT**

The term "recruitment" refers to the act of actively seeking out and enticing potential employees to apply for positions inside a business. Recruitment is the process that bringstogether potential employees and companies.

**DEFINITION**

A company's success is primarily attributable to the team of talented and qualified human resources that it has assembled from among the many candidates it received. The Human Resources and Development division's principal responsibility is to recruit and retain a sufficient number of suitably skilled workers to staff the business. Recruiting is a valuable process that alerts potential employees and new members of the business about open positions and solicits applications from qualified individuals.

**RECRUITMENT PROCESS**

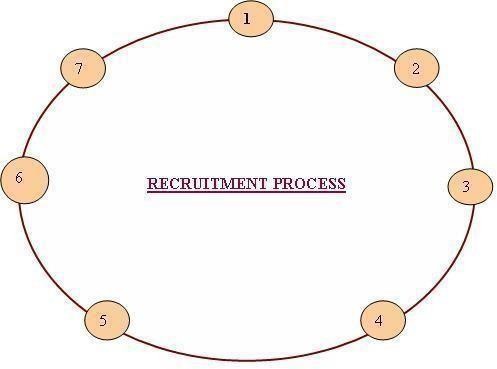
Human resources are primarily responsible for the recruitment and selection of new employees, with the recruiting process serving as the initial stage in building the organization's competitive strength and recruitment strategic advantage. Finding qualified applicants, scheduling their interviews, and following up with them all constitutes a significant portion of the recruitment process, which may take a considerable amount of time and effort. The steps below outline a standard procedure for recruiting new employees.

**IDENTIFYING THE VACANCY**

Human resources starts the hiring process by fielding requests for help finding new employees from around the firm.

* + - These include:
    - Positions Open
    - Suggested Persons:
    - Work that must be done
    - Specific Requirements
    - Creating the position's outline and the required qualifications.
    - Identifying and cultivating talent pools to provide the necessary volume and quality of workers (Advertising etc).
    - Creating a shortlist of qualified candidates and selecting the best one to go forward with.
    - The process of selecting and scheduling interviews with those applicants.
    - Interviewing candidates and making final calls.

**GRAPH 3.1**

****

* + Find an Open Position
  + Create a job description and candidate specifications
  + Posting a job opening
  + Direction of Reaction
  + Short-listing
  + Schedule meetings with potential candidates, number.
  + Interviewing candidates and making final decisions

The final interviews, decision making, decision communication, and appointment formalities all follow the recruiting process.

**SELECTION PROCESS**

When done properly, employee selection ensures that the appropriate people are working in the correct positions. It's a method of determining whether candidates have the necessary experience and education to fill an open position at a company. Only with proper matching can an accurate decision be made. In order to ensure high productivity, businesses should hire only the most qualified candidates for open positions. In addition, absenteeism and staff turnover will decrease. Selecting the best person for the position helps the company save both time and money. Applicants are thoroughly vetted before being selected. All applicants to a certain position are put through a battery of examinations. While both selection and recruiting are important steps in the hiring process, they are not interchangeable. Since recruitment increases the number of people who apply for jobs, it is generally seen favorably. It generates potential candidates to choose from. Data sourcing is all that is involved. And yet, selection is a depressing procedure since it involves eliminating potential prospects. In the process of hiring, recruitment comes before the actual selection. Selecting the most qualified individual for a position requires considering several factors.

When hiring a new employee, the steps are as follows:

**1. Preliminary Interviews-** The purpose of the preliminary interview is to weed out applicants who do not fulfill the organization's basic requirements for employment. During the first interview, potential employees are evaluated based on their experience, education, family history, and other relevant factors. In contrast to the final interviews, preliminary interviews are less structured and scheduled. Candidates are provided information about the organization and the role, and their familiarity with the company is tested. It's common practice to do a screening interview in addition to a preliminary interview.

**2. Application blanks-** Application forms Those who make it beyond the first screening interview will be asked to complete an application form. Information about the applicants, including their ages, educational backgrounds, reasons for leaving their last position, work experience, and more, are all recorded there.

**3. Written Tests-**  Aptitude tests, IQ tests, reasoning tests, personality tests, and many more types of written exams are used in the selection process. The results of these examinations are utilized to provide an unbiased evaluation of the applicant. They must be objective and fair.

**4. Employment Interviews-** An employment interview is a one-on-one meeting between a hiring manager and a prospective employee. It's meant to determine whether the applicant is the greatest fit for the position. However, it might be costly to conduct such interviews. Furthermore, the candidate's skills cannot be evaluated. Interviews of this kind have the potential to be prejudiced. Conducting interviews in a correct manner is essential. The space should be free of any potential interruptions. Interviewees and interviewers should speak openly and honestly with one another.

**5. Medical Examination-**  Fifth, a prospective worker must pass a medical examination to guarantee their health and suitability for the job. Absenteeism among workers is likely to reduce as a result.

**6. Appointment Letter-**  References are checked on the chosen individual, and then an official appointment letter is sent.

#### EVALUATION AND CONTROL:

Due to the high financial stakes involved in the hiring process, assessment and management are essential.

#### THE COSTS GENERALLY INCURRED ARE: -

* + Compensation for personnel recruiters.
  + Time invested by management and professionals in creating and posting a job description and job criteria, advertising for the position, liaising with any relevant agencies, etc.
  + Third, any expenses charged by a staffing firm for advertising or other recruiting efforts.
  + Four, the costs associated with recruitment and administration.
  + Number five, the expenses incurred due to the absence of workers due to overtime and contracting.
  + The price of bringing in unqualified prospects to interview.

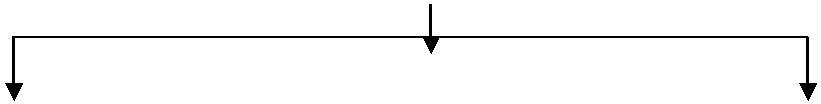
#### EVALUATION OF RECRUITMENT PROCESS

The purpose of recruiting is to source a sufficient quantity and quality of qualified applicants. Focusing on this end goal, the assessment may look at things like:

1. First, the percentage of applications that are returned after being sent out.
2. Quantity of qualified individuals from whom to choose
3. Third, the success and longevity of the chosen candidates.
4. Four, the price of hiring a new employee
5. Time-series information
6. Remarks about the projected picture.

#### SOURCES OF RECRUITMENT:

**SOURCES OF MANAGERIAL RECRUITMENT**



INTERNAL SOURCES EXTERNAL SOURCES

* 1. Promotion 1) Campus recruitment
  2. Transfers 2) Press advertisement
  3. Internal notification 3) Management consultancy service (Advertisement)
  4. Deputation of personnel 4) private employment exchange
  5. Recall 5) Management training schemes
  6. Former employees 6) Walk-ins, write-ins, talk-ins
  7. Miscellaneous external sources

**The sources of recruitment can be broadly categorized into internal and external sources-**

1. **Internal Recruitment**

When a corporation is conducting an internal recruiting process, they are looking for candidates from inside the organization. A few examples of these internal resources are:

**b. Internal Recruitment**

Hiring from inside the organization is referred to as "internal recruiting." Some of the many reliable internal resources are:

**• Promotions and Transfers –**

Using methods like job postings and employee records for promoting employees is a good idea. Vacant jobs must be advertised by posting notices, distributing periodicals, or announcing them at staff meetings, where interested workers may then apply. Employees working below their degree or skill level might be identified via personnel files. Promotions have many benefits, including being good for public relations, boosting morale, encouraging competent and ambitious employees, increasing the likelihood of a good selection because data on the individual's performance is already available, saving money compared to external recruitment, saving time and effort on the part of newly hired employees because they are already familiar with the company, and serving as a training device for developing middle-level and top-level managers. However, promotions limit the pool of candidates, making it more difficult for the company to bring in new people and ideas. That kind of thing also causes inbreeding inside the company. Employees who want to advance in the company should take advantage of transfer opportunities to get exposure to other parts of the business.

**• Employee referrals -**

By informing their friends and relatives about the benefits of working for the firm, introducing them to relevant contacts, and encouraging them to apply, employees may improve career opportunities for themselves and their loved ones. This is a fantastic strategy, since it allows the business to contact a large number of eligible individuals at no expense. It's also beneficial since workers would only suggest candidates they believe would be a good match for the company based on their own observations. The integrity and quality of the recommendations are guaranteed for the company. The company will gain goodwill and be able to meet its social responsibilities in this manner.

**• Dependents of deceased employees-**

This is the standard procedure for banks. Replacements for deceased workers are often the surviving spouse or an adult child. As a general rule, this is a productive approach to satisfy a sense of civic duty and foster positive feelings.

**Recalls: -**

A manager's leave may be prolonged or he may be called back to work if the company is experiencing difficulties that only he or she can resolve.

o Announcement inside the Organization: -

Existing staff members are sometimes the recipients of a notice sent by upper management. Most workers already have first-hand knowledge of what it takes to succeed in the position and the qualities the organization values in a candidate. In many cases, workers already know people who are a good fit for the role. Appropriate individuals are selected to fill such positions.

**c. External Recruitment –**

To fill open jobs, businesses often conduct what is known as "external" or "outside" searches for potential candidates. They now far outnumber the in-house techniques.

**Professional or Trade Associations: -**

The majority of organizations provide job-finding assistance to its members. It entails gathering contact information from job-seekers and making that information available to members at local, state, and national gatherings. Advertisements from companies looking to hire association members may be found in the publications of these groups as well. These are great for luring in professionals with advanced degrees or extensive work experience. In addition, recruiters are able to hone in on qualified candidates, which is very useful for filling technical positions.

### Advertisements: -

Many recruiters like advertising as a means of finding new employees because of their large audience. Those interested in a position might learn about the perks, the company, and the application process through a want ad.

Ads in newspapers are the most popular, although those seeking highly skilled workers may turn to trade publications or specialist magazines. The substance of the job, the working circumstances, the location of the employment, the remuneration including fringe benefits, the job requirements, the growth elements, etc. must all be included in the advertisement. The advertising must persuade the reader that the firm and position are ideal for them. Corporate image may be improved by recruitment ads that double as brand promoters. It is also quite cheap.

**Employment Exchanges: -**

According to the Employment Exchanges (Compulsory Notification of Vacancies) Act of 1959, employment exchanges have been established in every state. Businesses with 25 or more employees are considered "industrial establishments" under the Act. All commercial and manufacturing firms are obligated under the Act to announce job openings prior to their being filled. The primary purposes of the marketplaces are to broaden the pool of candidates and to conduct initial vetting.

Therefore, job marketplaces connect hiring organizations with qualified candidates. Whether you're looking to fill a blue collar, white collar, or technical position, these offices can help.

**Campus Recruitments: -**

Recruiters may find a wealth of qualified candidates in educational institutions like colleges and universities, as well as research labs, sports grounds, and institutes. Companies like HUL, Citibank, Marico, Nextle, P&G, and ITC are increasingly interested in expanding their campus recruitment efforts internationally. Some businesses annually target a certain percentage of graduates from certain schools as potential hires.

Since campus recruiting is in such high demand, most educational institutions have hired placement officers to oversee the process. But even if recruitment is successful, it may be a costly process.

Direct applications, in which job-seekers send in their resumes and cover letters without being asked to, are the most prevalent and cost-effective method. To anticipate future labor demands, direct applications may also create a pool of qualified candidates.

From the perspective of potential workers, walk-ins are better since they eliminate the difficulties of other forms of recruiting.

Some companies create talent pools from direct applicants for qualified roles, while others find them more useful for filling entry-level and unskilled employment.

Individuals who "write in" are those who submit questions by mail. They need to fill out an application form so that they may go on with the hiring process. Job-seekers who are interested in applying for a position may meet with the recruiter in person (on a prearranged day) to discuss the opening in further depth. There is no need to submit an application to the hiring manager.

**Contractors: -**

They serve as a method of finding and hiring temporary labor. Workers' identities are shielded from public view, removing one source of potential friction while trying to retain full-time staff.

**Consultants: -**

They specialize in finding and hiring top-level executives and managers. They provide professionalism to the employment process and a network of connections around the country. The same applies to the identities of both the employer and the applicant. The price, meanwhile, may be prohibitive for others.

**Head Hunters: -**

They provide a purpose for highly qualified and specialized employees of a corporation. The recruitment firm sends a representative to make the offer to the potential employee. When both organizations are in the same industry, and the employee is unsure whether or not to accept the offer because of loyalty to his current employer, this might be a helpful piece of information to have on hand.

**THE DIFFERENCE BETWEEN RECRUITMENT AND SELECTION: ENVIRONMENT FACTOR AFFECTING SELECTION: -**

Choice is affected by a number of variables. The availability and demand for certain talents in the labor market, the unemployment rate, labor-market circumstances, legal and political issues, the firm's image, corporate strategy, human resources planning, and the cost of recruiting are all major factors. The final three make up the internal environment, while the others are part of the selection process' exterior environment.

### STEP 1: -

**PRELIMINARY INTERVIEW**

In order to weed out unqualified candidates, the submitted resumes will be thoroughly reviewed. The next step is a first interview, the goal of which is similar to the application review process: to weed out unqualified candidates. With the help of a thorough review, HR personnel may weed out unqualified applicants by analyzing the data they provided in their resumes and cover letters. However, the preliminary interview may assist weed out unsuitable candidates for reasons that were not disclosed in the application process. In addition, doing a preliminary interview (sometimes known as a "courtesy interview") is an excellent public relations strategy.

**STEP 2: - SELECTION TEST:**

Those who make it through the first screening and interview are invited to the next stage of the hiring process, which consists of a series of tests. Various examinations may be required, according on position and employer. Candidates' skills, aptitudes, and personalities are often evaluated via testing.

The following are the type of tests taken:

**1) Ability tests: -**

Help gauge a candidate's preparedness for the role based on their demonstrated ability to handle relevant responsibilities. The typing exams that potential secretarial employers administer are a great example of this. "ACHIEVEMENT TESTS" is another name for these exams. What one has done is central to this concept. An applicant's claims of knowledge are put to the test with an accomplishment exam designed to expose any gaps in that knowledge. The majority of scholastic evaluations consist of trade examinations. Asbestos workers, punch press operators, electricians, and machinists all have fields for which questions have been developed and field-tested. Applicants seeking stenographic positions, for example, may be required to take a typing or dictation test in addition to a more traditional aptitude test.

**2.) Aptitude evaluation: -**

Aptitude exams evaluate a candidate's potential or latent ability to acquire the required skills for a position with proper instruction. Applicants with little or no relevant work experience may benefit from taking an aptitude test. The ability to learn anything may be gauged with the use of an aptitude test. The General Management Aptitude Tests (GMAT) are one such exam that prospective business school graduate students take.

Results from an aptitude test may suggest a person's potential for success in a variety of specialized endeavors. Skills including typing speed, number sense, mechanical aptitude, hand-eye coordination, and finger dexterity are included. These evaluations might reveal any blind spots in a person's sensory or cognitive capabilities. They hone emphasis on a certain skill, like intelligence or learning, as it relates to a given profession.

Forms of aptitude test

**Exams of the mind or brain:**

An informal interview is a spoken conversation that may take place in a variety of settings. A few seemingly insignificant inquiries, such as full name, birthplace, names of relatives, etc., may be asked by the employee, manager, or personnel manager at the workplace or elsewhere. No one anticipates it, and there is no planning involved. When the job market is competitive and skilled individuals are in short supply, this tactic is often used.

**1) Formal Interview:**

The employment agency may conduct formal interviews with candidates using a more formal setting and scripted questions; the agency will choose the interview's time and location.

**2) Non-directive Interview:**

In a non-directive interview, also known as an unstructured interview, the interviewee is neither prompted or otherwise directed in what he or she says. The interviewer is not asking any predetermined questions but is instead focusing only on the applicant. When the applicant is quiet, he gently encourages him to continue talking (e.g., "Mr. Tell us about yourself after high school, Ray.

The goal is to provide the applicant with an uninhibited opportunity to "sell" themselves without the constraints of the interviewer's inquiry. The interviewer, however, has to be of a higher level in order to steer the candidate's answers and tie them back to the interview's stated goals.

**3) Depth Interview:**

Its purpose is to probe deeply into the applicant's past experiences and thought processes, as well as to provide extensive information on topics that are both significant and of interest to the applicants. If a candidate indicates an interest in tennis, for instance, he may be subjected to a battery of questions designed to gauge his level of knowledge and enthusiasm for the sport. It is possible to gain a good image of the applicant by asking these perceptive questions with sensitivity and thorough study.

**4) Stress Interview:**

The candidate's demeanor and response to pressure will be evaluated in this setting. Perhaps the interviewer will say, "Mr. See how the other applicants respond when you say, "Joseph, we do not believe your credentials and experience are suitable for this post." The best applicants will not give up; they may even provide evidence of their qualifications to do the job.

Borrowed from the military, this kind of interview is used to gauge how a candidate would react in a stressful or negative circumstance.

**5. Interview in a Group**

The purpose of this exercise is to save time for the executives and to demonstrate how the applicants might be gathered in the HR department for interviews.

**6) Roundtable Discussion:**

Candidates for supervisory and management roles are often interviewed by a panel, interview board, or selection committee. In a panel interview, all of the interviewers' opinions and knowledge go into determining how the applicant fared on the tests and what kinds of questions they were asked.

**7) Stress Interview:**

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Its purpose is to probe deeply into the applicant's past experiences and thought processes, as well as to provide extensive information on topics that are both significant and of interest to the applicants. If a candidate indicates an interest in tennis, for instance, he may be subjected to a battery of questions designed to gauge his level of knowledge and enthusiasm for the sport. These inquiring inquiries need to be posed diplomatically.

**11) Unstructured Interview:**

The interviewee takes the lead and provides most of the information, thus the name "Unpatterned" interview. One benefit of an unstructured interview is that it might lead to a more relaxed interaction between the interviewer and the interviewee, during which the latter may be more willing to discuss personal issues and desires. However, there is no consistency in a Un patterned interview, and this method may miss important details about the applicant's talents or experience. When an interviewer attempts to get too close to a candidate's private life, this technique might help them figure out why they're not a good fit for the position.

**12) Mixed Interview:**

In practice, interviewers ask candidates a variety of question formats, including both structured and unstructured ones. It's termed a "Mixed Interview" when used in this way. Using these standard interview questions as a foundation, you may learn more about the candidates' individual strengths and weaknesses.

**13) Impromptu Interviews:**

The casual, unstructured, and even impromptu interview is typical when prospective employees contact businesses directly. Prospective employees should always be ready for an impromptu interview, but particularly in high-pressure scenarios like a job fair or a cold call. This is a great opportunity for the potential employer to ask the applicant some preliminary questions to gauge his or her interest in proceeding with a full interview.

**14) Telephone Interviews:**

Keep a hard copy of your CV and a list of points you wish to make ready to reference. If you are doing the interview from home, everyone should be aware that it is taking place (no loud stereos, barking dogs etc.). Slow down your normal speaking pace. Since the interviewer cannot see your face, it is vital that you express your excitement vocally. Do not panic if there are silences throughout the interview; the interviewer is probably simply taking notes.

### STEP 3:

**REFERENCE CHECK: -**

References are often requested by prospective employers to check information and, in certain cases, learn more about the candidate. While references are requested throughout the application process, they are often not contacted until the fourth round of selection. If there is a severe shortage of workers, companies may choose to recruit someone without first contacting their references.

The people you ask might be anybody from a former employer or prominent person to a lecturer, neighbor, or friend. References from the applicant's previous employers are preferred due to their intimate knowledge of the candidate's work history. The difficulty with references is that former employers often exaggerate an applicant's achievements in order to facilitate the person's departure. References are often requested by an organization in the form of a letter or a phone call.

The latter has benefits due to its precision and inexpensive price tag. One benefit of using a phone as a reference is that you may get responses right away, and they will likely be pretty frank.

It's possible that references aren't a major factor in hiring managers' judgments. The justifications are glaring:

The candidate exclusively contacts people they know would talk well of them. In an effort to get rid of the candidate, some people may write positively about them.

**STEP 4:**

**SELECTION DECISION: -**

The most important phase, the selection choice, comes after all the previous ones have been completed and the necessary information has been gathered. The pool of potential applicants has been narrowed down via the preceding rounds of the selection process. Candidates that make it through the screening process (tests, interviews, and references) will be in the running for the job.

Since the line manager will be held accountable for the new hire's success or failure, their opinion will be heavily weighted in the decision-making process. When making a final decision, the HR manager is important.

**STEP 5: -**

**PHYSICAL EXAMINATION: -**

The applicant must take a physical fitness exam after the hiring decision but before the offer is extended. The results of the candidate's physical examination are typically used as a conditional offer of employment. A statement detailing the medical examination's findings is kept as part of the employee's permanent file. Several goals may be achieved with a physical examination. It seems to reason that a physical examination would help reveal the presence of contagious diseases. Second, it's useful for seeing whether a candidate is in good enough shape to do the job. Third, the data gathered from the physical may help identify whether there are any distinguishing physical abilities between high-performing and low-performing workers. Fourth, a thorough medical examination prevents potential employees who have health issues from taking on positions that might damage them or the business. Finally, a thorough investigation like this would shield the company against workers' compensation claims that are unfounded since the person already had the condition before they started working.

**STEP 6:**

**JOB OFFER: -**

Those candidates who make it through the first screening and interview stages will be offered a job offer. An appointment letter is used to formally offer employment. The appointed individual is usually given a deadline by which they must begin working upon receiving such a letter. Appointees should be given a fair amount of time to report. This is especially important if the nominee is already working; in such case, a relieving certificate must be obtained from the former employer. Once again, taking a new job in a different place will need extensive planning and packing for the move.

The firm may also request that the worker postpone the start of their shift. If the new hire's initial task is to undergo business training, they may not join the team for a full week after starting work. It goes without saying that this policy can't be misused, much more so if the person in question is jobless and so very short on cash.

Respect requires that those who were not chosen be made aware of this fact. Their prospective applications could be saved for possible future use. It goes without saying that we must save the applications of our chosen candidates for future reference.

**STEP 7: -**

**JOB AGREEMENT: -**

The next step in the hiring process is for the company and the applicant to sign a number of paperwork. An attestation form is an example of such a document. Important information about the candidate, confirmed to by the candidate themselves, is included in this form. For all intents and purposes, the attestation form will serve as a legally binding document.

The creation of an employment agreement is also required. The following checklist lays out the standard topics that should be included in a written contract of employment, however this material will vary depending on the level of the position being filled:

Job title

The employee's responsibilities might be phrased as "the employee will do such tasks and will be answerable to such person, as the firm may from time to time instruct."

The first day of work that counts toward the length of service is the first day of employment that is not interrupted.

* + Compensation, including base salary, bonuses, shift differentials, and overtime premiums, and payment terms.
  + Work schedules (including breaks, overtime, and shifts), with lunch included.
  + 4th of July plans:
  + Five paid vacation days annually.
  + Holiday pay, and how it's calculated, is topic number six.
  + Seventh, the eligibility window.
  + Holidays and holiday pay start accruing on day.
  + The year's holiday specifics
  + Tentative dates for vacation time off
  + The maximum number of days off that may be taken at once.
  + Holidays may be banked for use in the future.
  + Festivals celebrated by the general public come in at number 13.
  + The Holiday with Restrictions (RH)
  + Minimum and maximum notice periods.
  + Process for Resolving Complaints (or reference to it).
  + Regulations for disciplinary action (or any reference to it).
  + Procedures at Work (or any reference to them).
  + Plans for leaving a job.
  + Agreements for Union Membership (if applicable).

Contracts of employment, often known as employment agreements or just bonds, are quite helpful in a variety of situations. The goal of these agreements is to prevent employees from jumping from one organization to another, protecting sensitive information and proprietary processes.

Contracts have the disadvantage of being almost impossible to enforce. A dedicated worker will eventually quit the company, contract or no contract. If the employee breaks the agreement, they will pay the penalty or the new employer will compensate them. This is why many businesses have decided to cancel their contracts.

**STEP 8: -**

**CONCLUDING THE SELECTION PROCESS: -**

Assumptions should not be made about the selection process being complete until after the employment contract has been signed. Another, more nuanced stage, reassures applicants who were passed over not due to any fundamental character flaws but because their backgrounds did not suit the organization's needs. They need to know that the decision to choose whoever they did was based only on merit.

**STEP 9: -**

**EVALUATION OF SELECTION PROGRAMME: -**

The caliber of the employees recruited is a good indicator of how efficient the selection procedure was. Competent and dedicated employees are essential to the success of any business. If done correctly, the selection procedure will make sure that workers are readily available. What criteria should be used to evaluate the success of a selection program? The solution is to conduct audits on a regular basis. Audits should be carried out by individuals external to the HR department. The topics and issues that should be addressed in a comprehensive analysis are outlined in the table below.

There are four methods of choosing:

**1) Ethnocentric Selection:**

Decisions on who is hired and how many are decided at the headquarters.

The headquarters both at home and abroad staff critical positions, limiting the degree of independence given to subsidiaries. Organizational leadership both at home and overseas is often held by citizens of the parent nation.

**2). Polycentric Selection:**

The polycentric selection method involves treating each subsidiary as a separate national organization, with authority over strategic financial goals and investment choices devolving to the subsidiaries themselves. Citizens in the host nation run subsidiaries, while employees from the home country continue to hold the most important positions. In our culture, this is the norm.

**3). Regiocentric Selection: -**

Here, internal group management and employee relocations are coordinated on a regional level to better represent the unique distribution of business and activities inside the group. Managers in the regions are given more leeway in making calls. Staff mobility is limited to inside designated zones, and promotions remain primarily the purview of upper-level executives from the parent firm.

**4). Geocentric Staffing: -**

This instance calls for a truly global integration of company strategy. Staff advancement and pay raises are determined on performance, not citizenship. There is a significant amount of foreign representation in the broad and other portions of the top management organization. Of course, groups like that are quite rare.

**PROBLEMS IN EFFECTIVE SELECTION: -**

Hiring employees who are competent and committed is the primary goal of the selection process. There are a number of roadblocks that make it difficult to achieve this goal. Perception, unfairness, validity, dependability, and external pressure are the main hurdles to efficient selection.

**Perception: -**

Humans' limited capacity for empathy is one of the primary obstacles to making sound hiring decisions. To choose the best candidates for open positions, it is necessary for an individual or a panel to evaluate and contrast the various skills and experiences of applicants. Nonetheless, everyone of our perspectives is unique. All of us have unique perspectives on the world. Obviously, the subjective and logical selection of persons is hindered by our limited perceptual abilities.

**Fairness: -**

No one should be excluded from the selection process because of their gender, sexual orientation, color, or religion. However, it seems that all attempts to limit injustice have failed, since there are still disproportionately few women and members of other underrepresented groups in middle and upper management roles, and age discrimination is still common in job postings and the hiring process.

**Validity: -**

The validity of a test is its ability to foretell how well an incumbent would perform in their current role. A verified test can separate the high-performing workers from the low-performing ones. However, even if the exam has been verified as legitimate, it cannot guarantee employment success. The odds of success can only improve.

**Reliability: -**

In order to be considered trustworthy, a technique must be able to reliably replicate previous outcomes under comparable conditions. A reliable test may not accurately predict work performance, just as a validated test may.

**Pressure: -**

Politicians, bureaucrats, family members, friends, and peers all exert pressure on the selectors to choose their preferred choices. It's evident that those who were forced into applying for a job aren't the best fit. Such pressures are typical for appointments to government agencies.

### Difference (Recruitment and Selection)

## Recruiting is locating qualified individuals and encouraging them to apply for a position inside a business.

## Whereas, selection is the procedure through which the best applicants are chosen from among those who are qualified and interested in the position.

## The recruiting process involves determining job openings, advertising those openings, and collecting applications from qualified applicants.

## Applications that have been made accessible are reviewed throughout the selection process. In order to find the best possible employees, we put them through a battery of tests, interviews, and medical checks.

## The goal of every recruiting effort should be to get as many qualified and enthusiastic application submissions as possible.

## The goal of the selection process is to find the most qualified and enthusiastic applicant for the position.

## There has to be a period of recruitment before the selection process begins.

## It provides a solid foundation upon which to carry out the selecting process. After recruiting comes selection. There are no more qualified or interested applicants left.

## When a company has a positive function, such as recruitment, it encourages people who are qualified to apply for jobs.

## The process of selecting the best candidate from a pool of applicants is known as "selection," a negative function.

## Hiring new staff members might take a long time. Recruitment entails advertising available positions and collecting resumes from a variety of candidates.

## The selection procedure takes a long time. Application review, test administration, interview scheduling, and physical examination are all part of the process.

## Expert services are unnecessary throughout the recruiting phase, but essential during the selection phase.

## The expense of hiring is little. Funds will be needed mostly for promotion of the postings.

## OBJECTIVES OF THE STUDY

The primary goal of investigation is to unearth previously unknown or concealed information.

* + One, familiarity with the company's internal recruitment procedure.
  + Two, to find places where there is room for development.
  + Provide solid advice that may help speed up the recruiting process.
  + In order to integrate theoretical and practical understanding, goal number four.
  + Acquire an awareness of why recruitment and selection are so crucial.
  + Figure out the most effective method of hiring.
  + Understand the Recruiter's Function.

## NEED FOR THE STUDY

The IT sector is heavily reliant on its human resource base. It's crucial to find the appropriate individual for the right task at the right time, someone who can provide quality results. Employees in this field need to be personable and disciplined, since the public perceives a corporation via its representatives.

Depending on their specific duties, workers may be the primary point of contact with the clientele. Unless the proper people are employed, even the greatest plans of the organization and control system won't do much good for the company. This is why recruitment and selection have been considered as the most crucial role of personal administration.

Organizational capital consists on its people. Employee performance, proficiency, creativity, and expertise are what really set a business apart.

As a result, it's safe to conclude that hiring and selecting new employees is crucial to the success of the business. Given the importance of getting the right people in the appropriate positions at the right times, it's imperative that only the best candidates be chosen. Getting the appropriate people on board is critical to a company's success, and it's up to management to do it.

So, NetEnrich Technologies PVT Limited is the company that really does the research. To learn more about how they find and choose new employees, as well as the internal and external channels they use to do so.

## SCOPE OF THE STUDY

Recruitment and selection covers a broad spectrum and includes many distinct tasks. Any company's resources are its most prized possession. Therefore, the most critical part of Recruitment is finding and hiring the appropriate people to fill open positions. According to their own internal regulations and processes, every organization has their own unique recruiting pattern.

* + Included under the purview of Recruitment and Selection are
  + Adjusting to resource plenty or scarcity
  + Formulate a recruitment strategy for various types of workers.
  + Third, we'll examine the company's hiring practices and procedures.
  + Indicating where there is room for development
  + Five Ways to Simplify the Hiring Process Using Recommendations
  + Finding the right method of recruiting to fill open positions is crucial for a productive organization.

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# CHAPTER – IV

## 

## DATA HANDLING

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## METHODOLOGY OF THE STUDY

A research methodology is a set of procedures for efficiently and effectively addressing a research issue. To do this, researchers must collect data, process it using statistical software, analyze it, and make conclusions based on their findings. With these goals in mind, we draw on the following resources for our data.

Research was carried out at ‘CHILL BRO’ to find out the “Recruitment and selection process”. The data for the present study is collected from primary and secondary sources.

#### Primary Data:

* Direct observation
* Questionnaire
* Detail given by our senior

Primary data was collected through the survey method by distributing questionnaires to the candidates and the data collected from the manager. The questionnaires were carefully designed by taking into account the parameters of my study.

#### Secondary Data:

* Books
* Magazines
* Journals
* Internet

**Secondary data** was collected through the survey methods like using suffering internet, Magazines etc.

#### Sampling Method:

In this research simple random sampling random method is used to collect data by using questionnaire

#### Sample Size: 105

**Statistical Tools:**

In this study Graphical Methods under Bar Charts, Percentage Methods are used to analyses the data

**CHAPTER-V**

**RESULTS AND DISCUSSION**

### ANALYSIS AND INTERPRETATION

#### Analysis of data

**TABLE -5.1 Opinion on whether the organization clearly define the position objectives and requirements of candidate in the recruitment process**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **0PTIONS** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| 1 | Yes | 86 | 82 |
| 2 | No | 19 | 18 |
|  | TOTAL | 105 | 100 |

**GRAPH-5.1**

### Interpretation:

It has been observed that 82% of the participants are satisfied with the objectives, position and the requirement of the company and 18%of the respondents were not satisfied.

**TABLE-5.2 organization’s affirmative action and support in the selection process**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **PERCENTAGE** |
| 1 | Poor | 21 | 20 |
| 2 | Adequate | 52 | 50 |
| 3 | Excellent | 32 | 30 |
|  | TOTAL | 105 | 105 |

**GRAPH-5.2**

### Interpretation:

It has been noticed that the company management was well supported to the participants and they were very effective in their responsibilities. As per the survey the HR supported about 50% towards the participants and 30% were excellent and 20% were poor in their roles and responsibilities.

**TABLE-5.3 opinion on whether the organization doing timely recruitment and Selection process**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **PERCENTAGE** |
| 1 | YES | 42 | 40 |
| 2 | NO | 63 | 60 |
|  | TOTAL | 105 | 100 |

**GRAPH-5.3**

### Interpretation:

As per the survey, the candidates are not satisfied with the selection process, 60% of the candidates are saying that it is a timeliness process, 40% of the candidates are satisfied with the process

**TABLE- 5.4 Preference for the experienced persons and freshers in the recruitment process**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **PERCENTAGE** |
| 1 | Experienced | 79 | 75 |
| 2 | Fresher | 26 | 25 |
|  | TOTAL | 105 | 100 |

**GRAPH-5.4**

### Interpretation:

In most of the selection process, for some positions company preferred 75% of the experienced candidates and for some positions 25% freshers are recruited. As per the requirement the selections processed by the company.

**TABLE-5.5 kind of the Candidates placed at high importance in the selection process**

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | NO OF RESPONDENTS | PERCENTAGE |
| 1 | Graduate | 5 | 5 |
| 2 | Graduate and experienced | 5 | 5 |
| 3 | Fresher and Recommended | 11 | 10 |
| 4 | Experienced and Recommended | 84 | 80 |
|  | TOTAL | 105 | 100 |

**GRAPH-5.5**

### Interpretation:

From the above survey, it is observed that the companies prefer 80% of the candidates who are experienced and recommended and there is very less percent of recruitment of other members.

**TABLE-5.6 Structure of the recruitment process and satisfaction levels by the candidates.**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENS** | **PERCENTAGE** |
| **1** | Formal and Panel | 78 | 75 |
| **2** | Informal and face to face interview | 5 | 5 |
| **3** | Telephonic interview | 11 | 10 |
| **4** | Skype interview | 10 | 10 |
|  | **TOTAL** | **105** | **100** |

**GRAPH-5.6**

### Interpretation:

The companies mainly preferred the panel interviews; if the concerned manager is not available at the time of interview the telephonic interview or the Skype interview has been conducted According to the survey, the 75% of the candidates are satisfied with the face-to-face formal interview and 5% gave very low response for the informal interview and equal voting given to the telephonic and Skype interviews.

**TABLE-5.7 Percentage of the candidates satisfied by the Compensation given by the company**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **PERCENTAGE** |
| **1** | 75% satisfied | 32 | 30 |
| **2** | 25% satisfied | 63 | 60 |
| **3** | not satisfied | 10 | 10 |
|  | **TOTAL** | **105** | **100** |

**GRAPH-5.7**

### Interpretation:

As per the survey, observed that 30% of the candidates are satisfied with the compensation given by the company and 60% are not satisfied with the companies offers.10% are moderately satisfied.

#### TABLE-5.8 Whether the candidates satisfied with the facilitates provided by the company like cab, canteen, shift rotations etc.

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | NO. OF RESPONDENTS | PERCENTAGE |
| 1 | Satisfied | 16 | 15 |
| 2 | Not satisfied | 58 | 55 |
| 3 | Need modifications | 21 | 20 |
| 4 | Facilitates are not required | 10 | 10 |
|  | total | 105 | 100 |

**GRAPH-5.8**

**Interpretation:**

As per the study, 55% percent of the candidates are not satisfied with the shift rotations and 15% are satisfied with the supplements by the company.

**TABLE-5.9 the selected of candidates based on the company norms and bond.**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **PERCENTAGE** |
| 1 | Yes | 79 | 75 |
| 2 | No | 26 | 25 |
|  | TOTAL | 105 | 100 |

**Graph 5.9**

### Interpretation:

As per the study, 75% candidates are satisfied with the company norms and bond, as the candidates are willing to start the career and to develop themselves. 25% were not satisfied with the rules and regulations as the candidates are looking for the better opportunity more than the facilities provided by this company. Thus, the candidates priorities were changing based on the compensation, facilities, benefits, etc. provided by the company

.

**TABLE-5.10Performance range of the candidates, satisfied by the management.**

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | No. of Respondents | Percentage |
| 1 | Poor | 52 | 50 |
| 2 | Good | 21 | 20 |
| 3 | Better | 11 | 10 |
| 4 | Best | 21 | 20 |
|  | TOTAL | 105 | 100 |

**Graph 5.10**

### Interpretation:

From the above graph, it clearly describes that there are

30% percentage of the candidates showed best performance. 50% of them are very poorly performed, 50% of them are very poorly performed, 20% of the candidates performed well.

**Table.5.11 Providing adequate pool of active applications**

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | No. of Respondents | Percentage |
| 1 | Yes | 84 | 80 |
| 2 | No | 21 | 20 |
|  | TOTAL | 105 | 100 |

**Graph 5.11**

### Interpretation:

From the survey, it has been observed that the HR provide an adequate pool of quality applicants to the candidates. 80% are satisfy and 20% are not satisfied

**Table.5.12 The HR team act as a consultant to enhance the quality of the applicant pre-screening process.**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.NO** | **OPTIONS** | **NO OF RESPONDENTS** | **Percentage** |
| 1 | Yes | 89 | 85 |
| 2 | No | 16 | 15 |
|  | TOTAL | 105 | 100 |

**Graph 5.12**

### Interpretation:

From the observation, The Company provided 85% the quality of the applicant pre-screening process and successful played the role of consultant. Remaining 15% are not satisfied.

**Table5.13 Opinion HR on whether the finds good candidates from non-traditional sources when Necessary.**

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | NO OF RESPONDENTS | Percentage |
| 1 | Poor | 35 | 33 |
| 2 | Adequate | 36 | 34 |
| 3 | Excellent | 34 | 33 |
|  | TOTAL | 105 | 100 |

**Graph 5.13**

### Interpretation:

From the survey, it has been cleared that there is an average response on selecting the candidate by HR from non-traditional sources. HR found equal number of candidates from non-traditional source. 70% of the candidates are satisfied with the selection of Non-traditional sources.

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**Table5.14 opinion on chill bro services whether it is a growing company and will grow to rapid pace in future**

|  |  |  |  |
| --- | --- | --- | --- |
| S.NO | OPTIONS | NO OF RESPONDENTS | PERCENTAGE |
| 1 | Yes | 32 | 30 |
| 2 | No | 73 | 70 |
|  | TOTAL | 105 | 100 |

**Graph5.14**

### Interpretation:

As per the survey, 70% are saying that the ‘chill bro’ services are not a growing company in future and 30% we satisfied and saying that it reaches a well rapid growth in future.

## FINDINGS OF THE STUDY

1. From the analysis it is observed that 85% of the respondents believe that HR team act as a consultant to enhance the quality of the applicant and the company provided pre- screening process.
2. From the analysis it is known that 82% of the respondents says that the organization clearly define the position objectives, requirements and candidate specifications in the recruitment process.
3. From the analysis it has been cleared that there is an average response on selecting the candidate by HR from non-traditional sources.
4. From the analysis it has been noticed that the company management was well supported to the participants and they were very effective in their responsibilities.
5. From the analysis it is observed that the company prefers 80% of the experienced candidates for most of its positions.
6. It is found that 70% of the respondents are not agreed that the ‘CHILL BRO’ services is a growing company in future.
7. It is observed that the management is not satisfied with the 52% of the candidates in the company whose performance very poor.
8. It is found that 58% of the candidates are not satisfied with the facilitates provided by the company like cab, canteen, shift rotations etc.
9. It has been observed that the participants rated 3 on the recruitment process and they are moderately satisfied with the interviewing process.
10. As per the survey, the candidates are not satisfied with the selection process 10% of the candidates are saying that it is a timeliness process.
11. The origination gives 75% preference to formal and panel interviews.
12. 75% of the candidates are accepted the company norms and bonds.
13. As per the survey the HR supported 50% towards the participants and 30% excellent 20% were poor.
14. As per the survey 75% of the performance comes from the experience candidates.

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# CHAPTER–VI

# LIMITATIONS AND CONCLUSIONS

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## LIMITATIONS OF THE STUDY

1. As the managers of the organization are busy with their work schedule it was difficult to collect detailed data.
2. Time was the major constraint as the mentioned period was not enough to collect the data in detail.
3. Survey was done only with the sample size of 105 as the employees of the company work in shifts and as they are busy with their schedule.
4. The study is done in only one organization hence it cannot be generalized to the whole industry.
5. The study is undertaken for a period of 35 days only.
6. Confidential information cannot be gathered from the authorities of the company.
7. The recorded data may not be accurate.
8. The study is based on the available current information in HRM department.

## SUGGESTIONS

* It is to be suggested that the company has to improve the facilitates provided by the company like cab, canteen, shift rotations etc.
* It is observed that new ways of dealing with recruitment process are not encouraged by the organisation, so the company has to try the new recruiting and interviewing processes.
* It was observed that the performance of some candidates is dissatisfied, I suggest that the company has to implement the training and development sections for the backend candidates.
* It is to be suggested that the company has to focus on the services provided because only 30% of the respondents are satisfied with the NetEnrich services and believes its growth in future.
* It is to be suggested that the company has to focus on the selection process and has to implement the new techniques for better selection process.

## CONCLUSION

The process of recruitment & selection has all the way become more difficult. Since the organizations want to hire more talented and effective employees and create a difference in the interest of the organization. The organizations have adopted different methods of recruiting a candidate. The more effectively organizations recruit and select candidates, the more likely they are to hire and retain satisfied employees. In addition, the effectiveness of an organization's selection system can influence bottom-line business outcomes, such as productivity and financial performance. Hence, investing in the development of a comprehensive and valid selection system is money well spent.

The project was conducted for 35 days in CHILL BRO RESORT, is a well established organisation. The core of the organisation is the workers and the work. Recruitment and selection therefore plays a vital role in the organization's development. With the data collected, it is analyzed that applicants are facilitated with food and water during the recruitment and selection process. and applicants also suggest that their peers join the organisation. And that HR also discovered candidates of quality during the process of selection. It is analyzed that after observing the staff at SRPB, the HR department is effective.

## APPENDICES

I am student of GODAVARI INSTITUTE OF ENGINEERING & TECHNOLOGY COLLEGE(A) DEPARTMENTOF MANAGEMENT STUDIES CHINABRAHMADEVAM, and

I'm working on a project in the Human Resource Department about RECRUITMENT AND SELECTION PROCESS. I'd appreciate it if you could spare a few moments to respond to the following questions. The suitable response will be kept confidential and used for other purposes. Scholastic reason as it were.

**QUESTIONNAIRE**

1. Does the organization clearly define the position objectives, requirements and candidate specifications in the recruitment process?
   1. YES b. NO
2. How well are the organization’s affirmative action needs clarified and supported in the selection process?
   1. Poor b. Adequate c. Excellent
3. Is the organization doing timeliness recruitment and Selection process.
   1. Yes b. No
4. Preference for the experienced persons and fresher's in the recruitment process?
   1. Experienced b. Fresher
5. Which candidates have placed at high importance while the selection process?
   1. Graduate
   2. Graduate and Experienced
   3. Fresher and recommended
   4. Experienced and recommended
6. Structure of the recruitment process, does it satisfied by the candidates?
   1. Formal and Panel
   2. Informal and face to face interview
   3. Telephonic interview
   4. Skype interview
7. Percentage of the candidates satisfied by the Compensation given by the company
   1. 75% satisfied
   2. 60% satisfied
   3. not satisfied
8. Do the candidates satisfied with the facilitates provided by the company like cab, canteen, shift rotations etc...
   1. Satisfied
   2. Not satisfied
   3. Need modifications in facilities
   4. Facilities are not required
9. Does the selected candidates were accepted by the company norms and bond?
   1. Yes
   2. No
10. Performance range of the candidates, does it satisfied by the management?
    1. Poor
    2. Good
    3. Better
    4. Best
11. Does HR provide an adequate pool of quality applicants?
    1. Yes b. No
12. Does the HR team act as a consultant to enhance the quality of the applicant pre- screening process?
    1. Yes b. No
13. Rate how well HR finds good candidates from non-traditional sources when Necessary?
    1. Poor
    2. Adequate
    3. Excellent
14. Do you agree that the chill bro service is a growing company and will grow to rapid pace in the future?
15. Yes
16. No

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