

A PROJECT REPORT ON

**“A STUDY ON RECRUITMENT AND SELECTION PROCESS  
FOLLOWED BY PVM GLOBAL LTD.”**

Submitted to

YASHWANTRAO CHAVAN MAHARASHTRA OPEN UNIVERSITY  
SCHOOL OF COMMERCE AND MANAGEMENT, NASHIK

As partial fulfilment for the award of the degree  
Of

**Master of Business Administration (MBA)**

By

By: Pragati Vijaykumar Mohite

PRN: 2021017001475044

Under the Guidance of

Dr. Chandra Iyer.

Through

The coordinator Study centre code- 3503A  
BIRLA COLLEGE OF ARTS, SCIENCE & COMMERCE, KALYAN.

## **ACKNOWLEDGEMENT**

It gives me Immense pleasure to present this project “A Study on Recruitment and Selection Process.” In partial fulfilment of postgraduate course M.B.A.

I want to express my gratitude to Prof. Dr. Chandra Iyer, who served as my project mentor, for his valuable advice and support during the entire process.

No work can be carried out without the help and guidance of various persons. I am happy to take this opportunity to express my gratitude to those who have been helpful to me in completing this project report.

Last but not the least I extend my thanks to all my counsellors, my classmates, and friends at YCMOU, Birla College of Arts, Science, Commerce Kalyan. Who have helped me in various ways through all the stages of development of the project and the course.

Mrs. Pragati Vijaykumar Mohite.

## CERTIFICATE

This is to certify that the study presented by Mrs. Pragati Vijaykumar Mohite Yashwantrao Chavan Maharashtra Open University, Nashik in part of completion of MBA and has been done project report under my guidance in the year 2022-2023.

The project is original work that has not so far been submitted for any other course in this institute or any other institute. Reference of work and related sources of information has been given at the end of the project.

Signature of candidate

*Mrs. P.V. Mohite*

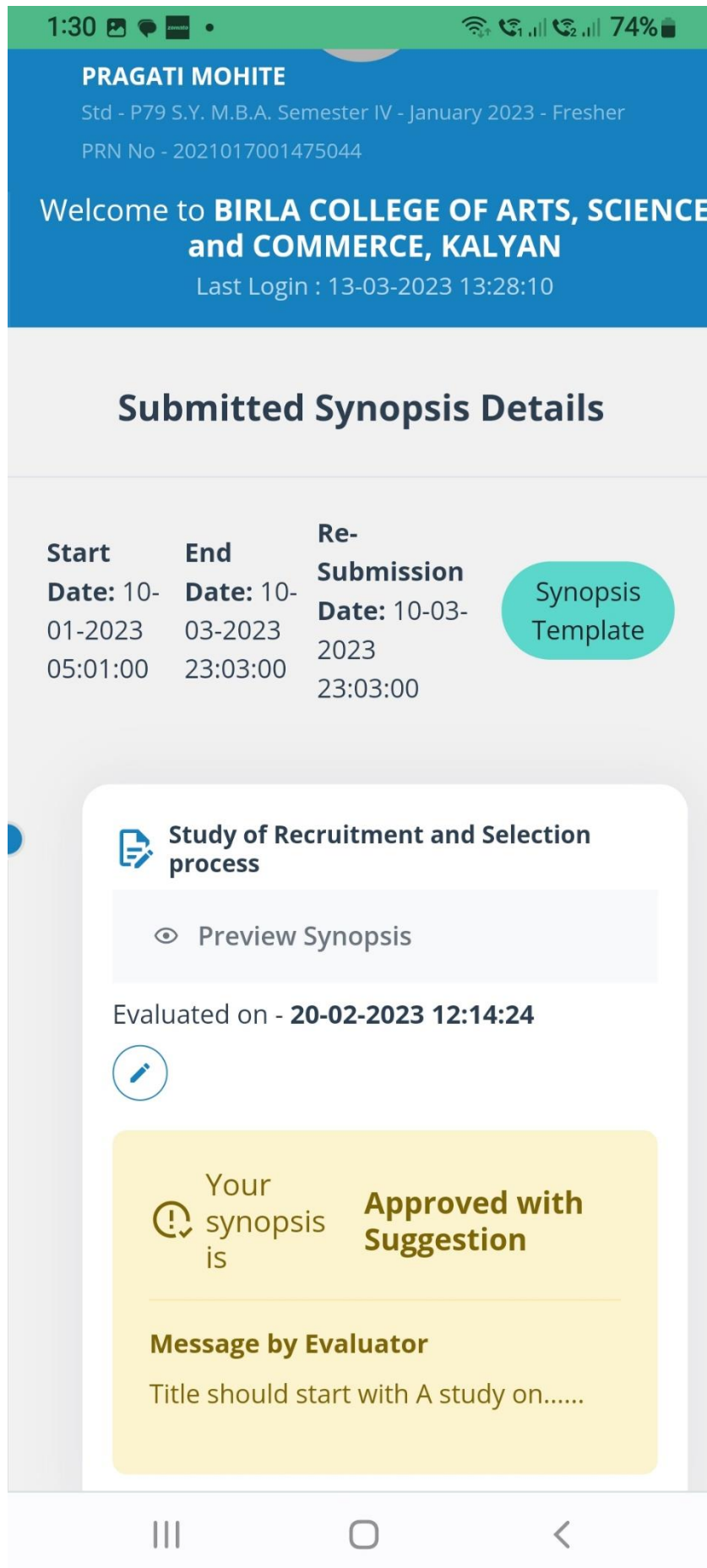
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Forwarded through the research guide

Signature of Guide

*Chandra Iyer*

(Dr. Chandra Iyer)





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**MBA – General (P79)**

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Study centre Name & Code: BIRLA COLLEGE KALYAN Study centre Code: 3503-A

Title of the Project: A SYNOPSIS ON STUDY OF RECRUITMENT AND  
SELECTION PROCESS FOLLOWED BY PVM GLOBAL LTD.

Name of the Supervisor: DR. CHANDRA IYER

**For office use only**

SYNOPSIS	1 <sup>st</sup> Submission	2 <sup>nd</sup> Submission	3 <sup>rd</sup> Submission	4 <sup>th</sup> Submission
Approved				
Approved with suggestions				
Not Approved				
Date & Sign of Evaluator				

SUPERVISOR	Remark
Approved	
Not Approved	
Reason for not Approving	
Date & Sign of Evaluator	

**Reason for Not Approval**

Reframe	1 <sup>st</sup> Submission	2 <sup>nd</sup> Submission	3 <sup>rd</sup> Submission	4 <sup>th</sup> Submission
Title				
Objectives				
Hypothesis which can be tested				
Research Methodology				
Objectives/ Hypothesis not in line with title				
University Guidelines not followed				
Date & Sign of Evaluator				

**Suggestions for Reformulation**

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**Yashwantrao Chavan Maharashtra Open University Nashik**

**School of Commerce & Management**

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(6) If Yes, Name of Study Centre and the courses / he / she is counselling for and since when: 2016,  
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Signature of Student

Date: / /20

Chandra Iyer  
Signature of Supervisor

Date: 7/12/2022

Please do not forget to enclose the synopsis of the project and the Bio-data of the Supervisor.

# PROJECT SYNOPSIS

(Specimen Copy for reference)

A Synopsis on  
“A Study on Recruitment and Selection Process followed by PVM Global Ltd.”

Submitted to  
School of commerce And Management  
Yashwantrao Chavan Maharashtra Open University  
Nashik

As partial fulfilment for the award of

Master of Business Administration (MBA)

By: Pragati Vijaykumar Mohite

PRN: 2021017001475044

Under the Guidance of  
Dr. Chandra Iyer.



## **PROJECT SYNOPSIS ON RECRUITMENT PROCESS**

### **ATPVMGLOBAL**

#### **Chapter 1--Introduction,important ,significance of the study –**

Successful humanresourceshouldidentifyhumanresourceneedsintheorganization.Once the needs are identified, the process of recruitment or acquisition function starts. Recruitment is the discovering of potential candidates for actual or anticipated organizational vacancies. Or, from another perspective,

itisalinkinactivitybringingtogetherthosewithjobstofillandthoseseeking job. The ideal recruitment effort will attract a large number of qualified applicants who will take the job if it is offered. It should also provide information so that unqualified applicants can self-select themselves out of job candidacy; this is, a good recruiting program should attract the qualified and not attract the unqualified. This dual objective will minimize the cost of processing unqualified candidates. Selecting the right employees is important for three main reasons: performance, costs and legal obligations. Selection is the process of picking individuals who have relevant qualifications to fill jobs in an organization. Selection is much more than just choosing the best candidate. It is an attempt to strike a happy balance between what the applicant can and wants to do and what the organizationrequires.

#### **Importance of Recruitment:**

- [1] Helps to create a talent pool of potential candidates for the benefits of the organization.
- (2) To increases the pool of job seeking candidates at minimumcost.
- (3) It helps to increase the success rate of selection process by decreasing the no of visits qualified or over qualified jobapplicants.
- (4) Helps in identifying and preparing potential job applicants who will be the appropriate candidature for thejob.

Employee Selection is the process of putting right men on right job. It is aprocedure of matching organizational requirements with the skills andqualifications of people.

Effective selection can be done only when there iseffective matching. By selecting best candidate forth required job, theorganization will get quality performance of employees.

Moreover,organization will face less of absenteeism and employee turnover problems.

- **Chapter-2—Rationale and Objectives of the study**

**1. Rationale**—Rationally inattentive hiring firms must expend resources to

determine the viability of hiring an applicant. In a recession, firms are more selective and seek to hire and retain more productive workers to compensate for lower aggregate productivity. Stricter standards increase the variability in the pool of unemployed job-seekers, making it harder and costlier for the firm to ascertain the suitability of an applicant. These higher screening costs limit the firms' ability to effectively screen applicants, leading them to accept fewer applicants in order to avoid hiring unsuitable workers. These procyclical acceptance rates form a wedge between meeting and hiring rates and corresponds to changes in match efficiency. Unlike the standard search model which generates counterfactual predictions, our model with rationally inattentive firms can account for fluctuations in measured match efficiency in the data. The aim of this thesis is to analyse the rationale and benefits of recruitment process outsourcing on an international cross-industry level. This thesis looks into different theoretical frameworks and provides a research in the form of two cases studies from the point of view of both outsourcing service provider and the service user. The research is guided with a research question of which purpose is to evaluate the primary rationale for outsourcing a recruitment process and analysis the advantages and disadvantages of the practice.

In order to study the factors that benefit companies in outsourcing their recruitment processes. The author discovered that the decision to outsource has traditionally mainly strived for cost reductions but the globalization has influenced the industry which is why companies are now looking for more strategic benefits from the process that result in long-term advantages rather than in cost savings. Although cost reductions still play a part in the decision making process, other factors were identified to improved quality, increased capacity, pool and competency of applicants, time pressure and to lack of internal staff.

**Objectives of the study**--Every task is undertaken with an objective. Without any objective a task is rendered meaningless. The main objectives for undertaking this project are:

To understand the internal Recruitment process at PVM GLOBAL. To identify areas where there can be scope for improvement.

To give suitable recommendation to streamline the hiring process.

Here are 10 recruitment objectives for finding the best candidates for a position:

1. Refine the quality of your candidates
2. Create a pool of qualified candidates
3. Find candidates who fit your company's culture
4. Streamline the recruitment and hiring processes
5. Reduce employee turnover
6. Encourage leadership development
7. Improve your brand's perception
8. Learn which methods work best
9. Use a merit-based selection approach
10. Minimize recruitment costs

### • Chapter 3—Hypotheses

A hypothesis is an educated guess based on existing knowledge and observation. Hypotheses begin to form when a person notices something and asks a question about why it happens that way. The prediction of what the answer might be becomes the basis for a hypothesis that can then be tested and proved or disproved.

A hypothesis is a prediction of something that might happen based on what

has been observed. You might notice a pattern or trend at your job that seems to be happening for a specific reason and can form a hypothesis to determine why. Knowing how to form hypotheses can help you make decisions in the workplace regarding factors such as scheduling habits or office protocol. In this article, we define what a hypothesis is, explain how to write one and provide examples of different hypotheses.

- Here is a list of seven common types of hypotheses:

1] Simple hypothesis

2] Complex hypothesis

3] Null hypothesis

4] Alternative hypothesis

5] Logical hypothesis

6] Statistical hypothesis

7] Empirical hypothesis

- All hypotheses mention at least two variables:

**Independent variable:** The independent variable is the aspect of the situation that changes (for the above example, whether an employee uses their own water bottle).

**Dependent variable:** The dependent variable is the predicted outcome that results from the independent variable (in this case, how often employees visit the office water cooler).

## • Chapter 4--Research Methodology

The purpose of this section is to describe the methodology carried out to complete the work. The methodology plays a dominant role in any research work. The effectiveness of any research work depends upon the correctness and effectiveness of the research methodology. The research methodology is scientific and systematic for pertinent information on specific topic. It is a careful investigation or inquiry especially through search for new facts in any branch of knowledge. This research study is taken as a part of educational curriculum. Research is a systematized effort to gain knowledge



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- **Bibliography.....**—The history, identification, or description of writings or publications, a list often with descriptive or critical notes of writings relating to a particular subject, period, a list of works written by an author or printed by a publishing house, the works or a list of the works referred to in a text or consulted by the author in its production.

For Ex.

- [www.facebook.com/pvmglobal](http://www.facebook.com/pvmglobal)
- [www.pvmglobal.com](http://www.pvmglobal.com)

# PROJECT REPORT

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## **1. EXECUTIVE SUMMARY**

In Skills Connect we offer scalable and thoughtful human resources to a variety of industries such as project management, infrastructural, operational, retail, hospitality, and engineering. Listing main points about recruitment, selection and maximizing the contribution of employees. We plan, organize, manage and control the recruitment process for the client and candidate on our digital skills connect connection Skills Connect, our world of thoughts sparks a process of creativity and innovation, a now-to-next strategy, and promotes the idea of purposeful professionalism. With wide recruitment experience to offer, he has an in-depth understanding of recruiting from CEO to functional head level and has partnered with a broad range of clients.

With a wealth of knowledge and insight to offer from recruitment, market, and career development perspective, he would welcome the opportunity to provide any advice or guidance to individuals seeking a new career opportunity, or companies looking to source talent.

Infused with versatility and variation in our list of services, our quest for excellence is validated by our enthusiasm and energy to offer our clients unparalleled customer satisfaction and experience, Our knowledge and expertise have supported us to gain momentum and get bigger, better, and broader in terms of our portfolio and services we offer. Our projects are testimonies of not just doing the right project, but also having done the project right!

### **MEANING OF STUDY**

Recruitment is estimating the available vacancies and making suitable arrangements for their selection and appointment. Recruitment means the process of searching for and obtaining applicants for the jobs, from among whom the right people can be selected.

## **DEFINITION**

According to Dale S. Beach, Recruitment is the development & maintenance of the adequate manpower resources. It involves the creation of a pool of available work force upon whom the organization can draw when it needs additional of the employees.”

## **NEED AND SIGNIFICANCE OF THE STUDY**

Need for Recruitment the need for recruitment may be due to the following reasons/situations

Vacancies due to promotions, transfers, retirement, termination, permanent disability, death, and labor turnover

Creation of new vacancies: due to growth, expansion and diversification of business activities of an enterprise.

In addition, new vacancies are possible due to job specification

## **NATURE AND SCOPE OF STUDY**

HR jobs are one of the most crucial responsibilities in any enterprise or business enterprise

To structure the Recruitment policy of the agency for distinctive classes of personnel

To analysis the recruitment policy of the company

To examine the Recruitment coverage with the general policy

To provide a systematic recruitment technique

## **2. INDUSTRIAL ANALYSIS**

At our company we trust that developing and living the values will make certain the business always improves. Many organizations have comparable values, but the point of difference to those who prevail, construct a robust platform as well as hold their personnel are individuals who they preserve forth' and 'stroll the talk' with the whole lot that they do. as an example; listening cautiously to customer needs , delivering on time and to a nice considerable, and ensuring people are valued and respected. Values that are communicated explicitly and become part of the business practice will help motivate all staff to work hard and 'own their actions' to ensure success and sustained quality service , Well qualified man power with experience of 42 years & 13years in HR. 1000 + data base on different locations and different segments of work profile. worker's terrible facts base of different financial institution's and NBFC's. employees verification tie up with Aum solution for Gujarat

Skills Connect is a digital platform wherein we help the large and mid-scaled companies for hiring new employees through campus hiring in various colleges in PAN India

Skills Connect has been started in Dec 2021 and has 50+ Companies registered with them till date with positive response coming years they expect to have connect with every college in all the parts of India and to be the first name in every mouth for campus recruitment (Hiring)

Having this mission, they have willingness to proceed and have a well-established portal which will then help them to grow with a massive speed and provide easy at work



SKILLS CONNECT LOGO

## SKILLS CONNECT

Skills Connect means connecting the skills and potential candidates (students) and the positions that the companies are hiring for.

Skills Connect acts as a bridge between the students and the companies i.e., to get the students the desired job and the companies to get the right person for the right position

Abilities join pursuits to deliver together colleges, college students and agencies and help them take the hiring technique to the last mile.

We try and help the clients through 1. virtual role of enrolling best candidates and getting their CV's 2. Helping candidates to explore areas of boom and gear to upskill 3. Bringing services to this industry at every stage

This platform is brought into existence of flagship organization of the Acura group which is been known from several years now. The corporation focuses on Turnkey Recruitment contracts, talent Acquisition, Head hunting, executive search, RPO offerings and Recruiter on hire.

As digitalization is an emerging trend digital hiring has captured the market in recruiting and hiring many companies such:

(MUMBAI)

1. Talents Hunter:

Competencies Hunter team is Comprised entirely of skilled recruitment professionals with a notably developed community of recruitment industry contacts. The Recruiter has a talented stage of experience in IT & Non-IT Recruitment strategies. because of their analyzing and screening power, our customers are ready to work with us as a soul organization.

2. Chase Xero – HR Recruitment Consultants

A prominent placement agency in Mumbai, Chase Xero in Andheri was incepted and promoted Ever given that its inception, this placement company has understood the importance of cultivating sturdy inter/intrapersonal relationships between candidates and clients Apart from providing manpower to the clients, this agency also undertakes several assignments which comprise multiple activities that include identifying business strategies, searching for partners in technology and finding clients to hire candidates

3. Quotient Consultancy

A prominent placement agency in Mumbai, Quotient Consultancy in Govindi East was incepted and promoted in the year 2005. Ever due to the fact its inception, this placement corporation has understood the importance of cultivating strong inter/intrapersonal relationships among applicants and customers. Apart from providing manpower to the clients, this agency also undertakes several assignments which comprise multiple activities that include identifying business strategies, searching for partners in technology and finding clients to hire candidates for. This enterprise in general presents personnel within the IT, Aviation, actual estate/developers/constructions, Retail, E-commerce and health Care sectors in India, UAE and GCC region. this is one of the maximum desired placement firms among others as they offer the right applicants and organizations in keeping with their numerous necessities.

4. Empower Recruitments

Empower Recruitments in Navi Mumbai, Mumbai is one of the leading groups within the Placement services (Candidate). additionally acknowledged for Placement services (Candidate), Placement services (For Employers), Residential cleansing services, Placement offerings for Banks (Candidate), coverage agents, sofa cleaning offerings, Human useful resource consultants, cleaning services and lots extra. discover deal with, touch range, reviews & rankings, photos, Maps of Empower Recruitments, Navi Mumbai, Mumbai.

## MILDSTONE

Our identity lies in the swift research, wealth of knowledge and process led methodologies and thoughtful approaches that help companies scale well. Our growth is filled by balance, integrated ethos that are current as they are enduring, and empowering as they are approachable. The recruitment journey aligns the goals and aspirations of both parties, resonating with energy and unwavering focus. Cost-effective, service, assurance, best practice and part of the team.

Our protocol is well-laid out with informed choices, smart minds and intelligent hands, that work for you to have a hassle-free and pleasant recruitment journey with us. For you, the projects are delegation and a source of peace. For us, they are monuments of goodness and goodwill.

The human beneficial aid consulting corporation has emerged from manage consulting and addresses human useful resource manipulate obligations and choices. Human useful resource HR professionals are chargeable for supporting Their position is also to increse the patron overall performance related to human sources by introducing or advertising great practices products or services as well as to offer periodic comments to clients with respect to their performance associated with yearly control objectives. to accomplish this, the human useful resource consultant may additionally need to carry out desires assessments or audits.

## **2.2**

### **CHALLENGES FACED BY THE INDUSTRY**

The monetary effect of the COVID-19 pandemic in India has been largely disruptive. India's increase in the fourth zone of the financial 12 months 2020 went down to a few.1% in keeping with the Ministry of statistics. Despite this HR industry is going on smoothly with its operations. So we need to find out what effect the covid-19 pandemic has on recruitment consultancies

## **About the Company**

### **Introduction of the company**

At Skills Connect, our world of thoughts sparks a process of creativity and innovation, a now to next strategy, and promotes the idea of purposeful professionalism. With wide recruitment experience to offer, he has an in-depth understanding of recruiting from CEO to functional head level, and has partnered with a broad range of clients.

With a wealth of knowledge and insight to offer from recruitment, market and career development perspective, he would welcome the opportunity to provide any advice or guidance to individuals seeking a new career opportunity, or companies looking to source talent. Infused with versatility and variation in our list of services, our quest for excellence is validated by our enthusiasm and energy to offer our clients unparalleled customer satisfaction and experience. Our knowledge and expertise have supported us to gain momentum and get bigger, better and broader in terms of our portfolio and services we offer. Our projects are testimonies of not just doing the right project, but also having done the project right!

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### **3.1**

#### **Vision & Mission**

Skills Connect desires to bring together colleges, students and companies and help them take the hiring process to the last mile. purpose to help expertise acquisition be rapid and we try this thru

virtual environment linking faculties & students to jobs and talent pool to organizations

assisting students discover regions of growth and tools to upskill

Bringing allied offerings to this surroundings at every level

This platform is built with the flagship enterprise of the Acura institution which has been within the talent acquisition space for a decade. The corporation specializes in Turnkey Recruitment contracts, skills Acquisition, Head searching, executive search, RPO services and Recruiter on lease. company has won numerous accolades inside the discipline of talent Acquisition and RPO services.

Our ideology is to bring a mental revolution that changes from conservative mindsets to liberal outlooks with an appreciation for new ways of thinking towards holistic development for human excellence.

Thus, we encourage a school of thought that consider every challenge as opportunity, with emphasis on synergy to give intangible and compounding return. Winning while winning with your people is what we promote in our thought, actions and deeds

Source: <https://skillsconnect.in/>

### **3.2**

#### **PRODUCT AND SERVICES**

Skills Connect is the digital platform providing HR / Recruiting services to the corporates

They provide services to colleges as well as the Corporates

##### **Services to colleges**

- Easy placement opportunity for the students
- Free of cost (No charges taken from the students)
- Recognized companies approaching the colleges
- Detailed JD provided to the students

- Easy Interview lining up and doubt solving for the students

#### **Services to Clients (Corporates)**

- Charged at a very low price
- Applications provided according to the requirement
- Bulk applications available at once from PAN India or location specification
- PI round conducted as per requirements
- Qualified and best candidates lined up

#### ➤ **Benefit to students**

- Diverse companies & roles to pick from
- Don't settle for few companies, with Skills Connect, world is your oyster
- Get job which aligns with your interest, by filtering to choose
- Easy to fill forms and fast CV uploads quickly reach to desire job
- Take charge of your future.

#### ➤ **Benefit to Client**

- Faster hiring with minimum efforts
- High quality candidates with specialized knowledge
- Talent acquisition from a large pool in a single go
- Additional services – assessment support, document readiness, and many more
- Hire with ease, and acquire the best experience.

### **3.3 POSITION IN THE INDUSTRY**

Skills Connect is a mid-scaled platform for recruiting, Skills Connect is the new start up started by the parent company Acura Solutions in December 2021. Acura solutions is one of the recognized companies for hiring and recruiting with branches in 3 cities Mumbai, Delhi, Baroda.

Skills connect is the digital platform wherein we go through campus hiring all over India as per the requirement of the client

It is a HR consultant platform that deals with HR teams of Large and mid-sized Corporates helping them by providing qualified candidates for the open positions in their company.

**Operational details:**

1. Sourcing
2. Usage of portal
3. Reaching the colleges
4. Getting applications
5. Client handling
6. Customer handing
7. Getting updates from clients
8. Conveying the selection details to TPO and students

### 1. Attracting the appropriate candidates

In case you have ever attempted to find out the appropriate candidate in a pool full of unqualified skills, you'll understand that one's options are restricted. You will pick out the great person you would find at the time—now not the fine suit for the task. but it's no longer continually approximately the wide variety of applicants who apply; the first-class way to lease the proper human beings is frequently from a smaller passage of extra proper expertise.

### 2. Engaging qualified candidates

Top applicants are regularly contacted regularly through manner of recruiters, making it more difficult for your non-public electronic mail to stand out. similarly, applicants with difficult-to-discover capabilities are regularly thinking about numerous jobs given on equal time. You want to position more attempt into persuading passive applicants to choose out your employer over your opposition.

### 3. Hiring fast

Hiring teams want to rent as fast as possible because vacant positions price cash and postpone operations. but, depending in your enterprise, creating a hire can take numerous months placing pressure on recruiters and frustrating hiring companies. A long term to lease may be a with the aid of product of a scarcity of licensed candidates. The hiring machine can be too lengthy or hiring teams would in all likelihood struggle to attain a consensus, ensuing inside the fantastic candidates locating jobs some area else.

### 4. Building a strong employer brand

a very good business enterprise brand facilitates you appeal to and engage higher candidates. groups that invest in company branding are 3 instances much more likely to make a fine rent. but, it's a complicated system that consists of some thing from making sure a fine candidate enjoy to promoting your way of life on social media.

### 5. ensuring a very good candidate revel in

Candidate revel in isn't best essential for organization branding, however it's also a detail whilst your great candidates are comparing your venture gives. The manner you deal with candidates at some point of the hiring system mirrors the way you'll deal with them after hiring. inside the event that that they had a horrible revel in, they're tons much less probable to simply accept. Conversely, advantageous candidate stories can beautify your organization's brand and inspire accurate applicants to apply and take delivery of your activity offers

## 6. On-boarding Talent

It is very critical to have an effective onboarding program to initiate the new hire into the organization. The new hire orientation program should include all important aspects of the business and be interactive and welcoming. It gives a peek into the organizational culture. The orientation should make the new hire feel that s/he has entered the right organization and she has a good career ahead. The orientation should end with the assignment of a buddy/mentor to each one of the new hires to help them navigate the role and the organization. Remember, the orientation program is a make or break for the new hire who will make a decision on staying or leaving the organization basis the organizational culture.

## 7. Learning and Development

The dynamic and cross-functional nature of jobs in the tech workplace makes learning and development programs critical. Upskilling is the need of the hour. The L&D team need to prepare everyday trainings (each technical and gentle abilities) for personnel based on their periodic education wishes evaluation. The organization should also sponsor high-end and critical technology certifications for employees to keep them abreast with the latest technologies. They can also inspire them to tackle these certifications and reimburse a certain part of the fee on a hit completion via an training assistance program (EAP). Techies apprehend that staying on top of the contemporary tech developments will hold them relevant of their careers.. Encouraging and facilitating the opportunity to learn and grow is a win-win for both the employees and the organization.

## 8. Rewarding and Retaining Talent

As tough as it's miles to hire the proper skills, it turns into even greater important to praise and hold them. The organization should have a robust Performance Management System (PMS) in place to measure the contribution of individual employees towards the goals of the organization. The excessive performers need to be rewarded effectively thru advantage pay and promotions as in keeping with the enterprise requirements. It should also help managers to identify high potential employees or HiPos for effective succession planning and maintain continuity of operations Implementation of a modern day AI powered HRMS may be very effective on this domain. those HR structures have mechanisms of closely monitoring and recording man or woman achievements all through the overall performance cycle which facilitates in recognizing and profitable top talent. There should also be an effective Rewards & Recognition (R&R) program identifying top performers and awarding them at the organization level on a quarterly and yearly basis. This enables within the retention of precious talent and will increase paintings performance ultimately. Creating an efficient recruiting process

## 9. Creating an efficient recruiting process

Hiring teams must to talk rapid, examine applicants without difficulty and recognize what's occurring each step the manner. Recruiters are given task to with coordinating all this communication and it's not continually a breeze. mainly if recruiters' dating with the hiring managers is strained. Also to administrative tasks (preparing the interview scheduling) often take away valuable time that recruiters could have used in coordinating the hiring process and ensuring the best candidate experience.

**STRENGTH**

The strengths of a consultancy firm are having a variety from elements which incorporates purchaser call for to the shortage of competition inside the outside surroundings. The unique in knowledge, skills, organizational capabilities additionally these qualifications of the professional representative could be of particular significance in listing the company's strengths. the important thing question arises what makes the representative one of a kind from this provider provider within the market.

**WEAKNESS**

List all of the present weaknesses of the consultancy company hired. for instance, obstacles would possibly relate to restricted get right of entry to to funding capital had to release a needed advertising marketing campaign. In market studies need to be accomplished prior to appearing a SWOT assessment due to the reality it'd screen a declining patron base or emerging opposition in the goal marketplace

**OPPORTUNITIES**

Demographic, environmental, political and socioeconomic factors is areas in which opportunities may exist for a consultancy company. also, opportunity may additionally exist if the consultancy company has a robust expert network that can be quick tapped into in growing a client base. evaluate blessings on the subject of growing markets, new generation, small company employer aid or the supply of capital investment. fed associated with opportunities additionally should be referred to on this segment.

**THREATS**

All the regions imparting possibilities also can pose threats. for example, pending law could likely exist that, if surpassed, will boom prices related to acquiring unique licensing and certification to carry out as a representative. This identical regulation also can gift an opportunity inside the issue by way of its potential to growth the perception of professionalism associated with the ideal form of Consultancy commercial enterprise business enterprise. as with all of these SWOT evaluation regions, intently evaluate the enterprise purpose when figuring out functionality threats. while figuring out threats in the commercial company planning stage, the motive is to growth methods to eliminate or restrict the threat.

## **ON-THE-JOB TRAINING**

On-the-job training (broadly referred to as OJT) is an vital topic of human useful resource control. It enables broaden the career of the individual and the rich growth of the organization. On-the-activity education is a form of education supplied at the administrative center. in the course of the training, personnel are familiarized with the running surroundings they may emerge as a part of. personnel also get arms-on revel in the usage of equipment, system, tools, materials, and so forth.. Part of on-the-job training is to face the challenges that occur during the performance of the job. An experienced employee or a manager is executing the role of the mentor who through written, or verbal instructions and demonstrations are passing on his/her knowledge and company-specific skills to the new employee. Executing the schooling on the job area, in preference to the classroom, creates a stress -loose surroundings for the personnel. On-the-task schooling is extraordinarily used for realistic responsibilities. It is inexpensive, and it doesn't require special equipment that is normally used for a specific job. Upon satisfaction of completion of the training, the employer is anticipated to maintain individuals as normal employees

## **KEY RESULTS AREA**

### **ROLES ASSIGNED TO ME:**

1. End-to-end campus hiring - right from sourcing to onboarding
2. Client coordination
3. Coordinating assessments/group discussion
4. Building and managing database
5. Assist in streamlining new initiatives/processes

### **Sourcing the colleges:**

Finding out new colleges which are not registered on the portal getting their information (details), TPO (Training and Placement Officer) details i.e., Name, Email I'd, contact number, location, pin code, etc. and registering the colleges so that to reach out to those colleges.



**Reaching to the colleges:**

The Area of work assigned to me was to connect to the colleges and inform to them about the new openings i.e., the new job opportunities available with us, peaching to the colleges about the openings and getting applications from the colleges once the students start applying then the procedure starts for hiring

**Informing the college TPO and students:**

1. Informing the TPOs and students about the updates about the assessment or the PI rounds getting them ready well in advance
2. Informing about the assessment results and next round updates

**Handling PI rounds:**

1. Moderating the PI round conducted as per the schedule of the client
2. Coordinating with the client (if they need any help)
3. Getting an idea about the selection and rejection methodology of the client-side
4. Noting the selection and rejection details

**Maintaining database:**

Maintaining the excel sheet about the details of the candidates and updating the sheet from time to time

**Handing the Client:**

1. Getting the applications as per the client's requirement and fulfilling the demand
2. Sending the applications slot-wise and getting the assessment slots
3. Updating the clients about the current scenario of the open position
4. Arranging the PI slots as per the schedule of the clients

**1. Assigning College:**

Using the portal to assign(invite) colleges for new openings and get in touch with the colleges, the Skills Connect portal has been registered with 500+ colleges PAN India they have the data of over 500 colleges and send an invitation to the colleges and make them know about the new opening this helps easy access to reach the colleges and get applications

**2. Reaching the colleges:**

Contacting the colleges through calls and WhatsApp and informing them about the opportunities and making them inform the college students so that to grab the opportunity and helps us to get more applications

**3. Candidate handling:**

Solving the doubt of the students and informing them about the upcoming events, Students contact us for their doubts such as date of assessment, results, PI round results, etc.

**4. Sending the assessment test:**

The first round is the assessment round for some clients so, sending the reminder mail to the students through mail and informing them about the test, Sending them the assessment test through email

**5. Getting assessment result:**

Getting the assessment result from the clients and informing it to the students and college TPO's about it and informing them about the next round i.e., the PI round

**6. Lining up the candidates:**

Lining up the candidates who have cleared the PI round for the next round i.e., the Personal Interview round according to the schedule of the client. Informing the colleges i.e., the TPOs and the students about the interview date time, and location or the link (if virtual)

**7. Moderating PI round:**

Moderating and coordinating with the clients while the PI round is going on (if virtual) noting down the results of the interview (Selection and Rejection). Continuously catching up with the students so that they don't leave the meeting and attend the interview

**8. Moderating PI round:**

Moderating and coordinating with the clients while the PI round is going on (if virtual) noting down the results of the interview (Selection and Rejection). Continuously catching up with the students so that they don't leave the meeting and attend the interview

### **9. Updating the TPO:**

Updating the college TPO and students about the final selection and about the completion of the further documentation and mandatory procedures

E.g.: If any certification is mandatory for the organization.

### **10. Updating the Final selection funnel:**

Updating the final selection funnel and keeping the count of how many candidates are been selected through our organization informing the finance department and charging as per the terms.

Some of our clients were HDFC AMC Ltd, Course5 Intelligence, Conversion, CSB Bank, etc. that were managed by me for some of the other things

1. HDFC AMC Ltd was the core client that I was working on i.e., from the start to end procedure for PAN India form sourcing till the selection process  
Here I used to reach out to the colleges and inform them about the opening at HDFC AMC Ltd to get applications once I started getting the applications then the very 1<sup>st</sup> step which is the assessment round starts
  - a. Sending assessment tests to the candidates through mail
  - b. Getting the test done in a given time slot
  - c. Getting the results of the assessment test the next day from the client
  - d. Conveying the results to the college TPO and the students through mail
  - e. Getting the Personal Interview slot (PI) round slot from the client
  - f. Informing and lining up the candidates about the interview well in advance
  - g. Moderating the interviews as per the schedule
  - h. Getting the final selection results as per the interview
  - i. Lining up the candidates for a face-to-face interview (If any)
  - j. Updating the selection database
  - k. Informing the selected candidates to fulfill the mandatory procedures
  - l. Getting their training done

- m. Getting the final joining date from the candidates
- n. Getting joining confirmation

2. Course5 Intelligence is the other client for which I was working for they had three openings
  - a. Analyst
  - b. Junior Analyst
  - c. Junior Survey Programmer

Here for these profiles, I reached out to the colleges and got applications and a further process was assessment test and personal interview which was taken in hand by Pragati ma'am for all the 3 profiles the procedure was started by me and further continued by my mentor (Pragati ma'am)

3. CSB Bank- For this,
  - a. I reached out to the colleges and gained applications for the south region and also reached out to the candidates who were already selected and were not joined due to their own reasons getting the information about this and then updating the new joining date in the excel sheet
  - b. Getting joining confirmation
  - c. Final joining at the Bank
4. Conversion for this company they had 3 openings for which I had some experience for HR post here
  - a. I got applications from colleges
  - b. Screening the candidates on the basis of communication
5. Clever Harvey for this company I sourced colleges from Mumbai and reached out to them they had a tight deadline so worked for and got many possible applications further the procedure was handled by the reporting manager and closed the positions

This study shows that the modern talent acquisition process is evolved drastically when we look back in time. Traditional ways of recruiting are outdated in this modern and post pandemic era.

- Build a strong employer brand
- Hire more qualified candidates
- Expand candidate reach by connections post-pandemic
- Do proper advertising to attract right candidates
- Build talent pools on sites like Linked.in
- Find and source relevant candidates
- Engage more with4 candidates
- Eliminate biasness by hiring expert recruiters
- choose proper candidate for the proper task
- Increase hiring speed as well as quality of candidates

#### **FOUND OUT RECENT TRENDS IN THE INDUSTRY**

##### **1. Cloud Computing**

Cloud computing has become the crucial part of the currently it has become the necessity in the current industry, many emerging industries has known the importance for their organization. It helps in storing the information at a proper place all at once. It is a move to answer to various brands who wants to improve their art work and talent

##### **2. Mobile Applications**

Cellular packages have best grown in rich over the previous couple of years, and this three hundred and sixty five days, they are facing in large and easy ways. brands and industries all around the international are searching for ways in which you may simply enhance their paintings thru the usage of cell apps and thru the implementation of recent assets that could make jogging on the go greater green.

##### **3. Massive facts Analytics**

Big facts analytics is a fashion that has grown over the past decade, and that is some thing that is now being carried out in nearly each form of industry that uses big-scale production tactics and production and deliver. big data analytics lets in producers to manner their facts in a higher way and permits them to achieve a much higher of the areas they want to expand.

#### **4. Automation**

Automation is a style that has in large component hit making gadgets is some thing this is predicted to handiest explore inside the upcoming years. Automation enabled approaches art work for a quicker pace and allows businesses to get their desires in a much extra automation is one fashion that has in large component hit the making and manufacturing gadgets and is some factor that is anticipated to most effective grow greater within the coming years. Automation has additionally enabled techniques to paintings at a faster pace and lets in groups to attain their goals in a much greater inexperienced way

#### **5. Artificial Intelligence**

while automation is developing, AI is now starting to observe the mild of day. The later year saw the introduction of several new mediums of artificial intelligence. This year, industries are searching at approaches in this they could grow those the sources and enforce paintings they do. synthetic intelligence is beginning to see use on a bigger platform that is only aim to develop extra over approaching decade.

#### **6. Smart Technology**

Smart gadgets uses automation are at the upward push, even in small platform gadgets and smal usage. homes at the moment are becoming lesser due to clever technology used in every house. easy gear which include Alexa have emerge as an critical part of houses, and these are high-quality predicted to growth in coming year.

#### **7. Growth of IoT Networks**

This is a idea that this virtual devices are linked by means of a one way by which one might be able to maintain the entirety inner houses. an increasing number of manufacturers understand that thesis in reality themanner of the future and is some thing that is in the technological obtain. more manufacturers are starting to use this idea, and the records that exhibit this are standard enough to fantastic boom on this regard.

**1. Technical Skills:**

Technical skills are the specialized know-how and expertise required to carry out unique obligations and use precise tools and programs in real-international conditions.. Diverse technical skills are required in just about each subject and industry, from IT and commercial enterprise administration to health care and training. Usage of the portal (Skills Connect)

- Use of excel sheet (VLOOKUP, formatting, generating profile snapshot, a database for candidates, database for assessment test results, Applications received database, etc.)
- Usage of google sheet (maintained so that all the colleagues can take a look and make changes of the position for PAN India).

**2. Conceptual Skills:**

Conceptual skills include the visibility to view the companies as a whole, to understand how the different parts are dependent on each other, and assess how the company relates to its external environment. These skills allow managers to enhance situations and create alternative action.

Doubt solving of the candidates regarding any quires and giving them a proper idea about what they have to do

Having patience and handing the ill-mannered candidates

Handing the clients and solving their problem

Keeping calm and coordinating with the clients regarding the updates

Having professionalism in mails and on-call while taking to the client or the TPO

**3. Human or interpersonal management skills.**

Human or interpersonal skills are the skills that stats the managers ability to get connected to each other, and work or efficiently with others. those skills enable the managers to utilize the human potential in the employer and encourage the employees for better outcomes

- Communication- Good communication, having a specific tone while interacting to the clients or the candidate
- Understanding body language- Understanding whether the candidate is confident enough or not not only the candidate but also yourself showing confidence and calmness so that the opposite person can have trust and have a good communication
- Self-awareness- Having information about the current situations eg the riots going in Gujrat affecting the cut-off of internet connectivity
- Growth mindset- Well-developed mindset having updates of the clients having clear vision of the next move

**PROBLEM IDENTIFICATION**

The hiring goals laid out within recruiting process are going to be even more challenging to meet than you may have anticipated. In fact, HR probably facing one or more of the problems below.

- Unable to build a strong employer brand.
- Lack of qualified candidates.
- Unable to expand candidate reach.
- Unable to attract the right job candidates.
- Unable to build talent pools proactively.
- Inefficient talent sourcing.
- Eliminating biasness.
- Engaging with energetic and passive activity seekers.
- Choosing right candidate.
- Hiring fast

**Problem Statement**

In today's scenario organizations take a proactive measure to formulate the retention strategies. Retention Strategies help organizations to improve employee commitment and enhance workforce support for key corporate initiative

**LITERATURE REVIEW OF TOPIC****SCOPE OF RECRUITMENT**

It relates to the whole company. It covers corporate offices and works availability all over the country.

It covers workers, Clerical Staff, Officers, Jr. Management, Middle Management

A recruitment agent provides you with counsel counseling renders a crystal-clear image of what are the possible career opportunities available for you and what suits you the best



## AIMS AND OBJECTIVE OF RECRUITMENT

To gain the quantity and pleasant of personnel that may be decided on if you want to help the corporation to gain their dreams and goals. Recruitment enables to create sources for potential personnel for the agency in order that the manage can choose out the right candidate for the right activity from this pool.

Recruitment plays a role of a link among the workers and the project finders and guarantees the area for proper student with proper area at the proper time.

Recruitment an act because step one in great the desires of organizations for a aggressive, inspired and flexible human beneficial resource that might assist attain its goals .

### **1.To Reduce Turnover Hassles**

Turnover charges the organization not only in terms of monetary, but also time and efficiency. changing human beings approach time spent in recruiting and giving proper teaching which also will become very hard to change the upper level employees which may a times causes their pay cheque to replace such employees! Thus, this is loss for the company s loyal employee is lost with a huge expense for the company.

## **2.To Improve Employee Morale**

Employee pride quotes are without delay linked to achievement of organization, else tiny or massive. Office teaches you many new experiences as the colleagues may have faced by their own experience Seeing one's work friend get frequently replaced now not most effective removes a private loss to personnel however makes them question their personal protection within the remote future. team dynamics in trade, and it usually takes months for team contributors to gain that confidence.

## **3.To achieve Increased Employee Productivity**

Seeing today's situation we can say that employees are the assets for the company providing favourable condition can help the employees to retain and help the company to reserve the employees. Every company wish to have honest and loyal workers to work with them and once they have this as surety they want the employees to retain with them for long run.

## **4.To achieve Improved Customer Experiences**

As the employees become the part of the company from long time they have been a good connector between the company and the customers. Good connect can bring upto 20% increase in the sales. The company has deals and targets for the employees which helps in increasing the sales. Desired employees can improve the customer relations

## **PURPOSE AND IMPORTANCE**

The general purpose of recruitment is to offer a pool of potentially certified task applicants. in particular, the purposes are to decide the existing and future requirement of the enterprise along with its employees making plans and process evaluation sportsbook the activity pool of task applicants at minimum fee help boom the achievement rate of the choice procedure by lowering the quantity visibly beneath certified or process utility assist lessen the chance that activity applicants, as soon as recruited decided on, will go away the enterprise only after a short period of time Meet the company's criminal and social obligation concerning the composition of its group of workers, Being identifying and preparing potential job applicants who will be appropriate candidates increase company man or woman effectiveness inside the quick time period and long term; examine the effectiveness of numerous recruiting technique and sources for all kinds of job candidates. Recruitment is a fine function wherein publicity is given to the roles available in the organization and interested applicants are recommended to publish packages for the reason of choice.

## EVALUATION OF TALENT ACQUISITION PROCESS

The recruiting enterprise went via a few important defenses in state-of-the-art years New technology and advanced hiring practices played a hand, and this disruption shows no symptoms of reducing as we enter the brand new direction . permit's see how grows.

2021 is done, and a lot of things have took place during these year a number of industries have an impact due to COVID-19. and lots of groups are on the halt which in a few way is making changes in the recruiting enterprise. Hiring trends that were relevant six months earlier have been not applicable. Recruitment is now more focused on social media and AI. And the traditional methods are long gone. test out the 'new' recruitment tendencies later years.

the world largest expert community LinkedIn Has recently published Their 5th document on international Recruiting accrued from 3,894 skills Acquisition selection Makers around the globe.

In Combination with Otis Reports from Well-Known Organizations, VMST Figures Out Some Recruiting Trends on and social expertise will shape 2021 and beyond

Lot of recent and revolutionary practices at the moment are getting used now a days by means of the industry. Being the maximum crucial element of enterprise, recruitment is usually on precedence listing of any of the organisation. There are various new trends are being noticed which are in practice such as:

### **1. Natural Language Processing**

The single largest way shaping recruitment in 2021 might be the usage of artificial intelligence (AI) to the source, look at, and display screen employees. The power of natural language processing (NLP) gadget is about to make a key trade at each step of the manner

Manually screening resumes continues to be one of the most time-eating tasks recruiters faces, however with NLP, the quality applicants can be recognized swiftly. NLP additionally can be used to engage with potential applicants and provide personalized communicate with the contemporary-day chatbot era. in the end, NLP and voice recognition are being combined to help study and review candidate interviews.

however, human bias is without issues carried into the behavior of any AI version. groups have to make certain those generating the algorithms acquire this in compliance with the agency-accepted anti-bias hints to keep away from this situation

### **2. Remote work**

Flexible schedules and work-from-home policies are turning into one of the most favorite advantages that activity applicants search for, and corporations want to conform to the paintings aspirations in their employees. That's why we increasingly see an increasing number of completely-faraway agencies. by using allowing humans to paintings remotely, organizations are also increasing their expertise pool due to the fact now they can access international skills with out the restrictions of geographical barriers.

As such, we will see an increase within the use of gear and technologies that help manipulate far off groups, together with digital workplaces, augmented and virtual truth work environments, as nicely as advanced multi-media communication tools

### **3. Work culture**

Manner of existence is the glue that binds a agency together. however, the growth in far flung paintings makes building and keeping a strong organization way of life extra hard. Therefore, it becomes increasingly more critical for organizations to place attempt into rallying the personnel round their center values, organization project, and basic vision

we will see a upward thrust in groups growing a devoted function to recognition completely on building organization lifestyle and group concord. part of the challenge might be to mixture a company culture that can be embraced by means of child boomers, Gen Z, and Millennials – and their varying expectations and career aspirations – alike.

### **4.Social media recruiting**

As recruiters reach for the more mile, are already on social media. With prolonged cellular utilization and on-the-flow interactions, recruiters will an increasing number of users' interest on structures like fb or Twitter. That's why in 2021, we can see greater use of recruiting hashtags and content cloth, which incorporates movies, as a part of recruitment advertising and advertising.

### **5.Use of Virtual Reality**

One of the new traits in recruitment is the usage of digital fact a hobby seeker's profile or to permit a candidate explore how running in a process might be like. way to digital fact, a hobby seeker can enhance his or her profile to let a recruiter stroll via the profile.In comparison, the recruiter can assist give an explanation for the blessings of taking on the process to a candidate through giving a VR tour that shall we a jobseeker understand workplace and code of behavior of an company

## **6. Video Profiles**

A key one among 2021 recruitment trends is that a students can now use videos for professional profiles. many applicants are including a brief video on digital platform like LinkedIn to make sure that a recruiter doesn't must spend a number of time in reading up on what a candidate can offer

## **7. Diversity**

It's been tested numerous times that several groups perform better, so ever extra HR departments, staffing organizations, and recruiting businesses may also additionally furthermore have particular frame of people dedicated absolutely to developing range at corporations they serve. agencies will located more try into tailoring interest postings to draw more several applicants, reshape the language in undertaking descriptions to be extra gender-impartial, and promote it jobs in numerous network companies. we are able to furthermore see an increase in the amount of staffing companies which can be specialized in range, difficult the fame quo round underrepresented gender, race, and one-of-a-type comparable demographics

## **8. HR Poaching/Raiding**

“shopping for talent” (rather than growing it) is the modern day mantra being observed by using the corporations today. Poaching way employing a able and experienced individual already operating with another reputed organization within the same or exceptional industry; the organization is probably a competitor inside the enterprise

### **METHODOLOGY ADOPTED**

This study shows that modern talent acquisition process is evolved drastically when we look back intime. Traditional ways of recruiting are outdated in this modern and post pandemic era.

- i. Build a strong employer brand
- ii. Hire more qualified candidates
- iii. Expand candidate reach by connections
- iv. Do proper advertising to attract right candidates
- v. Build talent pools on sites like LinkedIn
- vi. Find and source relevant candidates
- vii. Engage more with candidates
- viii. Eliminate biasness by hiring expert recruiters
- ix. Choose right candidate for the right job
- x. Increase hiring speed as well as quality of candidates

The study is based On collection of data with the help of questionnaire in 2 forms by collecting information through employees and through research analysis by the authors

### **Secondary Data**

In this the data is already collected through primary data and it is available for the researchers. This data is collected in the past Here in this I have provided the analysis of the topic i.e. retention of employees in the companies

Here I have mentioned the analysis that the authors have mentioned through their research.

### **5.3 Primary Data**

It is the type of data which is directly collected from main sources through case study, questionnaire, surveys, interview, etc. Data is basically collected from the original data from where it is originated.

Here in my project work I have collected the data through questionnaire and studied the data in all I have collected 7 responses form the employees those who are currently working on the Skills Connect platform

These responses are genuine and are first hand information provided by the employees

### **5.4 Data Analysis Tools and Techniques:**

The study depends upon the Quantitative and Qualitative Data it is analyzed through content analysis, descriptive, data percentile, modularize the data structure, condense the data representation, illustrate via images, tables, and graphs, and evaluate statistical inclinations, probability data.

#### **Qualitative Analysis**

This technique mainly solutions questions consisting of ‘why,’ ‘what’ or ‘how.’ every of these questions is addressed via quantitative techniques together with questionnaires, mindset scaling, fashionable outcomes, and greater. Such analysis is usually in the shape of texts and narratives, which can also consist of audio and video representations

#### **Quantitative Analysis**

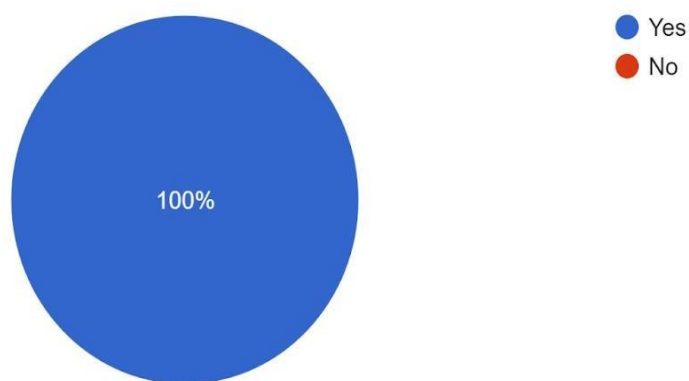
Normally, this evaluation is measured in terms of numbers. The statistics right here present themselves in terms of dimension scales and expand themselves for greater statistical manipulation

## DATA ANALYSIS

### Questionnaire

Are you an employee in SkillsConnect?

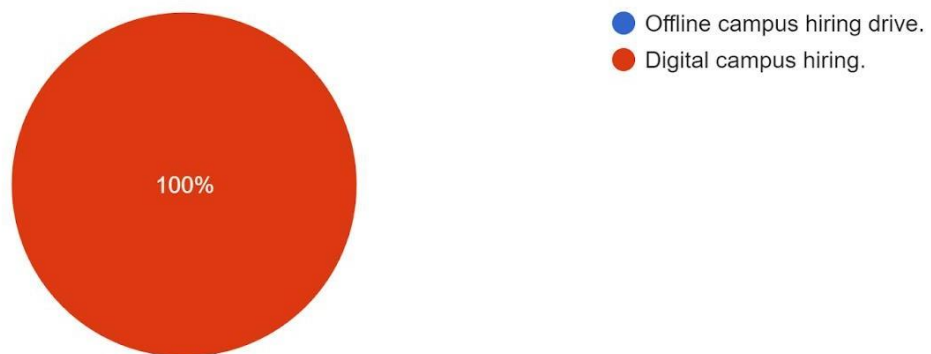
7 responses



**Interpretation** – For the reference as per my project topic is related to Skills Connect Company. For an accurate evaluation I have taken feedback from different individuals working on different profiles in the Skills Connect Company.

Which type of campus hiring you would prefer?

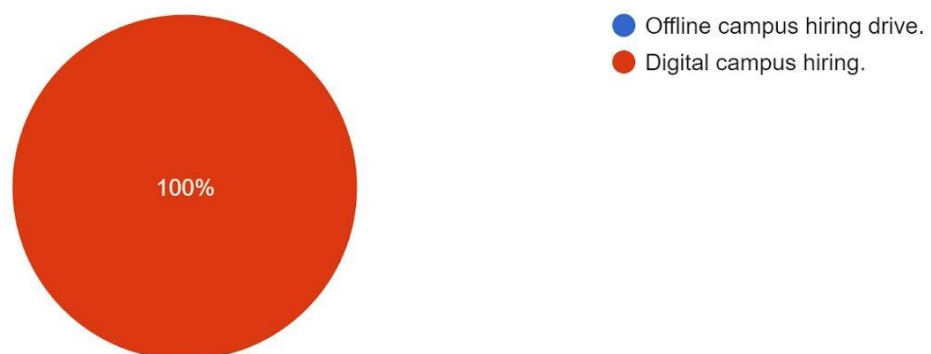
7 responses



**Interpretation** – In reference to above diagram, 100% the employees of Skills Connect, prefer digital campus hiring over offline / traditional campus hiring.

According to you, which type of campus hiring is more efficient in regards to cost, time, efforts?

7 responses

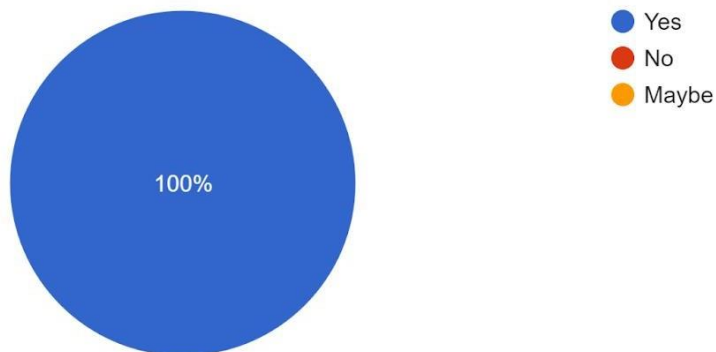


**Interpretation** – In reference to above diagram, 100% of the employees of SkillsConnect agree that Digital campus hiring is efficient in regards to cost, time and efforts.



Do you think you can source better quality of candidates through digital hiring method?

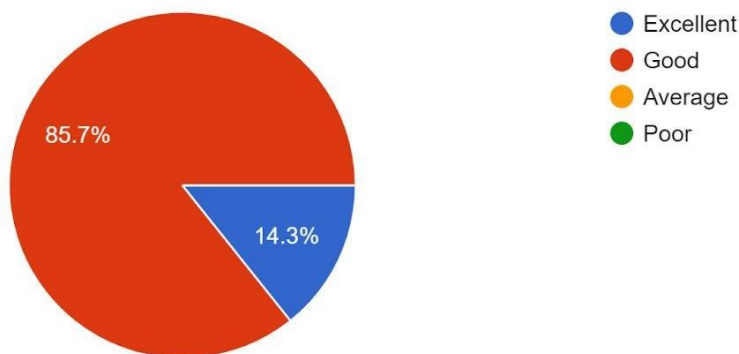
7 responses



**Interpretation** – In reference to above diagram, 100% of the employees of SkillsConnect agree that Digital campus hiring is efficient in regards to cost, time and efforts.

What do you think about the response of colleges or the students to digital campus hiring?

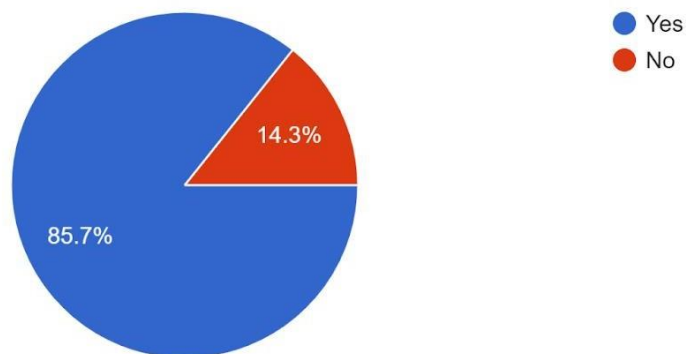
7 responses



**Interpretation** – In reference to above diagram, 85.7% of the employees of SkillsConnect agree that the response of colleges and students to digital campus hiring is good. On the other hand 14.3% employees of Skills Connect agree that the response from colleges and students is excellent.

Does SkillsConnect do the campus hiring in all over India?

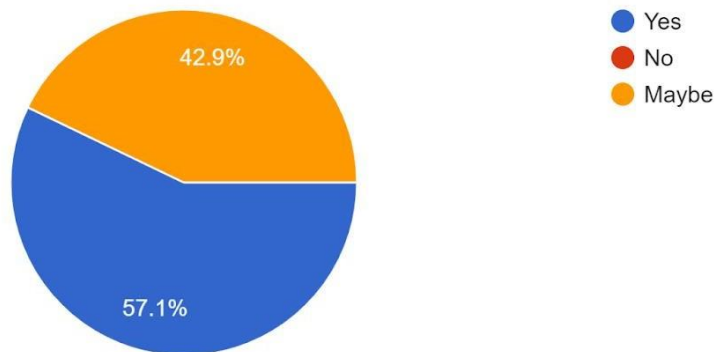
7 responses



**Interpretation** – In reference to above diagram, 85.7% of the employees of Skills Connect agree that the Skills Connect does the campus hiring in all over India. On the other hand 14.3% employees of Skills Connect disagree to that statement. This indicates that there are some locations in India where the Skills Connect hasn't reached yet, but we will ensure that we reach every corner of India.

Are your clients satisfied with the quality and quantity of the candidates you sourced?

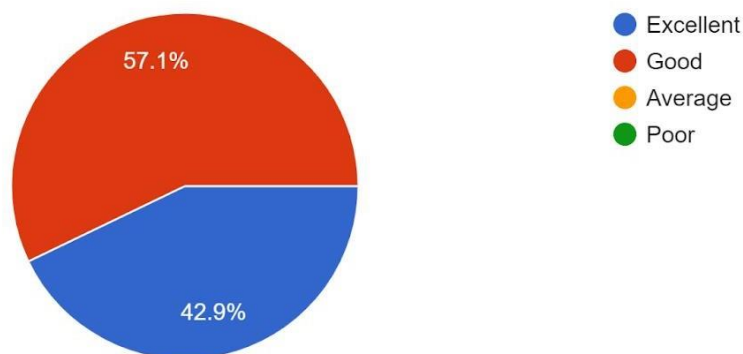
7 responses



**Interpretation** – In reference to above diagram, 42.9% of the employees of Skills Connect think that the quality and quantity of the candidates they sourced maybe satisfy the client. On the other hand 57.1% employees of Skills Connect think that the quality and quantity sourced by them satisfied the client.

How would you rate the campus hiring process of SkillsConnect?

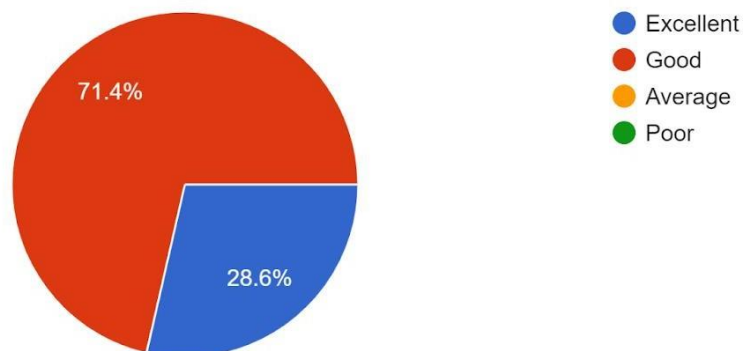
7 responses



**Interpretation** – In reference to above diagram, 42.9% of the employees of SkillsConnect rate the hiring process of Skills Connect as excellent. On the other hand 57.1% employees of SkillsConnect rate the hiring process as good enough.

How would you rate the 'skillsconnect.in' portal?

7 responses



**Interpretation** – In reference to above diagram, 71.4% of the employees of SkillsConnect rate the skillsconnect.in portal as good enough. On the other hand 28.6% employees of SkillsConnect rate the skillsconnect.in portal as excellent. Which shows that there is a room for improvement even if daily improvement is going on.

## **6 FINDINGS FROM THE STUDY**

- In keeping with the Survey, Recruitment differs from company to organization for every category.
- According to survey, Skills Connect does campus hiring digitally and the clients are also satisfied with the quality and quantity of the candidates.
- According to survey, Covid-19 pandemic forced all the consultancies to carry out their day-to-day activities in modern ways such as on the online platforms like job portals.
- According to survey, this is the evolution of campus hiring process from traditional to modern approach.

### **6.1 RESULTS AND RECOMMENDATIONS**

#### **1. Get everyone on the same page**

Standardization makes it less difficult to provide an explanation for decisions and engenders belief throughout your larger group. It also reduces the opportunity of discriminatory hiring practices when each person is evaluated in opposition to the equal set of standards

#### **2. Find the right candidates faster**

Taking the time to standardize your candidate evaluation procedure can result in advanced first-rate hires. With standardized criteria, you'll be able to consciously seek on key features and it will be less difficult to determine whether or not a candidate is a good healthy

#### **3. Understand the value they'll bring**

When everyone on your team is using the same language to describe a candidate, how each applicant meets or exceeds specific criteria will become clearer. a framework in vicinity, you may create a baseline to evaluate the effectiveness of your manner through the years

#### **4. Improve your process**

The biggest advantage a structured process brings is the ability to make changes to improve your recruitment process in the future. With a framework in place, you can create a baseline to evaluate the effectiveness of your manner through the years

## **LEARNING FROM STUDY**

### **1.Strong sales skill**

Recruiting is sales. no longer only recruiters want to promote their customers (internal or outside), however they want to sell applicants on possibilities and be capable of articulate why company X is an firm of preference and why a particular choice isn't always just a great possibility, however how it's miles the possibility of a lifetime.

### **2.Ability to cultivate and build relationships**

All of us can pull a call out of sheets and area a name's an Otis aspect to what their pursuits are, carrying out a communication in place of simply following a script, and many others. Social media, clever telephones, and Otis's communique platforms have constructed bridges immediately into our personal lives by way of creating a greater open, friendly, and communicative dating with applicants, the candidate experience will increase, making the recruiter and employer stand out professionally and as a business enterprise of preference

### **3. Work hard**

This is an apparent one, however don't waste time.. You're these to work, and they didn't have to give you this opportunity. Make the most of your time and also of others

### **4. Talk with your co-workers**

Co-workers have experience and they have glaringly made it in that particular field. Ask them how they got this long and what recommendation they have got for you. you could analyze loads and get a few splendid ideas

### **5.Listening**

While hiring a candidate firstly always listen to his/her positives and negatives,they must listen carefully and then take actions

### **6.Work hard**

Always think that you have received this opportunity and you should have all of it don't waste time and lack in work rather work hard and gain peoples trust and prove your abilities

## **6.2 LIMITATION AND FUTURE SCOPE**

### **LIMITATIONS:**

- Lack of awareness
- Study of the project is limited to Impact HR Services
- The employees might not monitor the secrets and techniques of the company.
- The intern had limited time to cover this project

### **FUTURE SCOPE OF STUDY**

E-recruiting has the ability to assist workers shop time and resources when hiring new people, as well as permit valid applicants to the ability to without fear look for and apply to different roles. due to the recognition of social media, corporations are able to extra actively reach process seekers, rather than counting on applicants locating them. organizations seek the brightest and quality-match employees That includes developing their employer brand, leveraging electronic recruiting systems, implementing social media strategies, and selling themselves to employment candidates.

## **6.3**

### **CONCLUSION**

One of the maximum crucial tasks of a employer is the recruitment of its humans. every enterprise needs first-class skills who can develop and take ahead their enterprise. It isn't always smooth to locate appropriate candidates, and it's far the HR supervisor's activity to locate the fine method of recruitment for buying good hires into the gadget. Talent kraft consultants mainly use LinkedIn and naukri.com to discover and research talent that makes place in their needs. Although effective, screening process is largely practical and a little time-consuming, but it ultimately ensures the quality of talent pool.

## **6.4 REFERENCES**

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**QUESTIONNAIRES AND FORM**

7.

**1. Name:**

**2. E-mail ID:**

**3. Phone No:**

**4. Are you an employee in Skills Connect?**

- Yes
- No

**5. Which type of campus hiring you would prefer?**

- Offline campus hiring drive
- Digital campus hiring

**6. According to you, which type of campus hiring is more efficient in regards to cost, time, efforts?**

- Offline campus hiring drive
- Digital campus hiring.

**7. Do you think you can source better quality of candidates through digital hiring method?**

- Yes
- No
- May be

**8. What do you think about the response of colleges or the students to digital campus hiring?**

- Excellent
- Good
- Average
- Poor

**9. Does Skills Connect do the campus hiring in all over India?**

- Yes
- No

**10. Are your clients satisfied with the quality and quantity of the candidates you sourced?**

- **Yes**
- **No**
- **Maybe**

**11. How would you rate the campus hiring process of Skills Connect**

- **Excellent**
- **Good**
- **Average**
- **Poor**

**12. How would you rate the 'skillsconnect.in' portal?**

- **Excellent**
- **Good**
- **Average**
- **Poor**