PROJECT SYNOPSIS ON RECRUITMENT PROCESS AT PVM GLOBAL

1.INTRODUCTION,IMPORTANT &SIGNIFICANCE OF THE STUDY

-- Successful human resource should identify human resource needs in the organization. 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, it is a linking activity bringing together those with jobs to fill and those seeking 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 organization requires.

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 minimum cost.

(3) It helps to increase the success rate of selection process by decreasing the no of visits qualified or over qualified job applicants.

(4) Helps in identifying and preparing potential job applicants who will be the appropriate candidature for the job.

Employee Selection is the process of putting right men on right job. It is a procedure of matching organizational requirements with the skills and qualifications of people. Effective selection can be done only when there is effective matching. By selecting best candidate forth required job, the organization will get quality performance of employees. Moreover, organization will face less of absenteeism and employee turnover problems.

2.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 pro-cyclical 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 analysing 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.

3.OBJECTIVES---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

4.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).

5.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 and hence, it helps to practical knowledge in study various steps that are generated adopted by a research in studying his research problem along with the logic behind them.

The methodology used for this research is given below, it has been described in brief and some other methods are also there. Methodologies can be classified in different ways; some writers (e.g. Saunders et al. [10]) distinguished between Qualitative and Quantitative methodologies reflecting the distinction between various paradigms.

(1) The Sample Size (Population)
(2) Measures of Variables
(3) Data Collection Method
(4) Quantitative Data
(5) Qualitative Data
(6) Questionnaire
(7) Interview

6.EXPECTED CONTRIBUTION—

The contribution of training process for recruitment is that it will enhance the abilities and skills of the employees to be recruited. This will make it possible for the employers to exploit the abilities of the employees to achieve the recruitment goals. Training process also ensures that the people to recruited will have the necessary skills needed to get the job done.

7.CHAPTERISATION—

The characteristics of recruitment

* Drive/passion. Liking the job you are applying for is

    paramount and something recruiters are always looking for. ...

* Communication skills. ...

* Confidence. ...

* Vision. ...

* Business awareness.

8.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.

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