**STUDY OF RECRUITMENT, SELECTION AND TRAINING THROUGH TECHNO MANPOWER SERVICES**

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**STUDY OF RECRUITMENT, SELECTION AND TRAINING THROUGH TECHNO MANPOWER SERVICES**

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**IN**

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**STUDY OF RECRUITMENT, SELECTION AND TRAINING THROUGH TECHNO MANPOWER SERVICES**

**ABSTRACT**

*Key words: Recruitment, Selection, Training, Job satisfaction.*

The project title “Study of Recruitment, Selection and Training through Techno Manpower Services” with reference to Techno Manpower Services located at Pune (Maharashtra) aims to find out the process of recruitment, selection and training adopted by TMS for different organization. Secondary objectives were to study the determining factors of recruitment, study the employee’s job satisfaction and analyzing the SWOT of TMS.

For this project the primary data has been collected directly from the respondents using a questionnaire while the secondary data was collected from books, articles and the internet. In this study, a questionnaire was used to collect data from the sample. In this study random sampling technique is used. The sample size for the study was 100. The tools that are used in this project are percentage analysis and chi-Square.

Better recruitment and selection strategies result in improved organizational outcomes. With reference to this context, the research entitled recruitment, selection and training has been prepared to put a light on recruitment and selection process. Recruitment process consists of five steps. In the process of recruitment includes stages like planning, strategy development, searching, screening and evaluation. These five steps are very important for selecting right candidate for organizations. Selection process start with the understanding of requirement of organizations and ends at job offers. Selection process starts when recruitment process ends and selection of candidate is totally depends upon client organization.

A TMS provides all HR solutions like recruitment, selection, training and other related activities. As training is concern TMS provides two types of training, job aspirants training and corporate training. Job aspirants training is related to interview techniques, communications skill which helps candidate for getting selected.

Recruitment process does no starts without clear idea about determining factors. Those determining factors of recruitments were age, qualifications, experience and age of candidate. The study revealed that out of total samples male candidates get selected more percent than female through consultancy. This study also concludes that male candidates are gives more preference to consultancy for job search.

Employee job satisfaction can improve service quality and increase employee satisfaction. In this circumstance, policy makers and managers have turned their attention to provide different kinds of facilities to their employees in order to satisfy their employees. This study tested factors like salary, work relationship, job security, policies, job fairness, working environment and job location. For this all factors of level of satisfaction studied for IT and non IT organizations. The study found that employees were satisfied regarding all the factors. For calculating satisfaction level null hypotheses and alternative hypotheses were set. This satisfaction has studied at 5 percent level of significance. The obtained values of chi-square statistics were higher for all factors than 0.05 at 5 percent level of significance.

For any company SWOT is very important for decision making process. From study conducted at TMS the SWOT was found thatstrengths of TMS were location, experienced staff, cost advantage, strong industrial network, good management and diversification of services. And for weaknesses ofTMS wereconcerned ignorance of candidate,electricity problems, no fixed income from the recruitment. If opportunities are considered it was found that growth in third party recruitment,growth in literacy and preference to consultancy,increasing demand of skilled candidate and growth in online recruitment. Finally study found following threats for TMS competition and changing policies of client companies.

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**CERTIFICATE-I**

This is certify that the project work report entitled **“STUDY OF RECRUITMENT, SELECTION AND TRAINING THROUGH TECHNO MANPOWER SERVICES”** submitted by **Ms. SHINDE RESHMA BALU** in partial fulfillment of the requirement for the award of the degree **MASTER OF BUSINESS MANAGEMENT IN AGRI-BUSINESS** to the Junagadh Agricultural University is a record of bonafide project work carried out by her under my guidance and supervision and the project work has not previously formed the basis for the award of any degree, diploma or other similar title. The candidate had fulfilled all prescribed requirement. The assistance and help received during the course of investigation have been fully acknowledged. She has successfully completed the preliminary examination held on **March 27, 2014** as required under the regulation for post-graduate studies. She has submitted kaccha bound project work report on **APRIL 28, 2014.**

Place: Junagadh

Date:

(N. M. Thaker)

Advisor and Asst Professor

PG Institute of ABM

Junagadh Agricultural University

Junagadh

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PLACE: JUNAGADH

DATE: 7th Oct, 2014

(SHINDE RESHMA BALU)

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**LIST OF ABBREVIATIONS**

|  |  |
| --- | --- |
| TMS | Techno Manpower Services |
| IT | Information Technology |
| H0 | Null Hypothesis |
| H1 | Alternative Hypothesis |
| SWOT | Strengths, Weaknesses, Opportunities and Threats |
| FMCG | Fast Moving Consumer Goods |
| CTC | Cost To Company |
| R&S | Recruitment and Staffing |
| MNCs | Multi National Companies |