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Date: 04, April, 2018

TO WHOMESOEVER IT MAY CONCERN

This is to certify that Mr.Harinatha gs had carried out a project/study on "A study on effectiveness of online recruitment" under our guidance, in partial fulfillment of his Master of Business Administration, Acharya institute of technology, Bangalore.

We wish him all the best for all his future endeavors.

Yours faithfully

(for leaftree software LLP PVT LTD)

Abhilash

HR Manager

ACHARYA INSTITUTE OF TECHNOLOGY

Date: 25/05/2018

CERTIFICATE

This is to certify that **Mr. Harinatha G** S bearing USN **1AY16MBA23** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on **"A Study on Effectiveness of Online Recruitment" at Leaftree Software LLP, Bangalore** is prepared by him under the guidance of **Prof. Arundathi K L** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

Signature of HOD

Head of the Department
Department of MBA
Acharya Institute of Technology
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Signature of Principal
PRINCIPAL
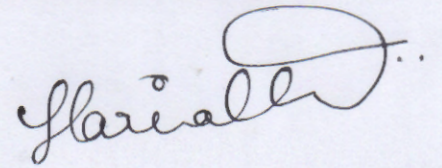ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107

DECLARATION

I **HARINATHA GS** hereby declares that the project report entitled A study on **EFFECTIVENES OF ONLINE RECRUITMENTE** with reference to **LEAFTREE IT SOLUTIONS LLP** in Bangalore prepared by me under the guidance of **Prof.ARUNDATHI KL** of M.B.A Department, **ACHARYA INSTITUTE OF TECHNOLOGY** and external assistance by **Mr. ABILASHK(HR MANAGER)**also declares that this project work is towards the partial fulfilment of the university regulations for the awards of degree of Master of Business Administration in Visveswaraya Technological University Belgaum. I have undergone a project for the period of ten weeks. I further declare that this project is based on the original study undertaken by me and not has submitted for the award of any degree/ diploma from any other university/institution.

Place: Bangalore

Signature of the student

Date:30,May,2018

ACKNOWLEDGEMENT

I would like to thank all of those who have helped and supported me in completing this project successfully.

Firstly I thank **Dr.S.C.Pilli** Principal **& Dr.Mahesha.K, Academic Dean** of Acharya Institution of Technology and **Dr.Nijaguna G.** Head of the department of MBA for giving encouragement and support for completing the project.

I wish to pay my heartfelt respect and regards to **Mr.Abilash K** HR Manager ,leafetree IT solutions LLP , Bangalore, for the cooperation and support, which helped me successfully to accomplish my project work. Also, I am thankful to them for their valuable guidance given to me during the course of my project.

I take this opportunity to thank our internal guide **ProF. ArundathiKL** for her constant guidance in completing the project.

Finally, it gives me great pleasure to extend my thanks to my Parents, Family, Friends and all Teaching staff and Non-Teaching staff who have been instrumental either directly or indirectly for this constant encouragement in carrying out this project successfully.

Place: Bangalore   **HARINATHA GS**

Date:29, May, 2018   **(1AY16MBA23)**

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Executive Summary

Leaftree LLP was established in 2009 by an experienced team of softer expertise with athe vision of delivering it solutions for all . studied as a project intern for leaftree , I have enriched m knowledge and skills and have got the opportunity to submit a report on "effectiveness of online recruitment ; Evidence from leaftree software LLP " as assigned by my academic supervisor during my internship period .

The purpose of a hiring event is to reach out to prospective employees and bring the specific kind of skills and experience in the organisation especially those which can not be built from within. For external recruitment leaftree posts job advertisement in the naukri website and recruit the best possible candidate from the pool of applicants who applied for the position at naukri .online recruitment system can shortlist the application from according to years of experience , skills and education attainment relevant to the job vacancy. Besides this , leaftree also offers the contractual employees a chance to face the interview if their qualification and job match is similar to the position applied . also othe external referral candidates may apply through employees of our company. In such cases ,the line managers send the resume to the HR department for shortlisting then channels of interview are conducted before making the final selection . the report makes a comparison of naukri online recruitment system with the internal recruitment system of leaftree . the effectiveness of online recruitment system is based on performance ,reality ,security and cost –effectiveness . speaking about the performance of naukri software. It could facilitate efficient filtering of qualified candidates and could provide a well-matched shortlist of qualified applicants compared to the manual process of internal recruitment. In terms of reliability, online system could produce the required results with precision and could filter out applicants forms without anomalies and any form of discrimination while internal recruitment also provides correct results but with more expenditure of time and effort .it had the mechanism to protect and control programs and data. And it provided its users passwords as security against unauthorised users while the internal recruitment system of leaftree Is not capable to control any kind of mechanism. Recruitment through online requires certain amount of money to be paid for each job positing no matter the desired candidate has been hired or not. Lastly , it can be said that online recruitment is more efficient compared to internal recruitment . online recruitment is capable of reaching potential employees at shorter span of time. It is

recommended that leaftree should develop online recruitment system through their own web portal which is more cost effective and also it can built our talent pool to source for future job opportunities.

<p style="text-align:center">**CHAPTER -1**</p>

<p style="text-align:center">**INTRODUCTION**</p>

1.1 Introduction to Recruitment

Enlistment allowed to the way towards drawing , screening and choosing qualified individuals for a vocation or firm . for a few parts of the enrollment procedure , mid and expansive size associations regularly hold proficient selection representatives or outsource someof the procedure to recruitment offices.

The enlistment business has five kinds of offices work offices enrollment websites and quest for new employment ,talent scouts" for official and expert enlistment, specialty offices which have practical experience in a specific zone of staffing and in house recruitment. The phases in enlistment incorporate base competitors by promoting Or different strategies , screening and choosing valid applicants utilizing examine or meetings.

Definitions of recruitment

Recruitment is the way of hunting down planned . employees and make them to apply for job in the organization when more people apply for job at the point of time there will be an extention registering for better people . The activity searchers as well, on other hand, are looking for associations offering them business. Enlistment is a linkage action .uniting those with employment & those looking for job.

As shown by Yoder "Enrolling is a procedure to find the wellsprings of labor to meet the necessities of the staffing plan and to utilize successful measures for pulling in that labor in satisfactory numbers to encourage viable determination of a viable working power."

Introduction to Online Recruitment

The meaning of online enrollment is given by the Chartered Institute of personl and Development is "online enrollment, otherwise called e-enlistment is the utilization of innovation to pull in competitors and help enrollment process. This as a rule implies is the utilization of an

organization's own particular sites, outsider employment destinations and occupation sheets, CV databases and web index promoting to fill opportunities".

Online recruitment(system)

Online recruitment System (ORS) is an electronic device and lessens the time and cost.Online enlistment can offer critical cost investment funds for bosses and decreases the time taken to fill vacancies.(But most are stress of passing up a major opportunity for potential applicants by utilizing the web to avoidance of all other media).Traditional enrollment publicizing is in this manner set to hold an essential part especially while selecting locally (or) for make a beeline for fill occupations. Numerous associations have discovered a considered blend of both on the web and customary methodologies expand their odds of securing the best hopeful.

An online enrollment nearness indicates associations to be ground breaking and in this manner more appealing to potential representatives for hopefuls, online enlistment offers extraordinary adaptability and simple entry to pursuits of employment.

This undertaking for the most part manages accommodating employment searchers through this framework. The graduates can without much of a stretch get contact with the association. In the meantime it makes simple for organization to get a representative. For this reason at first the two managers and graduates need to enlist on this site.

At the point when graduates enlist this site they need to give their total individual

points of interest and abilities they have. Along these lines a resume is produced by this points of interest that is seen by organization. Similarly the organizations need to give finish points of interest of employments they are giving. By this the representative and occupation searcher can speak with each other.

Consequently this venture assumes a vital part to recruit of representatives. The organizations can get to even remote zones of the nation. It additionally give great open door for the naturally graduates to get to the data about the association. In this way this task fulfills the two graduates and workers.

Elements of online recruitment

The majority of the accompanying all things considered called as the components 0f online enrollment have their place exclusively inside the web enlistment technique of an association.

Application tracking.

It is otherwise called competitor following, hopeful administration, hopeful relationship administration , candidate database, used to portray a framework which in straightforward terms permits to distinguish the status/advance of every applicant concerning the activity for which he or she has connected and to have the capacity to figure out who is anticipating meeting.

Employer website

This is known as vocation website, enrollment pages, and occupation page is much of the time at the core of an association's online enlistment system and might be utilized as the instrument for conveying points of interest of openings for work with the overall population and also gathering the information that association requires from imminent and real applicants.

Job boards

It is otherwise called work locales are much the same as the enrollment publicizing choice of a daily paper or magazine. It will convey numerous occupations from a blend of businesses and offices. It might be centered around a level of rank for instance the Sunday time enrollment segment, it might be centered around an area more much the same as the nearby paper conveying the openings for work with neighborhood managers, it might be centered around a particular division, for example, the wellbeing administration.

Online testing

This is known as the psychometric testing on the web, the bland terms for the demonstration of conveying some kind assessment of applicants over the web. These can be basic authentic, for example, innumeracy, cognizance, to appraisal of identity and ID of most suitable sorts of work. Thus they can be utilized as both determination apparatuses for businesses and in addition an esteem add possibility to help them in recognizing their up next profession opportunity.

The top 20 job sites

www.naukri.com

www.clickjobs.com

www.monsterindia.com

www.timesjobs.com

www.jobstreet.com

in.jobs.yahoo.com

www.jobsahead.com

www.placementindia.com

www.jobcity.net

www.cybermediadice.com (aquired by timesjobs)

www.creerindia.com

India.recruit.net

www.careerbuilderindia

www.creerjet.co.in

www.naukrihub.com

www.naukri200.com

www.bixee.com

jobsearch.rediff.com

www.careerkhazana.com

www.india.jobs.com

1.2 Industry profile

Introduction to Software industry in India

It's the mechanical insurgency that On occasion brings astonishing open doors for a few countries. India, however not among the leaders as far as financial development, has effectively used such open doors in the upset to end up an IT hotspot. For as far back as quite a long while, India has been an inexorably supported goal for modified programming advancement. Therefore, various programming organizations in india come up Not just the quantity of players has expanded in Indian IT advertise, yet in the meantime, Indian programming organizations have d0ne extensively in the worldwide market . Such immense achievement of programming organizations in india has brought forth another theory – whether other creating nations ought to impersonate Indian case and whether the accomplishment of India would constitute an aggressive test to the product business of the created world or not. It's the mechanical insurgency that on occasion brings astonishing open doors for a few countries. India, however not among the leaders as far as financial development, has effectively used such open doors in the upset to end up an IT hotspot. For as far back as quite a long while, India has been an inexorably supported goal for modified programming advancement. Therefore, various programming organizations in India have come up. Not just the quantity of players has expanded in the Indian IT advertise, yet in the meantime, Indian programming organizations have done extensively well in the worldwide market. Such immense achievement of programming organizations in India has brought forth another theory – whether other creating nations ought to impersonate Indian case and whether the accomplishment of India would constitute an aggressive test to the product business of the created world or not.

In india we have the following software companies.

Aditya technology pvt ltd

Asset infotech ltd

Atari informatics ltd

Baan info systems ltd

HCL infosystem ltd

Hexaware technologies ltd

Iflex solutions ltd

Igate global solutions ltd

Infosys technologies ltd

L&T ltd

Masteck ltd

Niit ltd

IBM india

Aftech

Nucleus software

vakrngeesoftware

Cybertech system

Eonour technologies ltd

Patni computer system pvt ltd

Polaris software lab ltd

B-commerce infosystemspvt ltd

Cerulcan information tech pvt ltd

CMC ltd

CMS computers

HCL corporations ltd

Mahindra sathyam

Tata consultancy services

Tata infotech ltd

Wipro ltd

Cranes software

Geometric software solution

Computech international

Encore software

DSQ software

Digital Globalsoft

Danlaw Technologies

Named software companies in india

Tata consultancy

Wipro limited

infosys

HCLTechnology

TECH Mahindra

Patin computers system

i-flex sollutins

Mphasis

L&T iinfotch

IBM india

Main reason behind the success of indisn software companies

There are various reasons why the product organizations in India have been so effective. Other than the Indian programming organizations, various multinational goliaths have additionally dove into the India IT advertise.

India is the center point of shoddy and gifted programming experts, which are accessible in plenitude. It causes the product organizations to create savvy business answers for their customers. Subsequently, Indian programming organizations can put their items and administrations in the worldwide market in the most aggressive rate. This is the motivation behind why india has been a most loved goal for outsourcing to. Numerous MNC IT mammoths additionally have their seaward improvement focuses in india.

Other findings of this repot are,

It is affirmed that the work potential and prospects in the IT and related parts are powerful and promising. A portion of the reports despite what might be expected in the media space are very misrepresented and unwarranted.

Indian IT segment business prospects, both in the close and long haul are required to be comprehensively positive and empowering for what's to come. India IT organizations at present serve 66% of the fortune 500 organizations and have made 40 lakhs coordinate occupations in India

To display a target and sensible capability of the business situation, the Ministry separated from its own criticism, has observed projections by NASSCOM, the key Industry body, and in addition of other surely understood free associations and advisors working in this field.

NASSCOM has affirmed that the business keeps on being a net hirer and reports that:

2.5-3 million new occupations will be made by 2025.

In FY 2017, the industry included 1,70,000 new occupations. NASSCOM has as of now freelynegated reports of substantial scale cutback

IT industry included 600,000 in most recent three years and today, gloats of an aggregate worker base of3.9 million.

TeamLease investigation for 2017-18 reports that IT part procuring suppositions is certain and is up by 4% in October 2016 to March 2017, contrasted with the past half year time frame.

The TeamLease examinations additionally demonstrates that web based business and innovation startup segment enlisting notions has expanded by 2%, with anticipated 14.94% occupation development. (This is in spite of late difficulties in these divisions.)

Enrollment and staffing firm Randstad ventures (in December 2016), a total development rate of 9% in the IT/ITeS work advertise.

The Indian innovation startup segment will offer solid and developing work prospects to Indian IT experts. As indicated by NASSCOM, in 2016, Indian innovation new businesses utilized 95,000 to 100,000 IT experts, crosswise over in excess of 4,750 new companies (counting web based business and hyper local people).

India's residential IT advertise offers solid prospects for industry development (subsequently work), regardless of whether worldwide markets were to confront challenges.

•India's aggregate programming item advertise developed at 9.5% in FY2017 to achieve USD 7 billion. (Fares grew 7.8% to achieve USD 2.3 billion.) In examination, the local market developed substantially speedier, at 10.4%, achieving USD 4.8 billion.

•India's general local IT/BPM area is relied upon to develop at 8.5% from USD 35 billion out of 2016 to an expected USD 37 billion out of 2017.

Other sparkling areas of work in the by and large of IT Industry under Digital India, incorporate, the accompanying:

•CSC has created 10lakhs nearby level work by method for town level business visionaries.

•Total work in IT/ITES Industry representatives is 4 million as immediate business and

1.3 Crores as aberrant business.

•State-claimed Software Technology Park of India (STPI) has produced half of the business created by the Indian IT/ITES industry. It is to be noticed that out of 56 STPI focuses, 48 are situated in level ii and level iii area, profiting the qualified youth of such areas.

•To additionally advance the activity creation, MeitY has thought of India BPO advancement conspire with an intend to give work to 1.45 lakh people, generally in the residential areas. In excess of 48 thousand BPO situates in 2017-18 year. It involves confirmation that BPO through offering has been concluded and is in its procedure of being set up in towns like Imphal, Guwahati, Siliguri, Patna, Muzaffarpur, Samastipur, Gazipur, Unnao, Amravati and so on

•To energize Northeastern piece of India, MeitY has a different Northeast BPO advancement conspire with 5000 seats and having business capability of 15000 people. This would go far to help the work scene in upper east locale of India.

•In Mobile telephone producing, 72 new portable assembling units began just in last30 months. It has made 1 lakh direct and 3 lakh aberrant employments in India. Every single real brand like Apple, Samsung and so on in the ICT part are assembling or prepared to fabricate in India.The developing and promising advanced economy in the nation is going make an effective potential for work manifestations.

The Govt is empowering more noteworthy weight on digital security and this will prompt more prominent spotlight on advancement, research and subsequently huge potential for work creation.

Real advance taken for advancement of IT industry

With the arrangement of a service for IT Government of India has made a noteworthy stride towards an advancing the household business & accomplishing the maximum capacity 0f the Indian information technology business visionaries. Limitations have been completely distinguished and steps taken to be them and furthermore to give motivating forces.

1.3 Company profile

About the company

The overseeing skill from begin to end in business process made our product arrangements and business advancing model over a time of 9 years in Bangalore, India, since we have made programming and sold items to B2B and B2C.

Leaftree is completely outfitted with a group of experts with tremendous involvement in programming improvement lifecycle comprising inputs gathering, determinations arrangement, prototyping, process stream designing, coding, testing, usage and Marketing them. Finish customized programming improvement are made by us to meet the propelled needs of each business in the present rivalry condition.

In business. besides, with experienced staff, they are sufficiently expansive to meet the IT needs of most organizations yet additionally offer customized administration to singular Clients . Not exclusively do they create customized programming, They additionally offer and bolster our customers, which mean we manufacture, market, and pitch programming, from thought to usage to activities.

Key to this is the Leaftree system, a persistent learning and improvement program where we configuration, create and measure the abilities of our staff to guarantee that market request is met and yield is at the most elevated conceivable levels of value.

They guarantee

> Quality results for B2B and B2C.
> Continuous checking of Latest Technologies.
> Reliability on our items

Deals, Servicing, Branding, Design, Digital and Technology equip serving in excess of 700 Companies national wide. LTS gives modified answers for a differing scope of businesses comprehensively. It is here, we bolster your image towards the improvement by applied reasoning done by joining system, outline and research into the imaginative correspondence process.

The aptitudes of giving complete bundle of answers for Business and Individual or outlining the required arrangements helped us to reach and develop more customers

Site, Application in Android and IOS stage, Employee Management instrument, Customer Management devices, Customer Information device, SMS Package arrangement, Data Management, Forms and item data Asst Software, Billing and Accounting application are associated with our Business Solutions Package (BSP) for Business and Individuals.

They additionally give finish IT Solutions which incorporate IT Products deals and adjusting, for example, Computers, Printers, CCTV Camera, Biometric arrangements, Servers, Certified utilized Desktops and Laptops , AMC and Rentals

1.4 VISION

Our Vision is to have proactive and incite cooperation with all our business accomplices, to be dependable in our approach, to have honesty in direct of our business and responsibility for every one of our activities.

1.5 MISSION

Gearing to innovate information technology for the customer ecstasy.

1.6 QUALITY POLICY

How much the procedure or aftereffect of completing a movement approaches flawlessness as far as either fitting in with some perfect method for playing out the action, or satisfying the action's planned reason.

1.7 COMPETITORS

Sogo computers

Astrix technologies

Micro labs

1.8 SWOT ANALYSIS

Strengths

Competency in mergers and acquisitions

Coordinate offering plan of action

Item customization

Natural record

Weakness

Item (PC equipment) items.

low client administration

low interest in research and development

powerless licenses portfolio

Excessively less retail stores

Lack of sepration

Opportunitie

Grow administration and undertaking arrangements organizations.

Acquire more licenses through acquisition.

Fortify their quality and development market.

Threats

Developing mobile phones and tablets

Net revenue decreasing on equipment products

Abating development rate of the PCs advertise and Serious rivalr

CHAPTER -2

CONCEPTUAL BACKGROUND & LITERATURE REVIEW

2.1 theoretical background of the study

Principle capacity of HR office is setting of structure for remuneration and advantage, pay and advantage pro likewise may arrange aggregate well being scope rates with safety net providers facilitate exercises with the retirement reserve funds subsidize head and regulatory elements of finance. Human asset arranging comprise of the number and sort of workers expected to achieve authoritative objectives are controlled by Recruiting best qualified competitor (from inside or outside of an association) for an employment opportunity, in an auspicious and practical way. Consistence with work and business laws is a basic HR work. Resistance can bring about working environment protests in light of uncalled for business rehearses, risky working conditions and general disappointment with working conditions that can influence efficiency and eventually, gainfulness. HR offices likewise give administration preparing and proficient improvement. Initiative preparing might be expected of recently procured and advanced bosses and chiefs on subjects, for example, execution administration and how to deal with worker relations matters at the office level. Proficient advancement openings are for workers searching for limited time openings or representatives who need to accomplish individual objectives, for example, completing a professional education. HR is to help working environment security preparing and keep up governmentally ordered logs for work environment damage and casualty announcing.

Web work sheets are quickly picking up piece of the pie of every single promoted work. As per HRAdvice.com, the greatest concerns while enlisting on the Internet incorporate insufficient time to audit resumes, an excessive number of resumes, an excessive number of unfit candidates because of the simplicity of use process, and potential presentation to separation charges because of antagonistic effect. Looked with the normal influx of resigning time of increased birth rates representatives, associations are hoping to lure retirees and seniors over into their associations as workers or as experts. A few new sites have risen to address these hierarchical needs. The sites are: yourencore.com, seniors4hire.org, enrge.us and seniorjobbank.com. As indicated by

TopJobSites.com, the main three general occupation sites by movement positioning are Monster.com, CareerBuilder.com and HotJobs.com. TopJobSites.com audits and positions occupation and vocation sites in view of a three month window of movement volume. Notwithstanding broad occupation locales, the site assembles rankings for school destinations, official locales, specialty destinations, decent variety locales, and universal locales. As indicated by web based selecting reporter Peter Weddle, about twothirds of all organizations under-use their corporate sites for enrolling. Weddle proposes the accompanying enrolling site upgrades: take full favorable position of essentially boundless web space, impart your organization's picture as a business, draw in both dynamic and aloof employment searchers, and give an astounding web understanding

Electronic Recruitment (E-Recruitment) is otherwise called online enlistment or web enrollment. Enlistment forms in which utilization of electronic assets, for example, the Internet is use to accomplish and enhance the ordinary results of enrollment by the association is known as E-Recruitment. It enables Corporate HR to computerize and streamline basic undertakings, bringing about more proficient and profitable procuring forms. Be that as it may, even with the headways of innovation, enlistment is as yet a people business. What's more, on the grounds that immediate individuals connections can require a considerable measure of exertion and time, forms upheld with online advances have added mechanization and efficiencies to the esteem chain. That is the place online enlistment programming innovations exceed expectations and where colossal esteem can be gotten from them

Throughout my exploration a few online enlistment rehearse have been found to enable enrollment to process improve paperless HR process which is examined in the accompanying work.

Procuring isn't a simple procedure. It is tedious and cash devouring. The cost/advantage examination of building up a paperless procedure should be assessed keeping in mind the end goal to decide the way to deal with be taken for each procedure. A more proficient process might decrease the quantity of staff. Staff expenses may move from the orgaisation capacity to it/bolster assets,either, interior to the University or outside to a merchant for help the new paperless process. Innovation expenses may increment and should be deliberately assessed to guarantee shrouded expenses to supporting new equipment and programming parts are

incorporated on a continuous premise. Likewise, the progressing specialized preparing costs should be considered. These general expenses might be balanced by lessened assets expected to help the current paper-based process. Strategies utilized as a part of erecruitment incorporate basic frameworks, for example, putting an advertisement on an open work site requesting that applicants email resumes. Further developed frameworks course the whole procedure of competitor determination, evaluation, and employing through online applications. Imminent workers can transfer resumes, take expertise and bent evaluations, and even total human asset printed material from a remote area utilizing e-enlistment instruments. The essential advantage of e-enrollment devices and electronic work force enlistment frameworks are to lessen the cost related with finding and procuring representatives and self employed entities. Human asset staff invest less energy in the procuring procedure

2.2 Literature review

Smith(1999) Had labored upon e-recruitment wherein he had tried to conceptualize that internet enables organisation's higher goal potential employees. The writer cited that the profession net, which small groups may additionally remember luxurious, should still be much less highly-priced than a couple of newspaper ads

Connerley, CARLSON, &MECHAM (2003) On the proof of contrasts in candidate pool excellent tended to the exam require by looking on the fascination result of companies contending no holds barred for initiates for comparable positions. Aftereffects of an research endorse that candidate pleasant can range notably internal and crosswise over employment households.

Chapman and Webster (2003) Of their evaluate inquire about at the utilization of innovations in enrolling, screening, and resolution paperwork for work hopefuls led in USA determined that maximum associations actualized innovation primarily based enlistment and desire devices to beautify effectiveness, empower new appraisal gadgets, reduce charges, institutionalize frameworks and enlarge the candidate pool . As per the Pew Internet Research specified by using NAS bits of understanding (2006), around 72 for each penny of American grown-u.S.Had been

on the internet. That supposed more than a hundred forty five million people. This changed into a extensive institution of onlookers, and the Internet ended up being an fundamental piece of consultant enlistment in light of the reality that there was no speedier, greater sincere, or extra sensible method to attain a big quantity of qualified competition. Truth be informed, forty four for every penny of online Americans have been attempting to find data about paintings. The Internet enabled HR Managers to gain those candidates 24 hours per day, 7 days seven days .

Martinez and Martineau (1998) Learning experts in an internet enterprise, facts concentrated circumstance. The creators specific that e-enrollment as a popular system is paintings unique and gives PC helped on reevaluating HR expressed that once wellness modifications goes for talent reserve budget or preferred fee diminishment, they skip with the aid of converting the manner by which staff are applied. A theoretical paper on Managerial difficulties of e-enlistment: broadening the lifestyles cycle of latest economic system representatives via Smith and Rupp (2004), inspected the usage of innovation to enrolling and holding screening interviews and factual expectation to assist in diminishing choosing prices, time-to-agreement and worker turnover. Studying professionals in an internet enterprise, information focused condition. The creators exact that e-enrollment as a trendy system is paintings precise and offers PC helped on reevaluating HR expressed that after well being changes is going for proficiency reserve budget or popular price diminishment, they bypass via converting the way via which staff are applied. A theoretical paper on Managerial problems of e-enlistment: broadening the life cycle of latest financial system representatives by way of Smith and Rupp (2004), inspected the usage of innovation to enrolling and keeping screening interviews and factual expectation to help in diminishing selecting expenses, time-to-settlement and worker turnover.

Hadass (2004) In his exploration on the impact of internet making a choice on on the coordinating of people and HR Managers developed up a model of enrollment in which work searchers have private information about their capability for quite a lot of employments and companies have defective screening advances. The ramifications of the mannequin were exactly inspected utilising faculty understanding from US founded multinational assembling corporation with in far more than 15000 employees. The choice of e-enrollment used to be confirmed as diminishing application fees to professionals and enhancing screening innovation for organizations. He inferred that organizations may just embody e-enlistment techniques in view

of the instantaneous diminishment in making a choice on fees and because of rivalry among HR Managers for certified contracts. As introduced by Aqayo study on robust capability obtaining via e-enrollment (2008), a be taught used to be directed among just a few employing supervisors at NRG Engineering Pvt. Ltd.; a counseling institution spent big time in the Oil and gasoline enterprise, to differentiate how the E-Recruitment programming they utilized upgraded effectiveness of their enrollment exercises. All continually concurred that making use of Applicant tracking methods fundamentally lowered the time spent on every enrollment action, and moreover smoothened the enlistment approach.

Williams (2009) On E-recruitment showed dwindling recruitment spends considering webbased recruitment at the expense of normal methods. The creator additionally stated that on-line ways proved a long way extra standard, as - Dr. Yogita et al., global Journal of advance observe in laptop Science and management evaluations amount 4, dilemma 1, January 2016 pg. Seventy 9-eighty four © 2016, IJARCSMS All Rights Reserved ISSN: 2321-7782 (on-line) of the HR specialists surveyed said that the jobs thing to their possess agency's net web site used to be used as a recruitment device for many roles.

Kuhn and skuterud(2004) Had attempted to discover which kinds of unemployed employees looked for work on-line and whether net searchers have become reemployed extra fast. The authors concluded that net activity search is greater not unusual among workers with located traits which are generally associated with quicker reemployment and net task seek does pace reemployment. The authors mentioned that, net job seek may considerably enhance search consequences on dimensions such as job excellent that they'd no longer measured in their studies.

Jansen, Jansen and Spink (2005), gave implications for on line process attempting to find and recruiting in their paper on making use of the net to appear for work. The authors centered upon three certain study questions: how do people seek for activity-associated knowledge on the net? How effective are these searches? And how seemingly are process seekers to are seeking out an proper process posting or software program? The records used to compare those questions come from job seekers filing activity-related queries to a major internet search engine at three elements in time over a 5-twelve months c program languageperiod. Outcome in their be trained indicated that members seeking task expertise in particular submitted simply one question with a number

of phrases and over 45 percent of activity-looking for queries contained a centered area reference. Of the files retrieved, findings suggested that simplest fifty two in line with cent have been applicable and only 40 per cent of activity-detailed searches retrieved activity postings.

Ng and Burke (2006) in their investigation on the innovative at work investigated the perspectives, vocation wants, and pursuit of employment practices amongst an example of trade understudies. The creators directed a subject study including 20,771 understudies crosswise over Canada to appreciate the views of institution understudies on employments, associations, vocations and examine of their associations. The examination using specific relapse investigation discovered that agreeable understudies appear to have extra shrewd want, have higher bits of abilities into their possess exact capacities and needs, and report larger fearlessness. It additionally introduced that the respondents had low desires that their grounds occupation workplaces would land them a role, and anticipated that would utilize the online the entire extra as in general as viable in their employment inquiries. This proposed a transfer a ways from usual enrollment mediums to extra modern methodologies, for instance, web

Holm's (2012) Conception have been that there was a big difference between the paper-based and the digital-established enlistment method. From the discoveries, Holm's found out that the electronicbased enrollment method started with couple of electronic instruments for line supervisors to initiate the enlistment process, e.G. Line administrators have been placing their purchasing wishes right into a word record and sending it to the equipped enrollment expert. The enrollment expert at that point needed to peruse each candidate and fee the request. Generally, this is dealt with by means of channel applications conveying prime candidates to the entrance line. Holm's (2012) compare used to be led between the years 2008 to 2010 out of three companies in Denmark, which would have constrained the legitimacy of the enlistment method in these days as digital innovation has been created for the establishing factor of enrollment.

CHAPTER- 3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM

In the developing time where everything is mechanized and coordinated, to enable us to comprehend and survey the viability of online enrollment in coming to the amplest and most various pool of applicants.

3.2 NEED FOR THE STUDY

To get the valuable information from the HR professionals regarding the online recruitment.

3.3 OBJECTIVES

To evaluate the adequacy of online enlistment.

To investigate whether about all HR experts concur that web is a power full instrument for associating differing work competitor with managers.

To examination the upsides of e-enlistment.

To examination the most recent pattern in online enlistment.

3.4 SCOPE OF THE STUDY

The region of the examination incorporates component of online enrollment, adequacy of online enlistments enlistment promotions, different occupation destinations, what are the administrations and highlights gave by business sites, how well these techniques are executed in the association and the online devices utilized while.

3.5 RESEARCH METHODOLOGY

The investigation is done by taking perspectives of HR experts in regards to the viability in determination of reasonable hopefuls through online enrollment. Enlightening exploration has connected for this investigation and the information is gathered through organized poll strategy

and individual meeting with advantageous examining strategy for non-likelihood inspecting method with around fifty HR experts of IT organizations.

Descriptive research design:

It is utilized as a part of this examination to contend the required data quantities of statistical surveying ponders depend on such outline It is utilized as a part of this examination to contend the required data quantities of statistical surveying ponders depend on such outline.

Primary data:

Essential information is gathered over the span of doing tests in an exploratory research. In this exploration essential information is gathered through individual meeting and Human asset supervisors of different IT organizations were met and studied to gather the data by and by.

Secondary data:

Optional information implies information that is as of now accessible i.e., information effectively gathered by another person. Auxiliary information for this undertaking report is from the web to give prologue to IT organizations and from the Management Education and Research Organization's 'Diary of Management and IT' for getting some data related with online enrollment.

Research instruments:

A survey was conducted through a questionnaire for the collection of primary data some information has been obtained through discussion with the internal guide of the institution

Sampling:

It is the logical way of obtaining fresh information from the population size.The convenient sampling method has been applied to the research study.

Field work:

The collection of primary data has been conducted through questionnaire. The sample size was convenient sample of one hundred customers. The total sample consisted of Human Resource Managers of I.T companies.

3.6 HYPOTHESIS

H0 – Online recruitment has an impact on recruitment

H1- Online recruitment has an impact no on recruitment

3.7 LIMITATIONS

chances of obsolete information provided by respondent which may be a bias to the research.

This study is limited to Bangalore.

This study is only concentrated on HR personals of IT companies

3.8 CHAPTER SCHEME

Chapter-1 Introduction

Here this chapter begin with brief idea regarding the project and it explains the industry profile & company profile, promoters, vision, mission, SWOT analysis and financial statements.

Chapter-2 conceptual background and literature review

Theoretical background and literature review

Chapter-3 research design

state of the problem need of the study ,objective , scope of the study , research methodology , limitation and literature review .

Chapter-4 data analysis &interpretation

It contains classification and tabulation of data ,analysis and suggestions .

Chapter-5 summary findings, conclusions and suggestions.

It has executive summary of dissertation , findings ,conclusion and suggestions .

CHAPTER- 4

DATA ANALYSIS AND INTERPRETATIONS

The information gathered from the essential sources (accumulation of reactions from HR officials of IT organizations using survey) was gathered, arranged, chosen and investigated.

Table 1

Does your company use online recruitment method?

Particulars	No of respondents	Percentages
Yes	90	90%
No	10	10%
Total	100	100%

Analysis:

90% of thetotal respondent answered under table 1 that their company is using online recruitment system. And there were only 10% who were not using and using other type of recruitment process.

Graph 1

Does your company use online recruitment method?
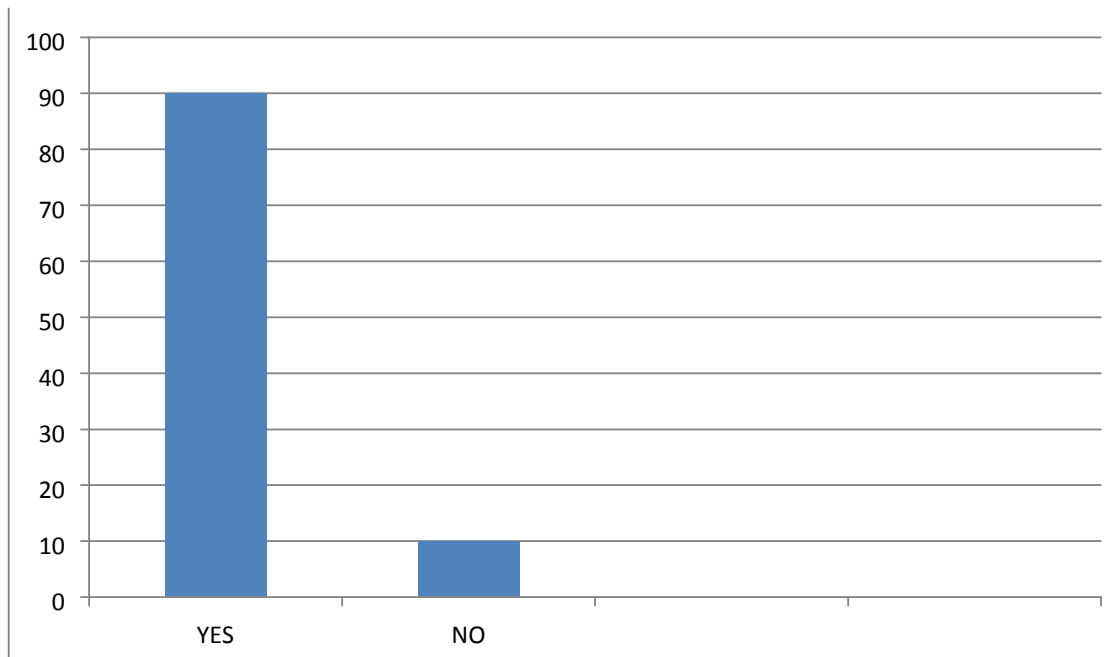
Inference:

The research conducted and graph no. 1 depicted above clearly shows 90% of the respondents answered as 'yes' i.e. their company is using online recruitment method. Majority of the respondencereplayscompanies involved in an online recruitment , this shows most of the companies involved in online recruitment.

Table 2

Is online recruitment favorable than other methods of recruitment for an IT company?

Prticulars	No of respondents	Percentages
YES	48	48%
NO	52	52%
Total	100	100%

Analysis:

It can be analyzed from the table no.2 that 48% of the HR executive are favorable in their opinion that online recruitment favorable than other methods of recruitment for an IT company.

Graph 2

Is online recruitment favorable than other methods of recruitment for an IT company?
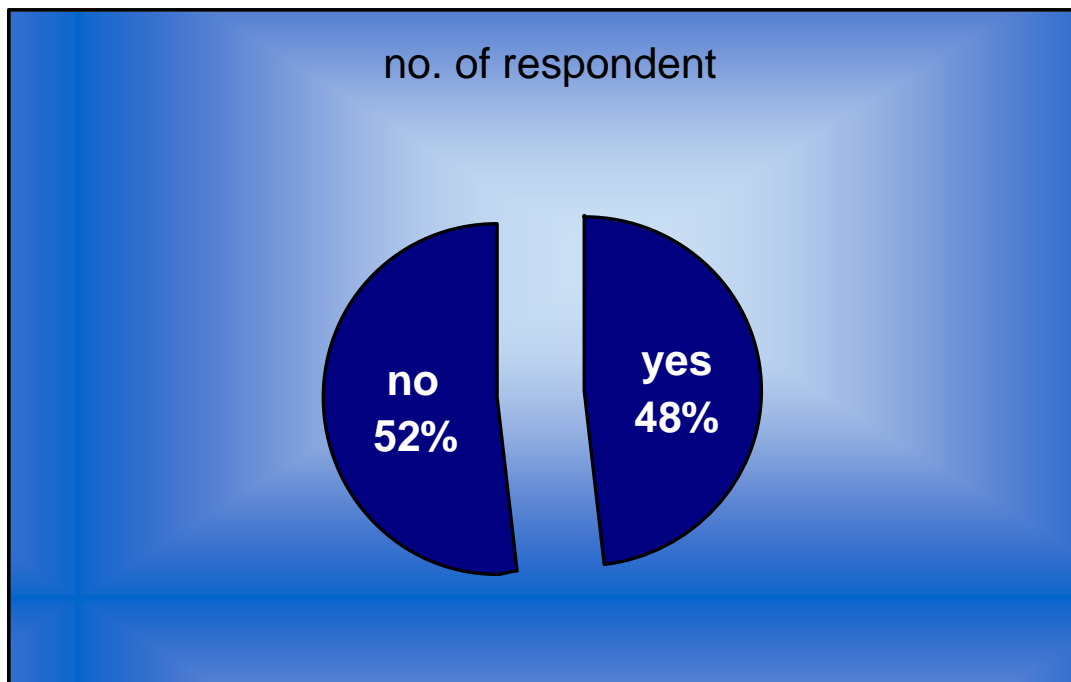
Inference:

The above graph clearly depicts that 48% of the respondents think thatonline recruitment favorable than other methods of recruitment for an IT company, but more than half of the respondents are against this opinion.there is mixed opinion regarding an online recruitment to that of the traditional recruitment.

Table 3

When you recruit people, what is the first quality you require in them?

Particulars	No. of respondents	Percentages
Communication skill	48	48%
Experience in the same job	33	33%
Good academic performance	15	15%
Others	4	4%
Total	100	100%

Analysis;

The table number 3 analyzed that 48% of the respondents require good communication skill for workers, 33% of the respondent require experience in the same job, 15% of the respondent require good academic performance and only 4% of the respondent require other qualities.

Graph 3

Showing When you recruit people, what is the first quality you require in them
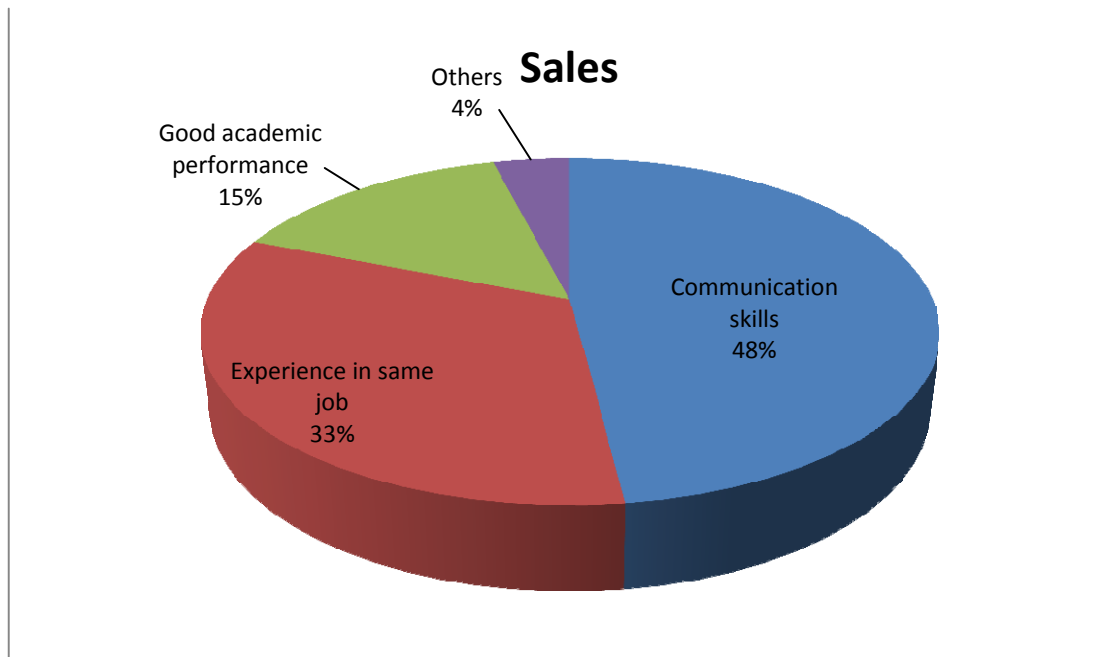
Inference:

The research shows that 48% respondents from total require communication skill for workers and only 4% people require other qualities other than experience, communication skill and good academic performance.majority of the respondances given prefer for communication skills followed by experience in same job.

Table 4

Showing which job portal do you prefer for online recruitment?

Particulars	no. of respondents	percentages
Naukri	75	75%
times jobs	6	6%
Monster	17	17%
Other	2	2%
total	100	100%

Analysis;

The above table clearlyanalyzed 75% Of the respondets prefer naukri, 6% of the respondents prefer times jobs, 17% of the respondents prefer monster and only2% of the respondents prefer other websites.

Graph 4

Showing the website which is prefered for online recruitment
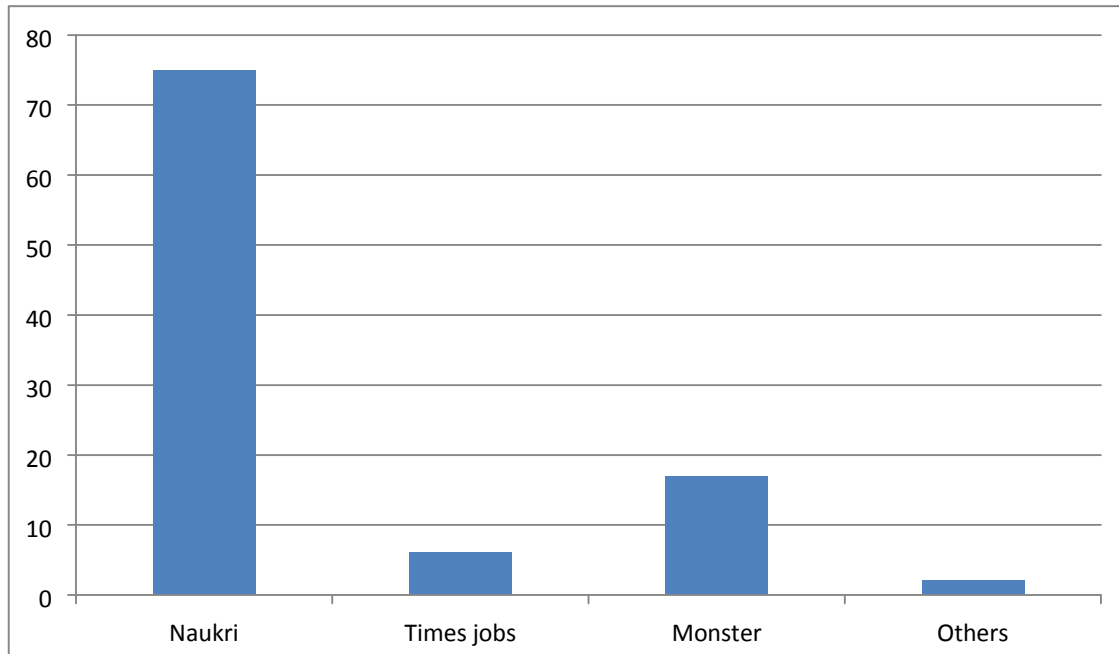
Inference:

Graph 4 indicates that large number of people use naukri for finding the people for the vacancies and some people use very few other websites like times jobs, monster, etc.this clearly shows that high traffic for companies profile at naukri., followed by manstore then by times job and others .

Table 5

Showing the factor considered while recruit people though online method?

Particulars	no. of respondents	Percentages
Time	**46**	**46%**
Cost	**25**	**25%**
easy to manage	**25**	**25%**
Other	**4**	**4%**
Total	**100**	**100%**

Analysis:

Table 5 indexing that 46% of the people consider their valuable time for recruitment, 25% of the people consider cost for recruitment, other 25% of the people consider easy to manage the recruitment process and 4% of the people consider other factors at the time of recruitment.

Graph 5

Showing the factor considered while recruit people though online method?

Sales

■ Time ■ Cost ■ Easy to manage ■ Others

4%

25%

46%

25%
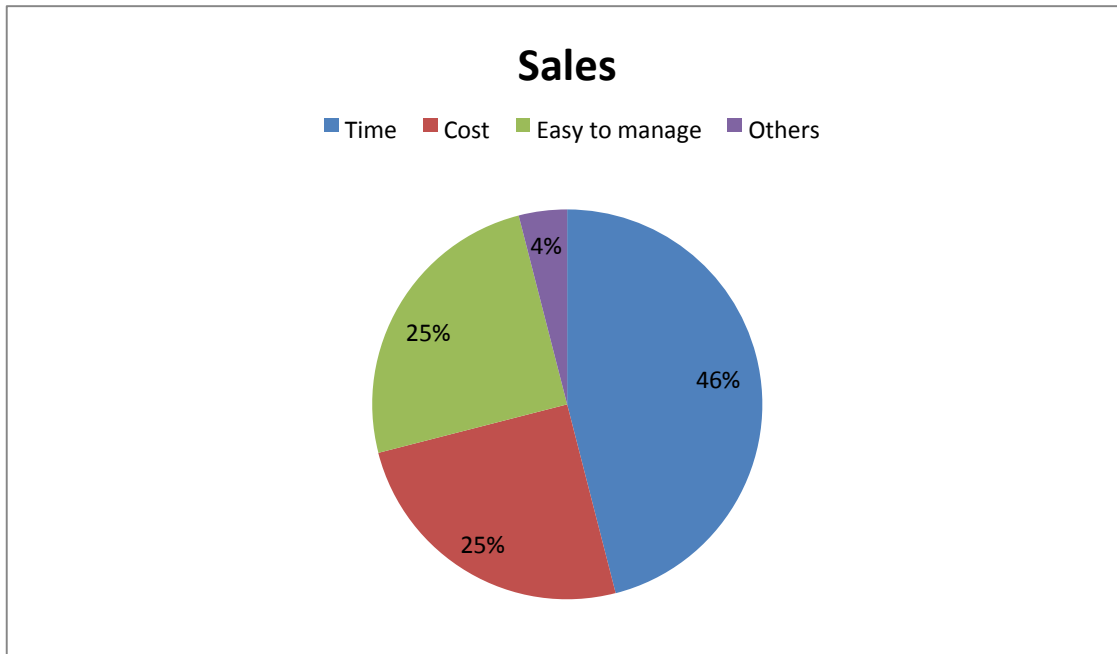
Inference:

The research conducted reveals that time is the most important factor at the time of recruitment, cost and easy to manage have equal important in this time, but it comes only after 'time'.

Table 6

Showing the vacancies filled through online recruitment at right time?

Particulars	no. of respondents	Percentages
Yes	94	94%
No	0	0%
up to a limit	6	6%
Total	100	100%

Analysis:

Table 6 indicates 94% respondents believe that they can fill the vacancies through online method in right time and 6% of respondents are in doubt, they agree that it is possible up to a limit.

Graph 6

Showing the vacancies filled through online recruitment at right time?

Sales

- YES
- NO
- UPTO A LIMIT
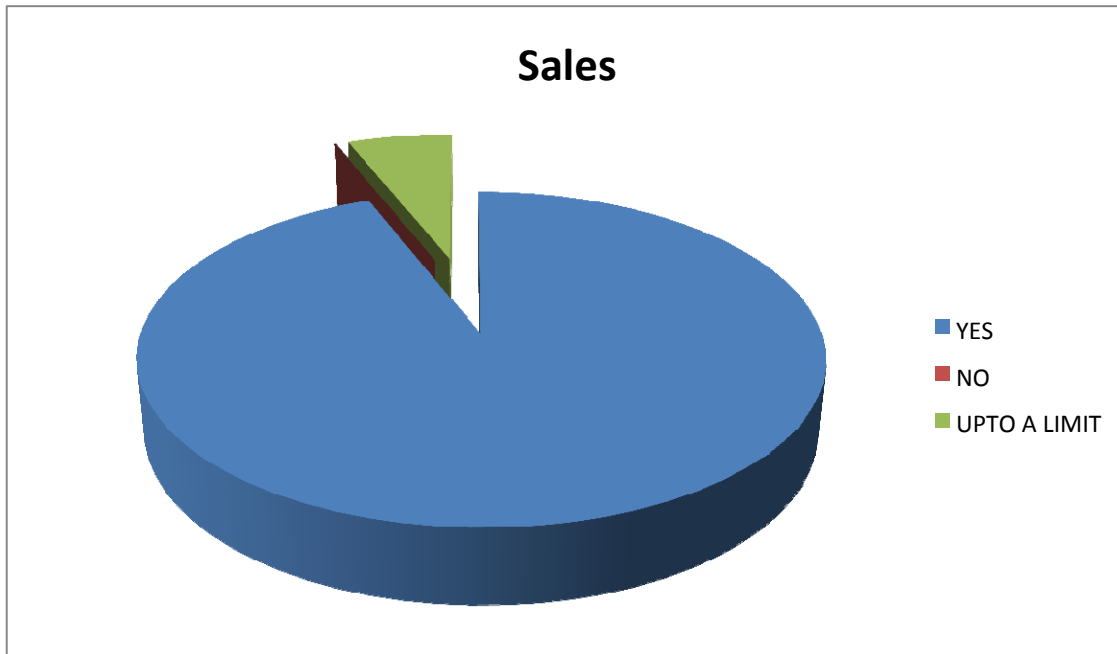
Inference:

The research depicted in the above graph 6 indicates that 94% respondents are of the opinion that their company can fill the vacancies through online method in right time, and there was nobody to answer as 'no' but some people answered that it is possible up to a limit.

Table 7

Showing the strategies been used in the company for recruiting every employee through online method

particulars	No of respondents	Percentages
Yes	69	69%
No	31	31%
Total	100	100%

Analysis:

It can be analyzed from table that a majority i.e. 69% of the respondent's company use same strategies for online recruitment and 31%of the respondent's company use various strategies for various people.

Graph 7

Showing the same strategies used in the company for recruiting every employee through online method
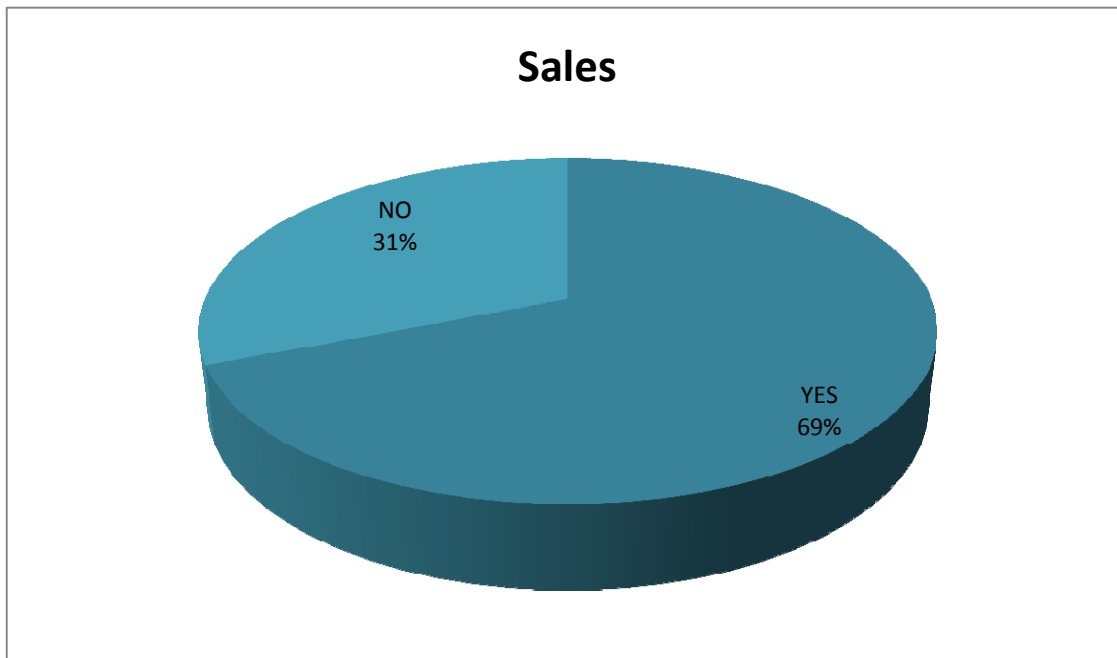
Inference:

The research graph depicts that 69% i.e. more than double of respondents say 'yes'- they are using same strategies for all kind of people than the respondents who said 'no'. there is no customised strategies for online recruitment .

Table 8

Showing the strategies for recruiting people should be

Particulars	no. of respondents	Percentages
Fixed	58	58%
Varied	42	42%
Total	100	100%

Analysis:

The table indicates 58% respondents think that strategies for recruiting people should be fixed and other 42% people think that it should be varied.

Graph 8

Showing the strategies for recruiting people should be

Chart Title

58

42

Fixed   Varied
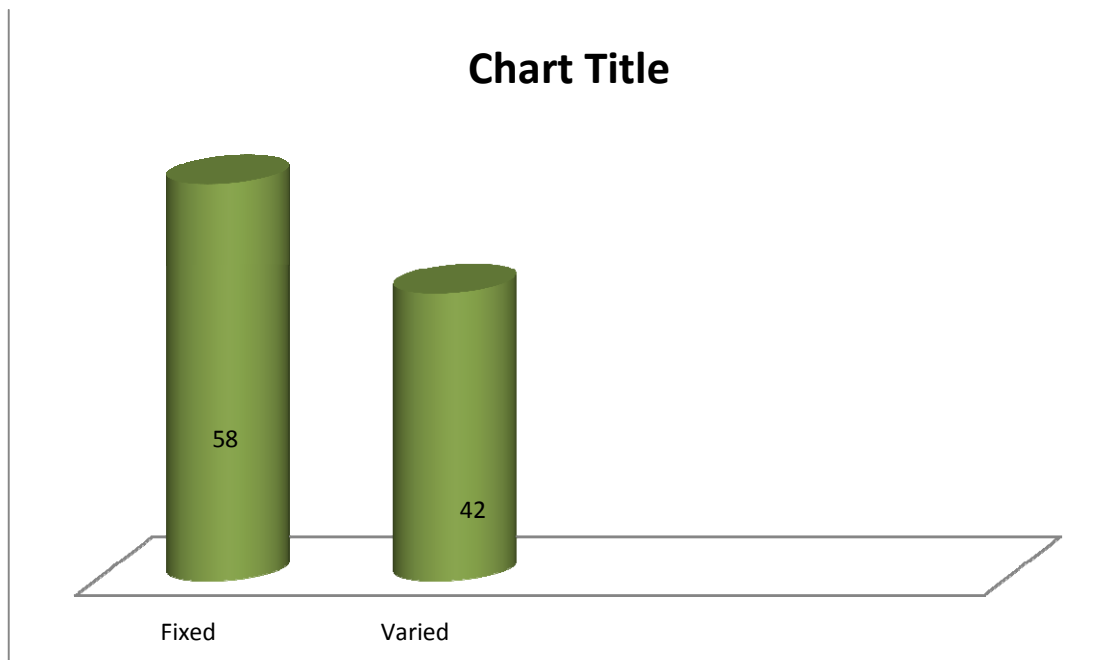
Inference:

The research depicted in the above graph 8 indicates that a higher amount of people wishes the strategies for recruiting people should be fixed with 58% of the respondents opting for fixed.

Table 9

Showing employees who are recruited through online recruitment are able to perform their responsibilities effectively and efficiently

Particulars	no. of respondent	percentage
Yes	71	71%
No	4	4%
up to a limit	25	25%
Total	100	100%

Analysis;

The above table the employees who are recruited through online recruitment are able to perform their responsibilities effectively and efficiently , 71% of respondent answered 'yes', only 4% of the respondent answered 'no' and 25% of the people think it is possible up to a limit.

Graph 9

Showing employees who are recruited through online recruitment are able to perform their responsibilities effectively and efficiently
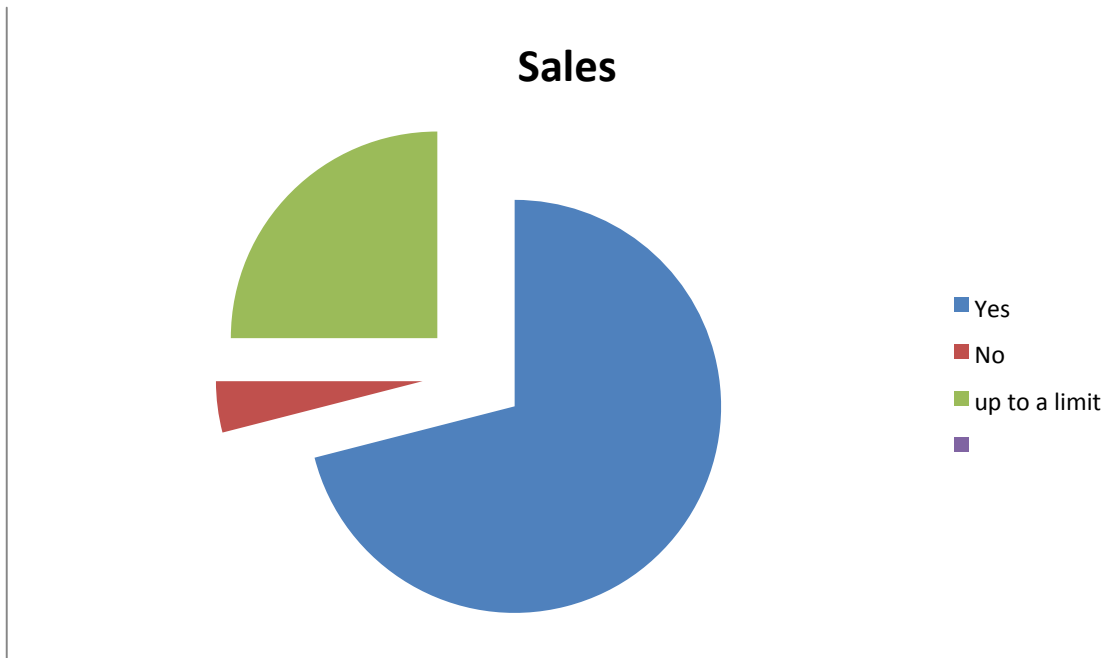

Inference:

From the above graph 75% of the respondent answered, the employees who are recruited through online recruitment are able to perform their responsibilities up to a limit. Only 4% of the people answered 'no', so this graph indicates that online recruitment is not a wrong

decision of any companies.

Table 10

Showing the company has dedicated recruitment websites or web page or referral site.

Particulars	no. of .respondent	percentege
Yes	100	100%
No	0	0%
Total	100	100%

Analysis:

The above table shows that 100% of the respondents tell that they Have dedicated recruitment websites or web page there was no people who answered 'no'.

Graph 10

Showing dedicated recruitment websites or web page or referral site?
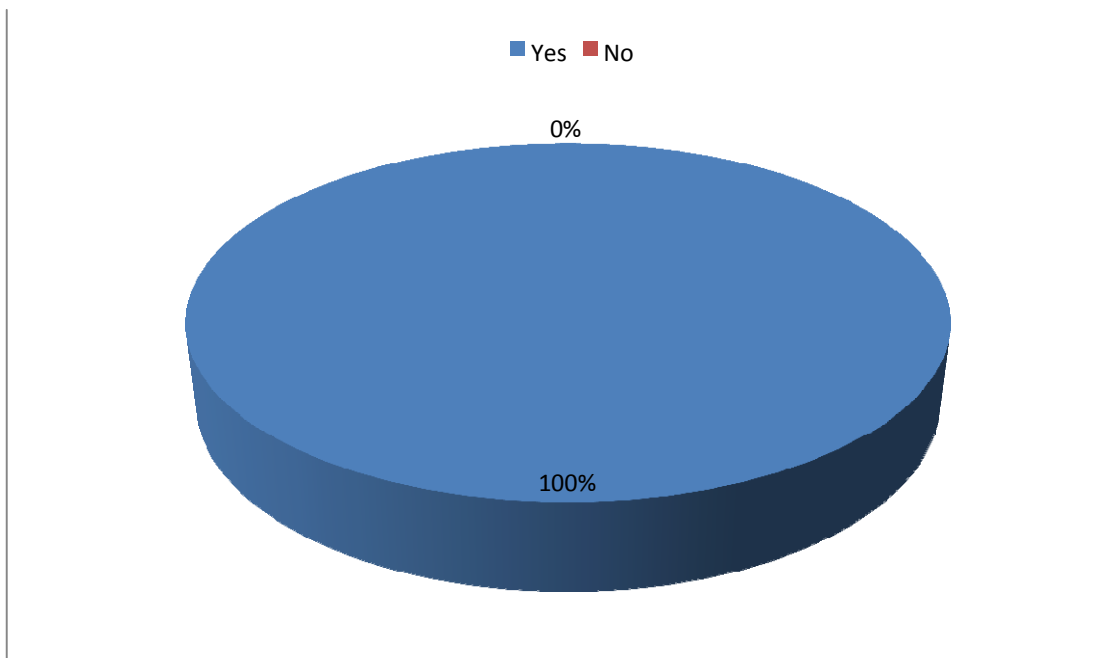
Inference:

In the above graph we can understand that every company made their own efforts to websites, webpage and referral sites for online recruitment and today it is very popular online method of recruitment.

Table 11

Showing the company give feedback to non-selected candidates

Particular	no. of respondents	percentage
Yes	45	45%
No	55	55%
Total	100	100%

Analysis:

The above table 11 showesthat 45% respondents agree that they give feedback to non-selected candidates, but 55% respondents agree that they do not give any feedback to non selected candidates.

Graph 11

Showing   feedback to non-selected candidates?
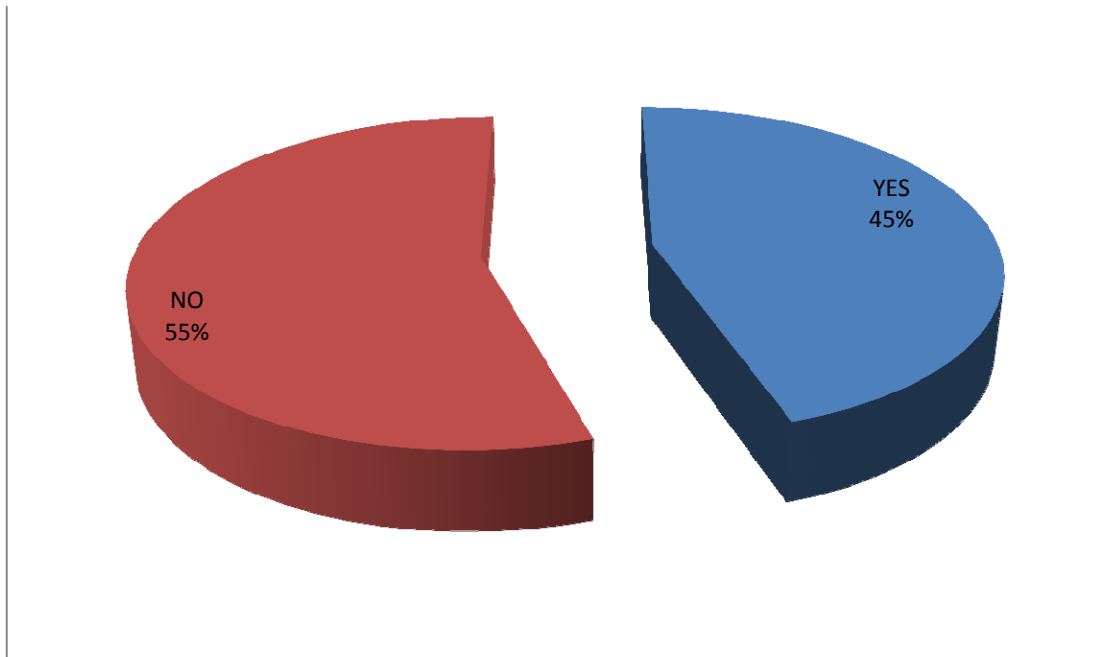
Inference:

The research in table 11 depicts that 45% of the respondents keep some formality as giving feedback to non-selected candidates. Remaining respondents do not give importance to feedback and does not share with them.

Table 12

Showing any feedback taken from candidates through online

Particulers	No of respondents	Percentage
Yes	85	85%
No	15	15%
Total	100	100%

Analysis:

Out of the two options given under table 12, 85% of the respondents seek the feedback of candidates and remaining 15% of the respondents do not seek any feedback of candidates.

Graph 12

Showing any feedback taken from candidates through online?
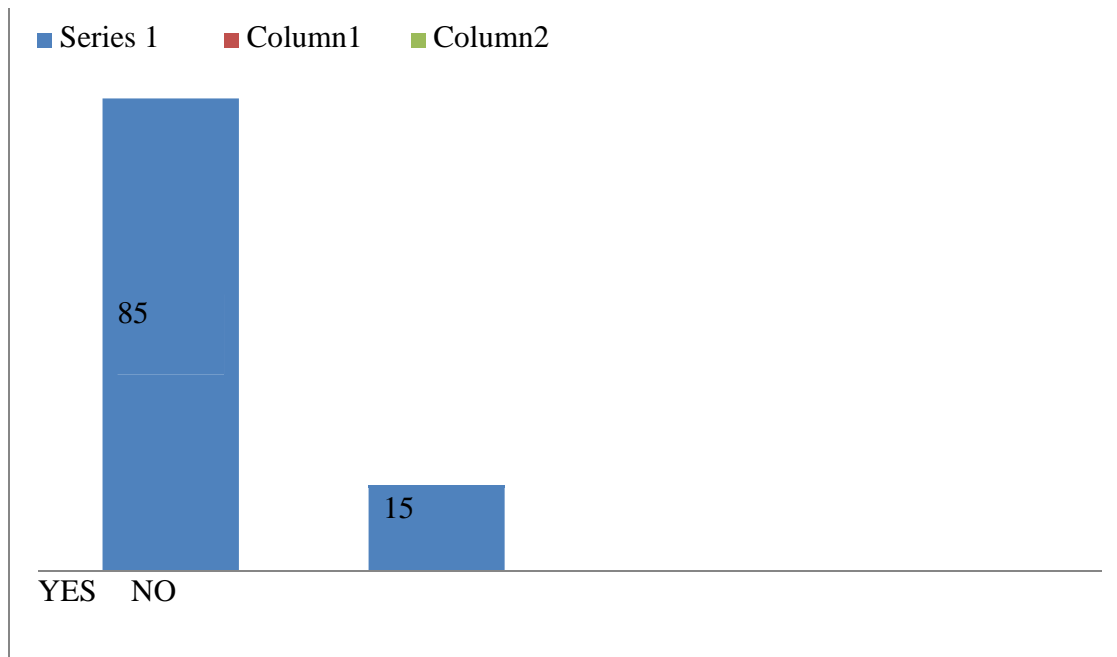
Inference:

The research in graph 12 depicts that huge number of people seek the feedback of people for their achievements. So from the above figure we can conclude that there is a great important for the feedback of candidates.

Table 13

Showing do you agree that in the modern world, online recruitment is the most appropriate and acceptable method of recruitment.

Particulars	no. of respondents	Percentage
Agree	66	66%
completely agree	10	10%
Disagree	22	22%
completely disagree	2	2%
Total	100	100%

Analysis:

Out of the various options given under table 13, 46% of the respondents agree that, 'in the modern world, online recruitment is the most appropriate and acceptable method of recruitment' and 10% of the respondents completely agree, but 42% of the people disagree and 2% i.e. only one person completely disagree this concept.

Graph 13

Showing in the modern world, online recruitment is the most appropriate and acceptable method of recruitment.

Inference:

The research in graph 13 depicts that total 66% respondents agree that in the modern world, online recruitment is the most appropriate and acceptable method of recruitment, but total 22% of respondents d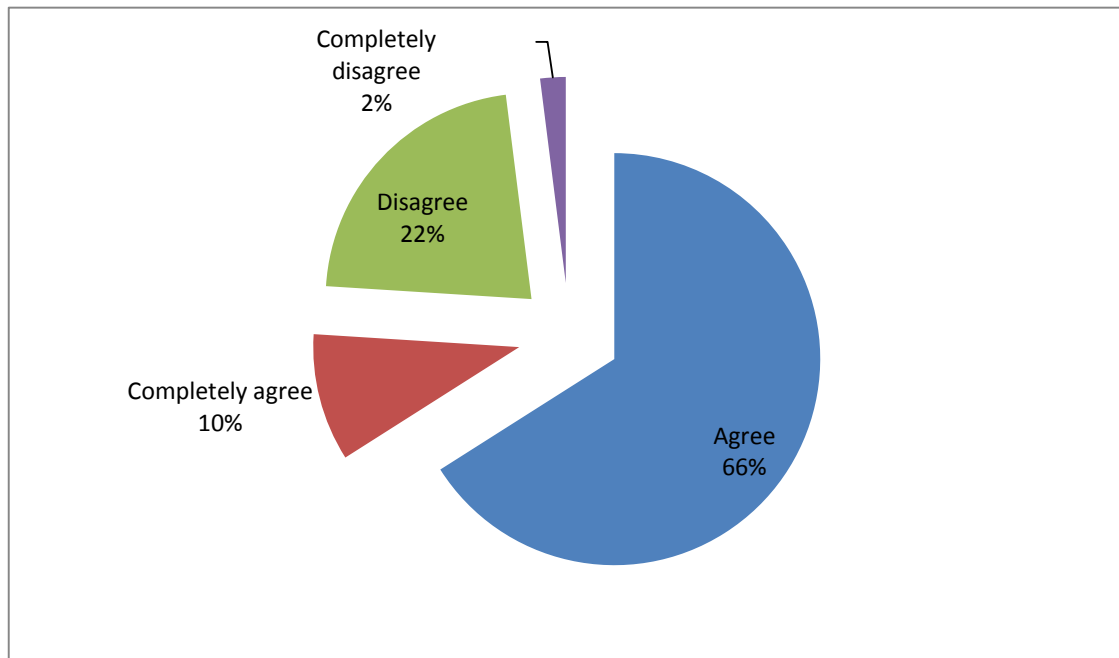isagree. From the graph we can identify maximum say online recruitment is the most appropriate and acceptable method of recruitment because more than half percentage of respondents agree this.

Table 14

Have you ever applied for a job vacancies through online?

Particulars	no. of. respondents	Percentage
Yes	96	96%
No	4	4%
Total	100	100%

Analysis:

The above table shows that, 96% of the respondents agree that they applied for a job vacancies through online and only 4% of them have responded as no

Graph 14

Showing job vacancies applied through online
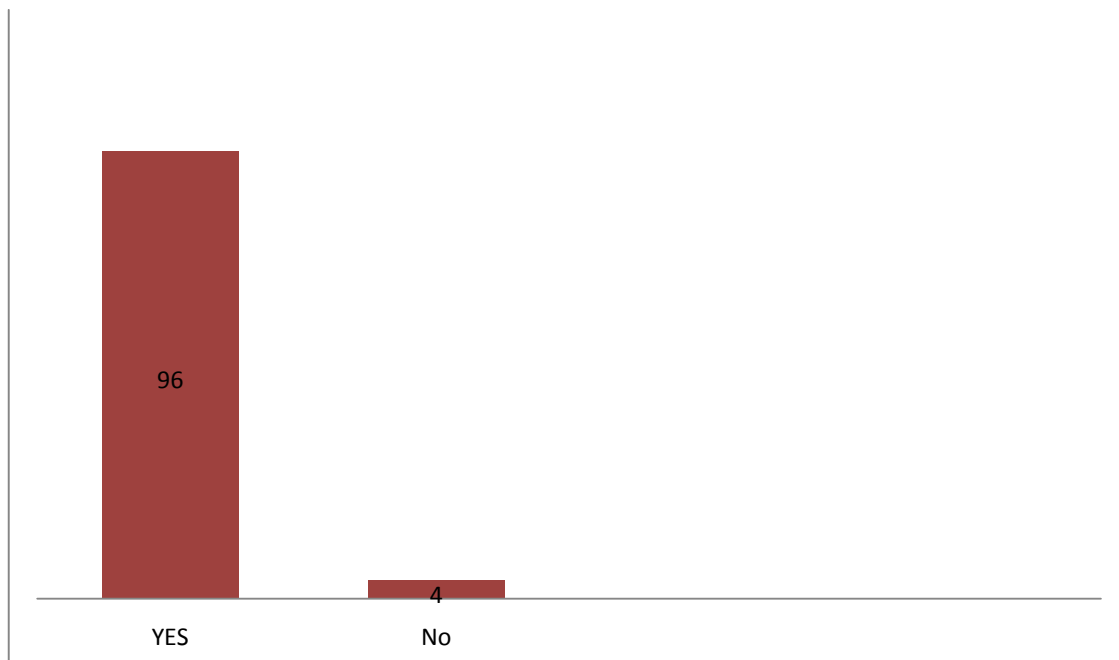
Inference:

From the above graph and table we can identify that 96% of the respondents are has applied for a job through online recruitment. So it is a most a power tool for recruitment.

Table 15

Showing Have you posted your resume in any company career websites?

Particulars	No. of respondents	persentege
Yes	88	88%
No	12	12%
Total	100	100%

Analysis

The above table shows that 88% of the Respondents agree that they have posted their resume in the website of certain companies and only 12% of the people replied as 'no'.

Graph 15

Showing resume posted in any company's career websites?
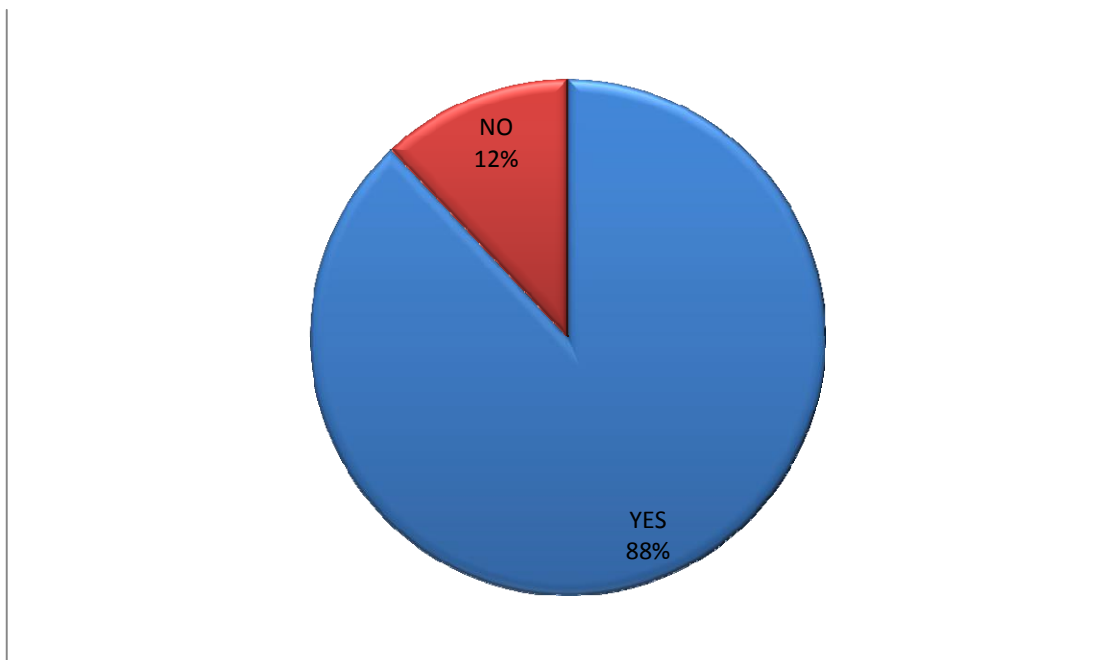
Inference:

From the graph and table 15 we can understand the need and importance of posting resume in the career websites of companies is of huge advantage. Here huge respondents posted their resume and their personal details in the career websites of some companies as they can directly interact and get contact with the company HR.

CHAPTER – 5

FINDINGS CONCLUSIONS AND SUGGESTIONS

5.1 Summary of Findings

The investigation has been directed upon the viability of online recruitment with an example size of 100 HR experts of IT organizations. The investigation incorporates sees suppositions and thoughts of the general population engaged with official enlistment in the IT division. The point of the investigation is to discover the adequacy of online enrollment and its utilization in the cutting edge world.

A expansive no. of HR experts publicizes on the web and for expanding the candidate pool because of minimal effort.

Most of the HR experts say that the web acquire qualified applicants, particularly in correlation with customary print advertisement sources.

HR work force either their own particular site for speaking with applicants or they do correspondence through outsider.

Some HR experts were hesitant to say their email address in the activity postings.

When got some information about another position opened up at their association sooner rather than later, to publicize on the web once more, the object is, promote on the web yet the confidence in enlisting is less as the standard for dependability of workers who are enrolled through web is low.

There has been a gigantic change in the enlistment procedure with it there has been nonstop development in e-enrollment both in Indian and additionally world setting.

The opening up of the different activity destinations has changed the entire look of the enlistment procedure.

While the different organizations, keeping in mind the end goal to enhance enlistment strategy concocting new techniques.

From the examination, it was discovered that through the conventional print promotion hotspots for publicizing occupations is utilized by different organizations yet the later i.e. e-enrollment is additionally picking up force with high pace.

HR experts all in all are happy with the consequences of utilizing the web for enrolling purposes. While numerous at first post positions online essentially on the grounds that its modest and quick, they have been satisfied with the outcomes they recover.

HR experts promote online for different positions.

E-enlistment helps different organizations HR proficient in coming to the amplest and most assorted pool of hopefuls.

The changing state of mind and expanding mindfulness level of the HR experts in a pointer that development potential for different jobsites and occupation sheets in gigantic.

The accomplishment of e-enrollment relies upon understanding the mental needs of the objectives populace, and giving them all the essential insights with respect to different positions amid online enlistment.

5.2 SUGGESTIONS / RECOMMENDAION

To augment the estimation of web selecting while at the same time limiting the assets important to make it viable, HR individual need the correct apparatuses.

To measure the adequacy of online enlistment, HR experts set up the measurements for enrollment spending is fundamental.

A nitty gritty expected set of responsibilities ought to be given while presenting employments on draw in competitors with the correct ranges of abilities.

Precise and unambiguous survey ought to be given to diminish time in looking for a reasonable applicant.

Ensure that all the methodologies identified with enrollment are connected to and focused without anyone else enlistment site.

Integrate e-enlistment in to general enrollment methodology.

Applicant following framework ought to be of a high caliber and ought to be incorporated with the back office.

Recruiters ought to build up an exhaustive site to get and process work application whether through immediate or web based promoting.

HR office ought to incorporate online enlistment preparing in their out position administrations.

More effective procedures and advances like e-enrollment programming, continue scanners and so on ought to likewise be incorporated.

5.3 CONCLUSION

Market requests are moving to end-to-end administrations. Aptitude evaluation has turned into a key separating factor and enrolling for business is no special case. Unexpected work compel administrations are the following wilderness of the e-enlisting market scene. The web has changed the path the as world does its business, bosses can present openings on a great many online occupation sheets, and achieve potential workers comfortable work area through web based showcasing. For businesses, internet enlisting permits far superior focusing of competitors than does publicizing by and large daily papers, bringing about a more noteworthy level of qualified candidates. Posting work online can cost not as much as half as much as Sunday daily paper postings and far not as much as business organization charges. Online enlistment commercial will develop and will be of monstrous help, a large portion of the huge undertakings are attempting up with a portion of the best employment locales all through the world and building up a legitimate system for getting the best ability suiting their prerequisite. They are utilizing their sites as an exceptionally profitable instrument for enrollment. In any case, what should be remembered is that the pursuit ought to be all around planned with exhaustive data and must be straightforward.

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Williams (2009)

Kuhn and Skuterud (2004)

Jansen, Jansen and Spink (2005),

Ng and Burke (2006)

Holm's (2012)

websites

www.employmentwebsites.org

http://www.leaftreesoftware.com

ANNEXURE

Dear Sir/Madam

I am a student of IV SEM MBA in Acharya institute of technology, Bangalore and as a part of my curriculum I have undertaken a study on the "**Effectiveness of Online Recruitment"**.

I shall be obliged if you can spare your precious time to answer my queries.

Thank you.

1. Does your company use online recruitment method?

    A.   [ ] Yes

    B.   [ ] No

2. Is online recruitment favorable than other methods of recruitment for an IT company?

    A.   [ ] Yes

    B.   [ ] No

3. When you recruit people, what is the first quality you require in them?

    A.   [ ] Communication skill

    B.   [ ] Experience in the same job

    C.   [ ] Good academic performance

    D.   [ ] Others

4. Which website do you prefer for online recruitment?

    A.   [ ] Naukri

    B.   [ ] Times job

    C.   [ ] Monster

D.   [ ] Others

5. What factor do you consider while you recruit people though online method?

      A.   [ ] Time

      B.   [ ] Cost

      C.   [ ] Easy to manage

      D.   [ ] Others

6. Can you fill the vacancies through online recruitment at right time?

      A.   [ ] Yes

      B.   [ ] No

      C.   [ ] Up to a limit

7. Are the same strategies been used in your company for recruiting every employee through online method?

      A.   [ ] Yes

      B.   [ ] No

8. Do you think strategies for recruiting people should be?

      A.   [ ] Fixed

      B.   [ ] Varied

9. The employees who are recruited through online recruitment are able to perform their responsibilities effectively and efficiently?

      A.   [ ] Yes

      B.   [ ] No

      C.   [ ] Up to a limit

10. Do you have dedicated recruitment websites or web page?

    A.   [ ] Yes

    B.   [ ] No

11. Do you give feedback to non-selected candidates?

    A.   [ ] Yes

    B.   [ ] No

12. Do you seek any feedback from candidate's trough online?

    A.   [ ] Yes

    B.   [ ] No

13. In the modern world, online recruitment is the most appropriate and acceptable method of recruitment. Do you agree?

    A.   [ ] Agree

    B.   [ ] Completely agree

    C.   [ ] Disagree

    D.   [ ] Completely disagree

14. Have you ever applied for a job vacancies through online?

    A.   [ ] Yes

    B.   [ ] No

15. Have you posted your resume in any company career websites?

    A.   [ ] Yes

    B   [ ] No

Name& signature:

PROJECT WEEKLY REPORT (16MBAIN307)

Name of the Student: HARINATHA GS

Internal Guide: Prof. ARUNDATHI KL

USN No: 1AY16MBA23

Specialization: Finance & HR

Title of the Project: A Study on effectiveness of online recruitment

Company Name: leaftree software LLP, Banashankari, Bangalore

Weak	Work Undertaken	External Guide Signature	Internal Guide Signature
15-1-2018 to 20-1-20018	Introduction about KDCC Bank Ltd and its operation	*Stephable*	
22-1-2018 to 27-1-20018	Learning about the different operation and services by KDCC Bank ltd	*Stephable*	
29-1-2018 to 3-2-20018	Orientation and gathering information about the growth of the company	*Stephable*	
5-2-2018 to 10-2-2018	Analysis of the market position of the company	*Stephable*	
12-2-2018 to 17-2-2018	Research problem identification	*Stephable*	
19-2-2018 to 24-2-2018	Preparation of the research instrument for data collection	*Stephable*	
26-2-2018 to 3-3-2018	Theoretical background of the study	*Stephable*	
5-3-2018 to 10-3-2018	Data collection and analysis	*Stephable*	
12-3-2018 to 17-3-2018	Interpretation of the data gathered during the survey	*Stephable*	
19-3-2018 to 24-3-2018	Final report preparation and submission	*Stephable*	

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