



APPLE AUTO PVT. LTD.,

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Volkswagen Whitefield

29.03.2018

CERTIFICATE

This is to certify that **Mr. Dileep H, USN No.:1AZ16MBA20, Second Year MBA Student of ACHARYA INSTITUTE OF TECHNOLOGY BANGALORE**, has completed Project " **The Influence of Recruitment and Selection on Organizational Performance**", for a period from 15th January 2018 to 24th March 2018 at Volkswagen Whitefield as a part of their curriculum.

He has shown keen interest in the subject and taken immense pain to gather data from the company. He has completed the project to our utmost satisfaction. During his association with us his conduct was exemplary.

We have no complaints against his project work. We wish him best in all his endeavors.

Regards,
For Apple Auto Pvt. Ltd.



Authorized Signatory



ACHARYA INSTITUTE OF TECHNOLOGY

(Affiliated to Visvesvaraya Technological University, Belagavi, Approved by AICTE, New Delhi and Accredited by NBA and NAAC)

Date: 23/05/2018

CERTIFICATE

This is to certify that **Mr. Dileep H** bearing USN **1AZ16MBA20** 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 The Influence of Recruitment and Selection on Organizational Performance**” at **Apple Auto Pvt. Ltd, Bangalore** is prepared by him under the guidance of **Prof. Monica M** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

Monica M

Signature of Internal Guide

[Handwritten Signature]

Signature of HOD,
Head of the Department
Department of MBA
Acharya Institute of Technology
Soldevanahalli, Bangalore-560 107

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Signature of Principal
PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
Soldevanahalli Bangalore-560 107


DECLARATION

I, DILEEP H bearing USN 1AZ16MBA20 hereby declare that the project report with reference to "A study on the influence of recruitment and selection on organizational performance at Apple Auto pvt ltd" prepared by me under the guidance of Prof. Monica M Faculty of MBA, Acharya Institute Of Technology and external assistance by Rameshkumar K, HR Manager Apple Auto pvt ltd.

I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Masters of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone project for a period of ten weeks. I further declare that this report is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other university/Institution.

Place: Bangalore
Date: 29/05/2018


Signature of the student



ACKNOWLEDGEMENT

I deem it a privilege to thank our Principal Dr. Sharanabasava C Pilli, Dr. Mahesh, Dean Academics and our HOD Dr. Nijaguna for having given me the opportunity to do the project, which has been a very valuable learning experience.

I am truly grateful to my internal research Guide Prof. Monica M, dept of MBA, Acharya Institute Of Technology and external guide Ramesh Kumar K, HR Manger, Apple Auto pvt ltd Bangalore, , for their research guidance, encouragement and opportunities provided.

I wish to thank all the respondents from the firms who spent their valuable time in discussing with me and giving valuable data by filling up the questionnaire.

My sincere and heartfelt thanks to all my teachers at the department of MBA, Acharya Institute Of Technology for their valuable support and guidance.

Last, but not least, I want to express my deep appreciation to my parents for their unstinted support.

DILEEP H



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EXCECUTIVE SUMMARY

The project report was carried on at Apple Auto private limited, Whitefield Bangalore on the topic “A study on the influence of Recruitment and selection on organizational performance”.

The research generally concentrated on the staffing as well as assortment method involved that firm need to be faced while hiring new applicants to the firm and to frame the strategies and methods to reduce the time and money for this process.

The information regarding the finance has been derived from financial statements of Apple auto private limited. Analysis of data is determined by spss application and the response from the workers is been collected through questionnaires.

The organization manages its recruitment risk in appropriate manner can be found as there is there is no much loss to the organization because of hiring process. Organization has a well planed mechanism and strategies for managing the Recruitment and selection process.

CHAPTER-1

INTRODUCTION

Recruitment and selection are very significant technique for each and every successful organization as a consequence of taking the suitable workforces increases and sustains organization performance. The effect of an organizations selection method impact the bottom-line industry results, like production, money and performance are the dream for any industry or within the actions of every business, Staffing and Assortment are the key functions of the HR division and the method of staffing stands the enterprise to generate the modest supremacy of business.

Recruitment progression implicates a efficient exercise from finding aspirants constituting in addition directing interviews and wants numerous properties and period. As a result, staffing and assortment square measure formed because the methods by that organizations implore, connection and awareness to the possible hiring folks, create whether or not it would remain correct to hire some of the individuals.

Recruitment in addition to Assortment square measure is the dual segments, the utilization method however there was a modification among the recruitment and selection. The enlistment is that the procedure of observing applicants to occupation & motivating all of them to practice on behalf of works inside business however assortment consist of sequence of stages from that all the entrants square measure partitioned for decide on foremost proper individuals for the available spots.

Correspondingly, the significant determination of staffing is to build a flair group consist entrants on the way to modify assortment of all finest entrants of the firm, through appeal to a lot of staff to use inside the organization however the important drive of selection technique is to choose on the suitable applicant to awaiting the assorted spots inside the association.

The staffing method is instantaneously monitored by the assortment technique, that is the final hiring stage and consequently advanced intellectual method, conveyance the selection and consequently the appointment regulations. Hiring is understood as a “progressive technique of

making a pool of aspirants by accomplishing the correct spectators, applicable in anticipation of the available job”.

On the other hand, the explicit that after these applicants square measure known, the way of selecting valid staff for work will initiate. This advises accumulating, calculating, and assessing data concerning about aspirants’ educational qualifications for fixed designations. Selection, might be a mode that includes the sequences of stages by that the aspirants square measure screened for selecting the foremost suitable individual for the available posts.

Staffing of applicants is that the achieve foregoing the assortment, that benefits to produce a pool of potential staff for the business in the direction that organization will pick the right applicant on behalf of the suitable work from this group. The key objective of this method remains to accelerate the assortment technique. For that reason, organizations custom these performs to lengthen the chance of appointing individuals. World Health Organization have the appropriate skills and capacities to accomplish triumph inside the target work, and advanced accomplishment and selection behaviors terminating in better-quality configuration consequences.

A lot of successful organizations recruit and choose candidates, a lot of seemingly they are to rent and hold joyful staff. Moreover, efficiency of the organizations select scheme resolve the impact bottom-line industry results, similar output of production & money concert. Therefore, the investment inside the growth of a wide-ranging and practical assortment structure is cash well paid.

Recruitment and Selection square measure very important practices for a positive business, consuming the proper workers will “improve and sustain structure performance”.

The simple drive of the employments, choice is toward mark flair group of aspirants in the direction of adjust choice of the top aspirant for industry, through appealing a lot of and a lot of staff to custom inside the business likewise on selection of the right aspirant to fill the assorted spots inside the business that process had better to be maintained advantage or methodological knowledge.

1.1 INDUSTRY PROFILE AND COMPANY PROFILE

The automotive manufacturing industries has a extensive variety of organizations and firms involved in the expansions, proposals and exercise, industrialized, advertising, and vending of motor-powered automobiles and certain of these types are called automakers. It is unique of the world's supreme significant Entrepreneurship by revenue and profits. The motorized business does not contain productions enthusiastic to the conservation of vehicles resulting distribution to the end-user, such as automobile healing workshops and motorized petroleum filling places.

The motorized manufacturing industry initiated in the 1860 by hundreds of industrialists that lead the way the horseless presence. For several decades, the United States managed the domain in entire vehicle manufacture. In 1929, earlier the Excessive Misery, the world had 32,428,504 vehicles in usage, and the U.S. automobile manufacturing industry produced over 90%. By that period the U.S. took single car per 4.87 folks. Later the second world war U.S. manufactured about 75% of world's automobile manufacture. In 1980, the U.S. was overhauled by Japan in addition then grow into world's frontrunner yet again in 1994. In 2006, Japan hardly conceded the U.S. in manufacture and whispered this vigorous until 2009, when China acquired the upper spot through 13 million entities. By 19 million entities produced in 2011, China virtually doubled over the U.S. production, by 10 million entities, while Japan remained in third spot by 10 million entities. Since 1971 (140 prototypes) in excess of 1999 (271 prototypes) to 2013 (685 prototypes), the amount of automobile prototypes in the U.S. has grown-up exponentially.

Welfare is a ceremonial that involves to be secure from several danger, risk, destruction or reason of injury. In the motorized productiveness, protection means that operators, operatives or producers do not express any hazard or risk approaching from the motorized automobile or its replacement parts. Protection for the vehicles themselves suggests that there is no hazard of injury.

Manufactured vehicles and procedure assessments and reviews at different phases of the worth restraint are prepared to escape these merchandise recollections by safeguarding end-user safety and protection and acquiescence with the motorized industry necessities. Conversely, the motorized manufacturing is static mainly apprehensive about product remembrances, which source substantial financial significances.

Everywhere in the globe, there were about 800 million vehicles and light automobiles on the street in 2008, overwhelming above 900 billion ltrs of gas and petroleum annually. The vehicle is a chief kind of transport for numerous advanced economies. The Detroit division of Boston Group guesses that by 2014, one-third of domain request resolve be in the four BRIC marketplaces. Temporarily, in the advanced republics, the motorized business has decelerated miserable. It is likewise predictable that this development will remain, particularly as the newer age group of folks no longer requirements to specific a car any longer, and choose additional methods of transportation. Additional hypothetically influential motorized marketplaces are Iran and Indonesia. Developing automobile marketplaces previously purchase extra cars than recognized marketplaces. According to a J.D. Power research, developing marketplaces accounted for 51% of the worldwide light-vehicle transactions in 2011. The research, achieved in 2012 predictable this tendency to accelerate. Conversely, additional new intelligences long-established the reverse specifically that the motorized manufacturing was decelerating downcast even in BRIC nations. In the United States, automobile auctions sickly-looking in 2002, at 18 million entities.

The list of the top 10 leading automobile manufacturer companies

RANK	GROUP
1	Toyota Corporation
2	Volkswagen Automotive Groups
3	Hyundai Motors
4	GM Auto motives
5	Honda
6	Nissan Auto motives
7	Ford
8	Fiat Automobiles
9	Peugeot Society Anonyme
10	Renault

Company Profile

Apple Auto Pvt Ltd

VOLKSWAGEN WHITEFIELD Intrinsic part of APPLE AUTO

Automobile Division

In the year 2003, they have expanded to automobile division and entered the demonstration of an official dealership to Kinetic Engg Limited, for its two wheelers vehicles from 2006 in the name and style of Jet Motors Private Limited.

During the year 2006, they become the Legal dealers for Suzuki Motors Private Limited and the formation in the name of Apple Auto Agency Private Limited got into professional with 3s capability in its privately built building. A successions of Honors and Rewards were discussed on the firm for the top sales concert subsequently its commencement:

"Suzuki Golden League Award " for the year 2007-2008

" National performer of the year Award " 2009-2010

"National performer of the year Award" for the year 2012-2013

The next unit with 3s capability underneath the similar name got into professional during 2010 and it is effectively providing to the requirements of our consumers nearby.

APPLE AUTO PRIVATE LIMITED - VOLKSWAGEN WHITEFIELD Official dealer for Volkswagen, got recognized in the course of 2011 and is situated at Narayanpura, whitefield Bangalore, built on a plot evaluating 33000 sq ft . Apple Auto Private Limited has a domain class state of the art outlet using 3s capacity Sales, Service and Spares below single roof.

Real Estate Division:

Apple Shelters Private Limited

Come into building actions in the year 2005 on a minor scale underneath the name of Apple Constructions and positively accomplished some housing residential and a residential development below Karnataka Housing Board.

Later observing reliable development in the construction arena and watching at the step in which real estate division is wealthy. They drifted a private limited firm in the term and style of APPLE SHELTERS PRIVATE LIMITED during may 2013, which has started construction of several super plans. Out of Which APPLE SPIRE a 28 storied building the work in advancement is value declaring.

1.2 PROMOTERS

VOLKSWAGEN WHITEFIELD integral part of APPLE AUTO Group is maintained by

NAME	DESIGNATION
MR. JAYARAM	CHAIRMAN
MR. C. CHANDRASHEKAR	MANAGING DIRECTOR

1.3 VISION, MISSION, AND QUALITY POLICY

Vision:

Build a bright future with us, A great place to work and earn money.

Mission:

The Cluster objective is to offer attractive, harmless and ecologically sound automobiles which can participate in an progressively more tough marketplace and set world standard in their particular class

Quality Policy:

We put our client's prospects and hopes at the focus of our accomplishments and beyond. Consumer fulfillment and trustworthiness to our firm and products are the key pointers of our achievement.

1.4 PRODUCT/ SERVICES AREA OF OPERATION

- POLO



- VENTO



- **AMEO**



- **JETTA**



- **PASSAT**



- **TIGUAN**



SERVICE AREA OF OPERATIONS

- Reliable and Approachable Service
- Extensive Service & Parts Network
- Environmentally sensible Network
- Trained experts, Experienced Sales Executives & Specialists
- Supreme Customer Support
- Reasonable Cost of Proprietorship
- High-class Service Remunerations and Benefits
- Provision Plans to suit your pockets
- Rapid Services

1.5 INFRASTRUCTURE FACILITIES

APPLE AUTO PVT LTD - VOLKSWAGEN WHITEFIELD is positioned at #102/1, outer ring road, Narayanpuraa, Whitefield Bangalore, Certified dealers for Volkswagen cars, got recognized in 2011 and built on a property quantifying 34000 sq.ft. Apple Auto Pvt Ltd has a world class art display area with 3s capability Sales, Service and Spares underneath single roof.

1.6 COMPETITORS INFORMATION

- Honda
- Toyota
- Maruti Suzuki
- Tata Motors
- Hyundai
- Renault

1.7 SWOT ANALYSIS

STRENGTH

- Organization has a wide-ranging of cars which affords extra possibilities to pick out from them.
- organization has a prodigious brand image and existence.
- One of the primogenital automobile where sales and service area, resulting into great reach to the multitude.
- Organization also has occurrence in business class and motorsports cars.
- Brilliant promotion and advertising through TV, social media and product brandings etc
- The firm has been remunerated for its cars and services to consumers.

WEEKNESS

- A massive competition from other car dealership firms leads to narrow market share development for the business.
- Controversy and scam about the liberation of the cars caused product image damage to the organization.

OPPORTUNITIES

- Build a extensive tenure relationships with car manufacturer company.
- Executing continuous modernizations in cars to stand rivalry can increase organization growth.
- Organization can come into marketplaces by offering cars with new features, bargains and discounts which will be attractive for the target market.
- Increasing in the buying supremacy of the publics.

THREATS

- Advanced features involved by rivals companies can have huge impact on market significance.
- Increasing in the prices of the petroleum can decrease buying supremacy of the cars.
- Government rulebooks, norms, policies and guidelines to look after the interest of resident car makers.

1.8 FUTURE GROWTH AND PROSPECTUS

TOGETHER – 2020 is the stratagem of upcoming processes by the organization, the organization can source and lay paving the method for the major choice of course in the overall history the rearrangement is to make the business one of the finest car dealer to become a pioneer of providing the sustainable automobiles. To accomplish that, the organization will be converting its motorized core business and among other things be propelled further fully electrical cars with new-fangled technologies by 2020, as well as making more widespread battery technology and Self-governing driving as new fundamental proficiency.

1.9 FINANCIAL STATEMENTS

In rupees in lakhs

Apple Auto Private Limited		
BALANCE SHEET FOR FINANCIAL YEAR FROM 2014-15 TO 2015-2016		
Particulars	2015	2016
I EQUITY AND LIABILITIES		
(1) Shareholders funds		
(a) share capital	4187.22	4187.22
(b) reserve and surplus	203866.1	203866.7
sub total	208000.4	208053.9
(2) Share applications money pending allotment		
	0	0
(3) Non-current borrowings		
(a) Long term borrowings	49911.05	46550.11
(b) other Long term liabilities	40613.5	38939.83
(c) Long term provisions	14926.67	13557.26
sub total	105341.2	99047.2
(4) Current Liabilities		
(a) short term borrowings	71622	43943.21
(b) trade payables	48956.65	38679.63
(c) other CL	680598.7	75792.21
(d) Short term provisions	19524.58	12637.25
Sub total	208199.4	171052.3
TOTAL EQUITY AND LIABILITIES	521614	478153.4
II ASSETS		
(1) Non CA		

(a) Fixed Assets		
(i) Tangible assets	50263.93	47777.37
(ii) intangible assets	2830.5	2084.25
(iii) Capital WIP	11332.87	13543.63
(iv) Intangible assets under development	2865.77	3754.73
(b) Non Current Investments	258.64	267.64
© Deferred tax assets (net)	10533.84	10095.33
sub total	78044.55	77449.95
(d) Long term loans advances	28277.98	29660.71
€ Other non CA	345.83	438.03
sub total	28543.81	185071.6
(2) CA		
(a) Current Investments	165.7	130.06
(b) Inventories	545519.9	215310.3
© debtors	86121.14	16836.19
(d) Cash and cash equivalents	7672.46	1282.4
€ Short term loans and advances	38622.71	30145
(f) Other current assets	36723.7	29383
sub total	414945.6	293086.9
TOTAL ASSETS	521614	478158.6

CHAPTER-2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND OF THE STUDY

Recruitment is one of the major practices in today's fast growing economy. It is the best method of attracting and searching the competent group of aspirants according to the specification of the job in the firm or main positions. Recruitment is also called as staffing, enlistment etc it is the chief part of filling the openings available in the company of firm. That involves the following points:

- Identification of the available job
- Testing out the bases of appropriate aspirants

Each and every phases are executed in direction to find the eligible workforce Or the desirability of requests, from all the applicants. As the competitiveness is developing a varnished wide-ranging functions of hiring well qualified, talented workforce will be introduced to perform the job of learning process that will be indicated to hiring and holding the proficient, inspiring the workers on each and every positions this plays a significant role in the firms effectiveness. Form all this ways staffing practices help everyone to search the capable aspirant.

The basic goals of enlistment technique is to make a pool of appropriate entrants for the upcoming openings. And to maintain the fair process that overall enlistment actions are arranged to the firms aim and goals finally the enlisting actions should be in a effective and efficient manner in cost and time consuming manner.

Procedures by which staffing process takes place

The firm or the company or the organization should always know about the upcoming staffing wants specifications of the work and also a unfilled space in the firm should be occupied before communicating and fascinating with the applicants the firm should always search for the superlative and also the very efficient mode of staffing.

Some of the recruiting methods gives the finest possible aspirants according to the necessities for the specific vacancy job. Before the connections with the applicants HR planning divisions should check for the present and upcoming wants and should know the best no of work forces. The unfilled spots of the job is evaluated to examine what authentic career explanation and which mod of enlistment will be more efficient in direction to hire the proper aspirant. Various ways of hiring including the internal recruitment, referral employments, employment through the agency or consultancy, marketing necessities by educational institutions and the professional organization.

Almost every organization consists of 2 types of applicants to choose from the hiring process outsiders or firms own workers. If in case there is a sufficient eligible aspirants inside the firm it will be motivates remaining workforces and the external hiring will be not wanted.

In this corporate world, as there is increasing in the competitiveness the world is now will be on the mass media advertising, marketing and specially the news paper plays a prominent role in the staffing method. Well it is understood that the most cheap cost efficient mode of marketing is news paper advertise and this playing the most valuable role in the recruiting method.

Recruitment modes

There are two modes of recruitment internal staffing an external staffing.

Internal staffing is the process by which the company or the organization which is going to be hire the individuals inside of its own workers so that the cost and the time will be consuming for the head department of the company it may include transfer and also promotions in this process of hiring.

Skill inventory is one of the major practices in the organizations today the workers or the employees who are working inside the organization can be promoted or better positions will b given for the by knowing their efficiency, records and skills etc if the workers in the firm have not obtained the job according to their experience and educational qualifications there peoples can be promoted by recording their abilities and capabilities.

Job postings will be like collecting the specifications of the job and characteristics like supervise, time schedule and pay scale, it will be helping in the promotions as well as transfers of the well qualified aspirants inside the firm

External staffing is one of the main process of hiring method where the entrants will be hired outside of the organization. Where unfilled positions will be occupied by outsiders it may be permanent or it may be temporary.

- Advertising
- Referrals through employees
- Job fairs
- Consultancies and agency etc

These the major modes of recruitment practices.

Selection is a process of screening the capable applicant for the vacant spot in the organization once the recruitment mode of test will be conducted to the applicant after passing all the tests then he will be taken for the assortment method for the final choice of the applicant.

Selection is also called as assortment method or also it can be called as choice method etc.

Assortment is a step of choosing the right individual to the necessities of the unfilled job it can also be done by knowing the applicants by several tools and measures and also making the balanced selections and the decisions which will be making the offer of hiring call.

Collect additional related data to evaluate the details, analyze the data and create the sensible assortment, evaluate every aspirant skill in a direction to select the finest workforce for the firm these are some of the aims and goals of the assortment process.

The factors will be taken for consideration while selection takes place

- Size of the firm
- No of individuals should be hired
- Nature of the unfilled post should be filled
- Influence

One of the explanations that companies concede to begin hiring, once staff are required, is equally a outcome of the high quantity of value in hiring. it's simple to forget that using Associate in Nursing worker, not solely charging in positions of value, however once add within the worth of recruiting, coaching and additional, and therefore the responsibilities can begin growing. The longer term of industries depends upon the flexibility of the hour to initiate and convey in commission orientation among all staff from top level to bottom level.

2.2 LITERATURE REVIEW

(Costello, 2006) recruitment is represented because the set of accomplishments and methods won't to lawfully get a decent range of qualified folks on the correct stage and interval so that folks as well as also the association will choice one another in the personal paramount small and extended course wellbeing. In alternative words, the recruitment method provides the association by means of a group of doubtless capable work applicants after that considered assortment may remain created to seal openings. productive staffing initiates with correct hire designing and declaration. during this section of the enlistment technique, a corporation articulates tactics to fill or remove upcoming job openings supported Associate in Nursing exploration of upcoming requirements, the talent accessible at intervals and out of doors of the organization, and similarly the present and anticipated resources that may be enlarged to draw in and preserve such talent. Also associated with the achievement of a employment method square measure the ways a corporation is set usage to advert and choose the supreme operative aspirants for its increasing group of human resources, Organizations looking on behalf of HRM for base-level entrance spots normally necessary least possible testimonials and experiences. By the side of the middle level, senior body, official and low-grade spots square measure typically packed within. The impulse on behalf of unusual, excellent ability, typically recruited from outside bases, occasionally been at the senior stages. Maximum organizations make use of all mechanism to consequence recruitment to entirely or several stages.

(Jovanovic, 2004) same recruitment could be a method of attracting a group of top quality candidates thus on choose the most effective among them. For this reason, prime activity firms devoted goodly properties and dynamism to making top quality assortment systems. Staffing and assortment method square measure vital practices for HRM division, and square measure crucial in moving structure success.

(Gatewood and Field, 1994) Recruitment of aspirants exists that the function foregoing the selection system, that helps produce a group of potential staff on behalf of the firm therefore the management will choose the correct aspirant for the correct work from this group. The recruitment method is straight away monitored by the choice method i.e. the ultimate interviews besides similarly the advanced rational method, conveyance the selection method then correspondingly the employment bureaucracies.

(Leopold, 2002) Recruitment remains that the method of distinctive as well as enticing a gaggle of prospective entrants from at intervals out of doors business in the direction of gauge for hire. Formerly contenders square extent known, the method of choosing acceptable staff for employment will begin. this suggests collection, determining, in addition to estimating data regarding contenders experiences for such posts. firm follows these methods to extend the chance of hiring people UN agency have the correct skills and skills to achieve success within the target job.

(Miyake, 2002) Indicates that whereas advertising is common for job opportunities, aspirants were characteristically employed by word of opening, through current staff. Besides being cheaper, the “grapevine” finds staff UN agency keep longer (low voluntary turnover) and UN agency square measure less probably to be fired (low involuntary turnover). Folks are hired by term of opening keep longer by way of a consequence they need a clearer plan of what the duty extremely involves. states more that the main phase of enlistment remains to place forward employment analysis that is dynamic for each the business and also the applicants. If

employment isn't required in a corporation, recruitment and culture of the business and work visions.

(Lepold, 2002) Hiring is understood as a “progressive method of generating a group of aspirants via reaching the accurate” audience, appropriate to fill the available job” remains that the process of observing out the aspirants for work and motivating them to habit for works inside the firm”.

(Keith, 1994) The enlistment as well as select is the main function of the HR branch. enlistment is the process opening in the direction of creating reasonable asset then similarly enlistment tactical benefit to the firm. Enlistment technique includes a logical technique as of tracing aspirants to composition then guiding the interview wants some assets and interval.

(Hall and Torrington, 1998) States that a universal recruitment procedure is equally follows The enlistment method initiates through the HRM division getting demands on behalf of staffing from several division of the company. These contain: making ready the duty explanation and individual description. Increasing the bases of needed range kind of staff (Advertising etc.). Choosing and distinctive the potential worker by needed features likewise composition the hiring stage through chosen entrants, directing a conference & higher cognitive process. The recruitment method is straight away tailed by the assortment method i.e. the ultimate interviews and likewise the advanced cognitive process, conveyance the selection and also the choosing bureaucracies.

(Schmidt and Hunter, 1998) Recruitment of entrants from every opposite sources square measure referred as per the outside bases off the srecruitment, They any make a case for that inside hiring pursues to fulfill openings with existing staff. it's the foremost mutual method; apprise gift staff also inspire employees to use for positions within which they're qualified, raise gift staff for referrals; usually those referrals square measure alternative current staff. per them

inside enlistment is beneficial in an exceedingly wisdom it will increase self-esteem, recollects staff, attending and labor records square measure and fewer coaching is essential. They are saying minuses equally outcome of it inspires absence of latest notions, might accept fewer skilled to avoid hurt feelings, and produce ripple impact making alternative vacancies.

(Taylor and Collins, 2000) Square measure the current staff , unsought candidates , instructional and skilled establishments, Communal Service Workplaces , personal hire Actions, worker Recommendations, facilitate wished0 Promotion.

(Taylor and Collins, 2000) They approve thatc a mutual Tactic is maybe foremost mutual to create the foremost of0 the benefits of every, and any things to see the features that effect each bases.

(Taylor and Collins, 2000) and (Schmidt and Hunter, 1998) as of the top of, bases of staffing and assortment square measure through the interior and external sources. but staffing and assortment is baby-faced with scores of challenges. Factors poignant recruitment

(Kalpan R S Norton, 2004) A standard drawback in recruitment in addition to selection is poor time unit designing. Rigorous time unit designing interprets business methods into specific HRM strategies and practices. This can be significantly therefore with staffing and assortment plans and performs. key objective of time unit designing iss to urge proper variety of folks through proper abilities, expertise and capabilities within the accurate works at the appropriate interval at appropriate value. elaborated and strong staffing as well as assortment policies, like staffing besides assortment procedures, considering standards, skills and process the data concerning advertise square measure necessary in employing and positioning applicable staff at the appropriate phase. Analysis displays the competence level of0 time unit managers0 features a foremost guidance on enlistment in addition assortment and practiced time unit consultants

among the time unit department won't solely shorten vacancy length, however additionally progress the standard of aspirants. Effective staffing then assortment is feasible given that an obsessive and capable time unit group.

(Jhonston, 1999) Compelling inheritance and atmosphere as beginnings for conceding access to the firm is currently lawfully acceptable. The dispute significantly in respect to skin, color & prognostic properties, can remain grasped as the invention of its phase and habitation, it is necessary for noticing that the learning is predicated then understood by way of a comprehensive technical set of notions and assessments, that tried the sites original the steered follow.

(Latham, 2006) Organizations use a range of assortment techniques, and applied match theory is employed administer quality to practices that conceive to live folks. Firm additionally got to take hooked on explanation reactions of aspirants to selection ways and a crucial issue remain that the perception of truthful treatment.

(Jhonston, 1999)) A firm must opt for a way that's most applicable to the work positions. time unit consultants typically effort the enlistment method therefore tenacity of enlistment is to satisfy the necessities of industry, therefore the ability levels⁰ conferred via every fresh employee is⁰ probably going to be adjudicated higher if line managers square measure concerned within the recruitment in addition to selection method.

(Latham, 2006) selection ways vary between applications and resumes accustomed choose qualified candidates that each embrace written documents which will be accustomed confirm a aspirant encounters simple job needs, hiring checks accustomed trial work skills or written intelligence they are necessary to be consistent then valid. Square measure subjective interviews

equate data in the appliance, and typically permit an opportunity to debate the work face-to-face; the questioner will raise queries, however therefore will the someone still as reference checks that give extra data concerning the someone.

(Phillips, 1998) The recruitment in addition to selection is the key operate of the HRM division, Staffing technique is that opening towards creating good power therefore the staffing strategy benefit for the organizations.

In today's dynamic professional atmosphere, a distinct staffing strategy is significant for the firms to reply to its human resource management needs in time.

(Sisson, 1994) Current enlistment and assortment technique is essential and important to the unconquered operations of the group because it hang on discovering folks with a required abilities, experience and testimonials to provide the organizations strategic objectives and therefore the capability to build a positive involvement to standards & objectives of business.

(Pilbeam and Corbidge, 2006) give a helpful summary of possible confident and undesirable features noticing that: „The recruitment in addition to selection of staff is key to the operations of a company, and there square measure persuasive details for obtaining it right. Inappropriate selections cut back structure effectiveness, overturn remuneration and expansion methods, square measure often unfair on the individual-recruit and may be distressing for managers UN agency got to traumatize unsuitable staff.“ Recruiting and Assortment remains extremely necessary on behalf of survival of each firm however it doesn't finish, freshers got to be advanced and valued from one stage to another, As for them to be well-informed by new tendencies and tasks. once staff square measure advanced facilitate upsurge the concert and ease the expansion of organizations.

CHAPTER-3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM

This is the hard-hitting job for the firms to go observing, recruit, and choose proficient folks in today's tight marketplace. As there is numerous entrants in that fewer qualified abilities will be out there, the competition is high. This shortage ends up in fully essential for the company to conduct effective achievement, selection, and retain quality abilities.

During the stay in the enterprise initial few weeks and by the information or data given by the senior executives. It was initiated that there is a massive attrition in the firm during a talk with the sales manager I initiate that the R&S method intended to hire the sales executives is not so efficient and he suggested that it must be include with all the above interaction and observations. I found that there should be relation between staffing and assortment on structural performance. Hence the problem statement for the research is to study the staffing and assortment process on organizational performance.

3.2 NEED FOR THE STUDY

- Is there any other method of staffing and assortment policies in the firm?
- What are all the different selection techniques in the company?
- Is there any outcome for recruitment and selection on organizational performance?

3.3 OBJECTIVES

- To inspect the staffing and assortment policies.
- To evaluate association between satisfaction towards recruitment & selection and feeling comfortable during Interview process.
- To examine the enlistment as well as assortment method.
- To Evaluate the influence of recruitment and selection on organizational performance.
- To analyze KSA Based Recruitment and selection which has helped employees to improve their performance on Job.

3.4 SCOPE OF THE STUDY

The study was created for staffing as well as assortment practices but there is a scope to study other HR practices and generally organizational study not only in the Volkswagen Whitefield, Apple Auto private limited but also bearing in mind the enduring manufacturing and service businesses. This may also determine the association among the different HR management with the staffing and assortment practices like business concert, workers fulfillment, happiness etc and also determine the online e-recruitment sources monitored in the organizations and likewise the online selection of workforces.

3.5 RESEARCH METHODOLOGY

Research Design

The study is created on the influence of recruitment and selection on company concert. The strategy was a descriptive study. The study was created on the usage of survey or questionnaire.

Sample of the Study

A sample size of 50-60 was chosen in the firm for the research. so that the sample was signified sufficient to edge conclusion.

Data Collection Instruments

The queries were intended to make the resolve of the study fruitful later on the consequences have been determined. The prepared survey to be answered by the sampled workers of the firm.

Sources of Data

Both primary and secondary information were used in leading study.

Primary Source

In mandate to gather reliable and effective data, the researcher communicated with the workers of the HR division and workforces of other branch of the firm. The technique castoff in accumulating the primary information was questionnaire.

Questionnaire

The persistence of using questionnaire was to recognize and evaluate the impression of staffing and assortment on business performance. A set of survey was framed with open - ended queries.

Secondary Sources

The research similarly made usage of ancillary information in accumulating data. The bases of the ancillary information contain books, company records, internet search, articles and research papers etc

3.6 HYPOTHESIS

H0: The association between KSA based recruitment and Improved performance is insignificant

Ha: The association between KSA based recruitment and Improved performance is significant

Test Statistics

	10. Recruitment in addition with selection is done on the basis of knowledge, skills & ability ?	19. Recruitment has helped employees have Improved Performance
Chi-Square	45.077 ^a	24.731 ^b
Of	3	4
Asymp . Sig.	.000	.000
Exact Sig.	.000	.000
Point Probability	.000	.000

INTERPRETATION

The above table shows that, the company are doing KSA Based Staffing and assortment which has helped workforces to progress their performance on Job. There is positive and significant relation between KSA based staffing and assortment and employees have improved performance as there is Perfect Job employee Fit with significant value 0.00 which is less than 0.01.

3.7 LIMITATIONS

- Accumulating information accurately from workforces becomes difficult due to the time constraint.
- Busy program of the staffs likewise stimulated to certain level.
- Consulting certain upper management associates was tough.
- There is a chance for preference in the data given by the respondents.
- The study was created on trial therefore outcomes are not completely absolute.
- The surveys set for this study is restricted to 23 demands, which may possibly not cover the whole practice of recruitment and selection.
- The improvement in the performance of newly recruited employee is assumed to be the improvement in the organizational performance.

3.8 CHAPTERS SCHEME

CHAPTER 1

Introduction deals with the basic data related to the subject of the study. It deals with the introduction of the project, industry profile, complete details of the company profile regarding history of the company, vision and mission, product profile, objectives, and SWOT analysis is made.

CHAPTER 2

Conceptual background and literature review part generally includes the background study of the topic that is credit risk management and literature review regarding the topic.

CHAPTER 3:

Research design explains about the testimonial problem, Scope of the study, Objectives, Limitation, research methodology, sources of data that is been obtained from for the research and analysis of the data collected.

CHAPTER 4:

Analysis and Interpretation this chapter deals with analysis of data that are collected through various sources and interpret the result using graphs tables.

CHAPTER 5:

Findings, Suggestions And Conclusion this chapter explains about the summary of all findings, the conclusions drawn from this study and recommendation made to the company.

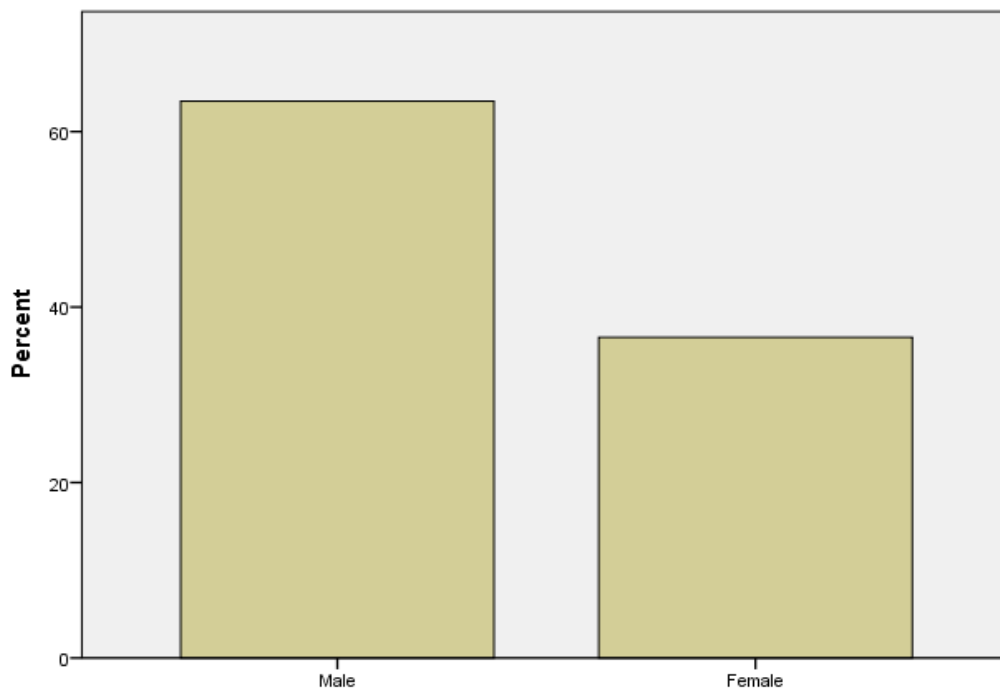
CHAPTER-4

4.1 ANALYSIS AND INTERPRETATION

1. FREQUENCY DISTRIBUTION TABLE

Gender

	Frequency	Percent	Valid Percent
Male	33	63.5	63.5
Female	19	36.5	36.5
Total	52	100	100



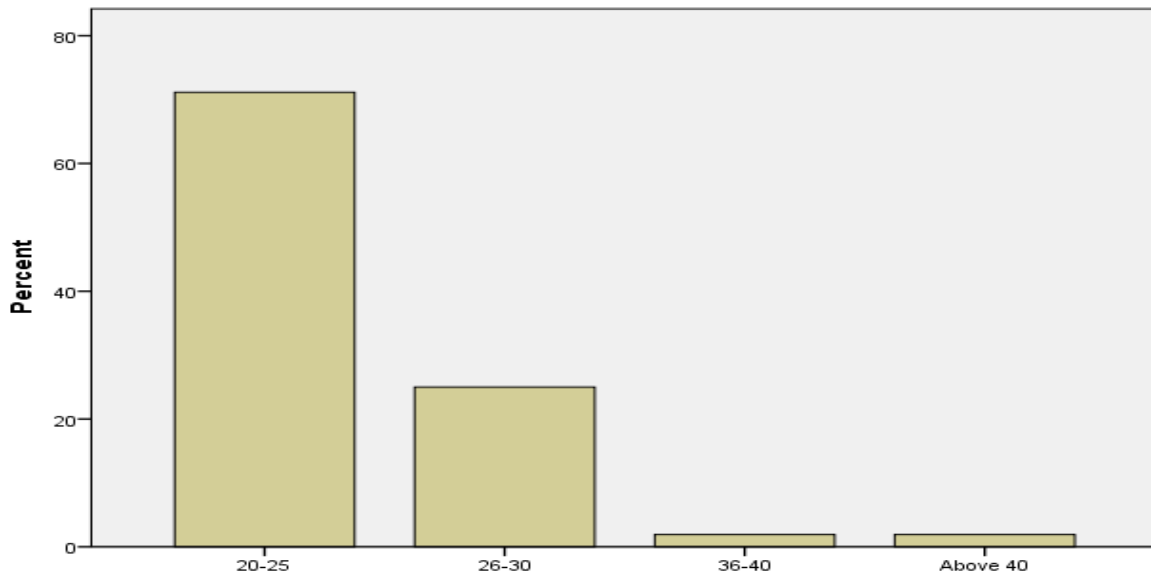
INTERPRETATION

Frequency distribution of the respondents gender were analyzed and tabulated as shown in Table and graph, as observed out of 52 respondent's majority of them 33 respondents0 (63.5%) are Male 19 respondents0 (36.5%) are Female.

2. FREQUENCY DISTRIBUTION TABLE

Age (In Years)

	Frequency	Percent	Valid Percent
20-25	37	71.2	71.2
26-30	13	25	25
36-40	1	1.9	1.9
Above 40	1	1.9	1.9
Total	52	100	100



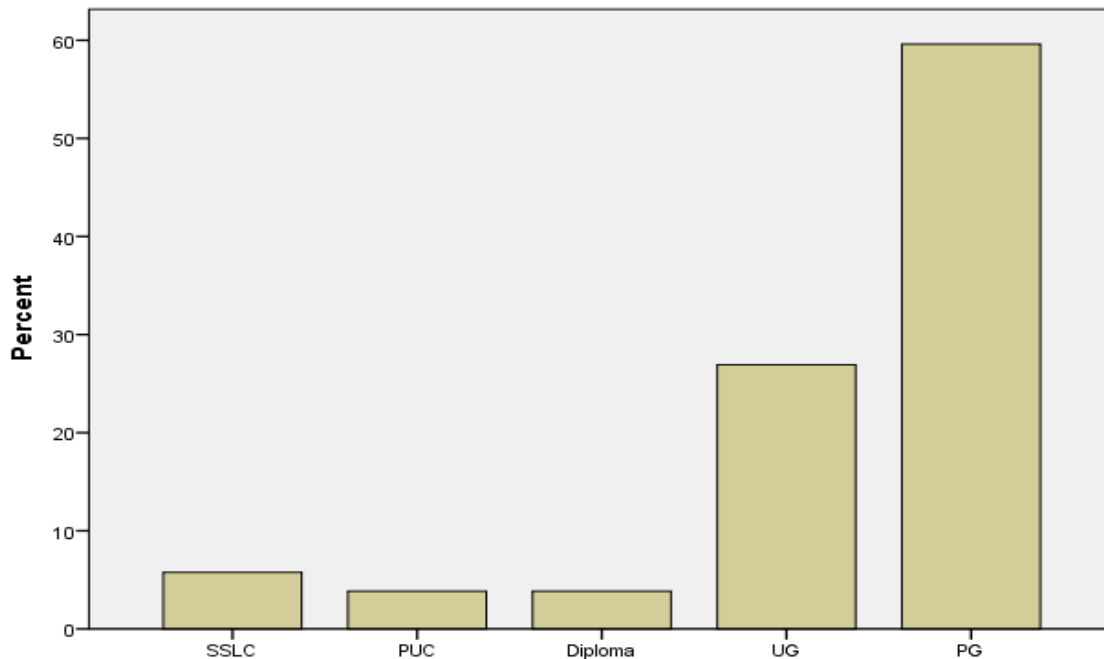
INTERPRETATION

Frequency distribution of the respondents age were analyzed and tabulated it is observed out of 52 respondents majority of them 37 respondents (71.2%) belong to age group 20 to 25 years, 13 respondents (25%) belong to age group 26 to 30 years, 1 respondent (1.9%) belong to age group 36 to 40 and above 40 years none of the respondents belongs to age group 31-35.

3. FREQUENCY DISTRIBUTION TABLE

Qualification

	Frequency	Percent	Valid Percent
SSLC	3	5.8	5.8
PUC	2	3.8	3.8
Diploma	2	3.8	3.8
UG	14	26.9	26.9
PG	31	59.6	59.6
Total	52	100	100



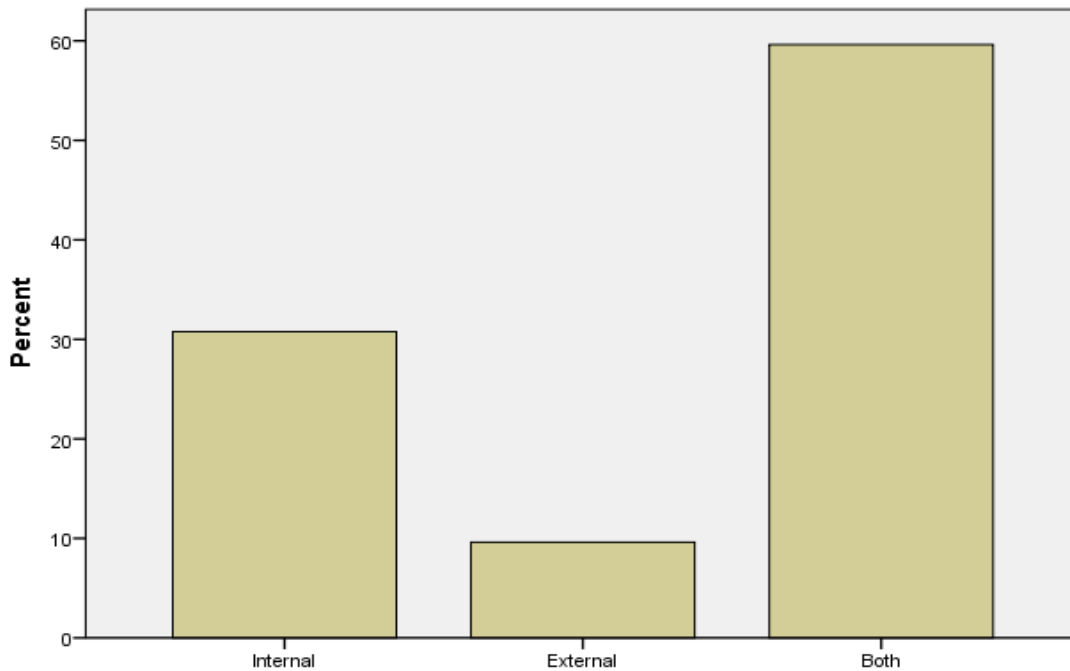
INTERPRETATION

Frequency distribution of the respondents Qualifications were analyzed and tabulated as shown in Table as observed out of 52 respondents majority of them 31 respondents (59.6%) were PG, 14 respondents (26.9%) were UG, 2 respondent (3.8%) were PUC, 2 respondent (3.8%) were Diploma and 3 respondents (5.8%) were SSLC.

4. FREQUENCY DISTRIBUTION TABLE

According to you which source of recruitment is more preferred in the firm?

	Frequency	Percent	Valid Percent
Internal	16	30.8	30.8
External	5	9.6	9.6
Both	31	59.6	59.6
Total	52	100	100



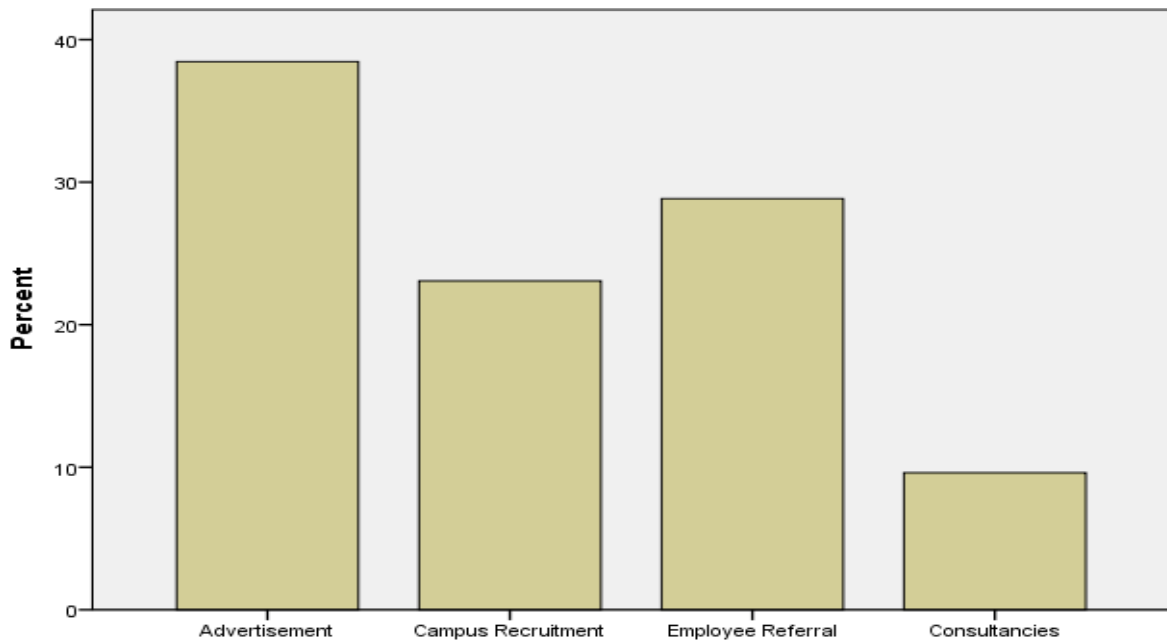
INTERPRETATION

Frequency distribution of the respondent's preferred source of recruitment were analyzed and tabulated as shown in Table and Fig, as observed out of 52 respondents majority of them 31 respondents (59.6%) preferred both, 16 respondents (30.8%) preferred internal and 5 respondents (9.6%) preferred external for more preferred recruitment.

5. FREQUENCY DISTRIBUTION TABLE

How do you come across the vacancy in the companies?

	Frequency	Percent	Valid Percent
Advertisement	20	38.5	38.5
Campus Recruitment	12	23.1	23.1
Employee Referral	15	28.8	28.8
Consultancies	5	9.6	9.6
Total	52	100	100



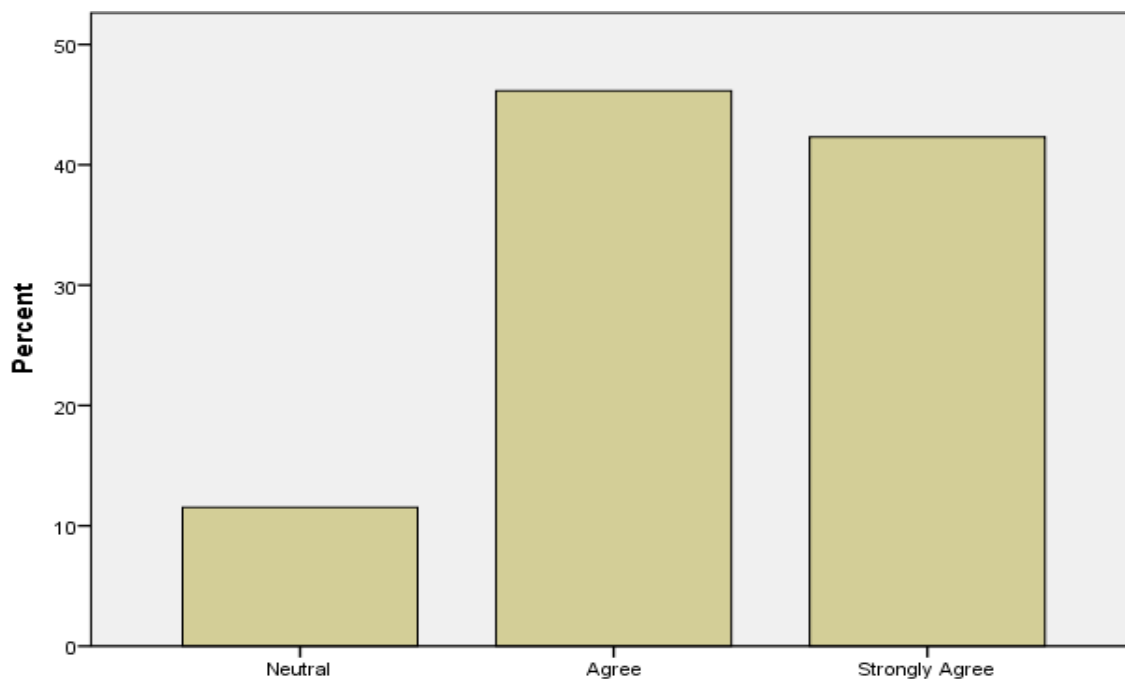
INTERPRETATION

Frequency distribution of the respondents preferred source for vacancy were analyzed and tabulated as shown in Table 5 and Fig 5, as observed out of 52 respondents majority of them 20 respondents (38.5%) preferred company advertisements 15 respondents (28.8%) preferred employee referral 12 respondents (23.1%) preferred campus recruitment and 5 respondents (9.65%) choose consultancies for determination of vacancy.

6. FREQUENCY DISTRIBUTION TABLE

Do you agree that recruitment policy plays as a crucial factor in the working of an organization ?

	Frequency	Percent	Valid Percent
Neutral	6	11.5	11.5
Agree	24	46.2	46.2
Strongly Agree	22	42.3	42.3
Total	52	100	100



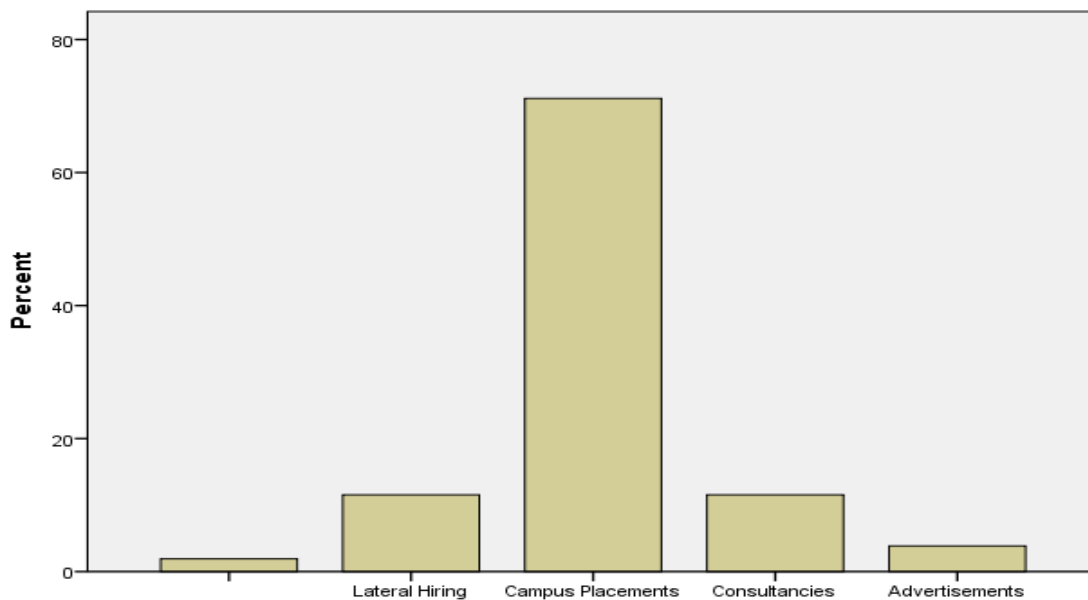
INTERPRETATION

Frequency distribution of the respondent's recruitment policy plays as a crucial factor in the working of an organization were analyzed and tabulated as shown in Table 4.1.6 and Fig 4.1.6, as observed out of 52 respondents 24 respondents (46.2%) Agreed, 22 respondents (42.3%) Strongly agreed, 6 respondents (11.5%) were neutral and none of the respondents disagreed or strongly disagreed.

7. FREQUENCY DISTRIBUTION TABLE

Hiring of freshers in the organization is complete by ?

	Frequency	Percent	Valid Percent
Blanks	1	1.9	1.9
Lateral Hiring	6	11.5	11.5
Campus Placements	37	71.2	71.2
Consultancies	6	11.5	11.5
Advertisements	2	3.8	3.8
Total	52	100	100



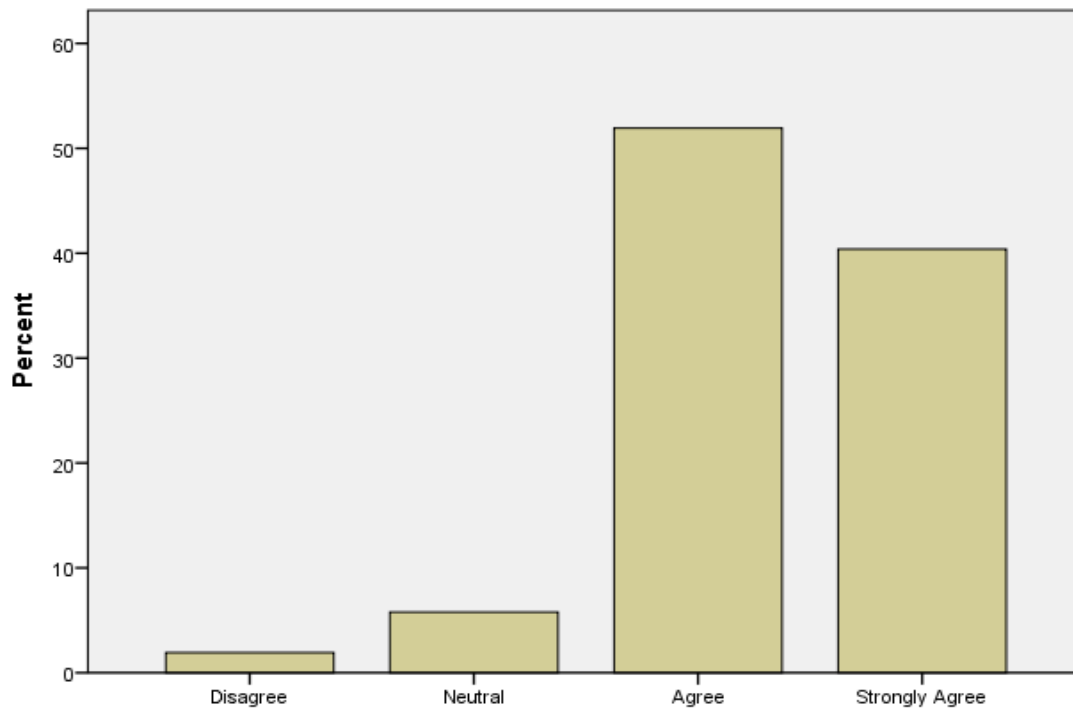
INTERPRETATION

Frequency distribution of the respondent's it is observed that out of 52 respondents 6 respondents (11.5%) selected Lateral Hiring, 37 respondents (71.2%) are selected Campus Placements and 6 respondents (11.5%) selected Consultancies and 2 respondents (3.8%) are selected Advertisements and one respondent (1.9%) left blank for the hiring of fresher's in the organization.

8. FREQUENCY DISTRIBUTION TABLE

Do you agree that internal recruitment & promotions helps in motivating the workers in the firm?

	Frequency	Percent	Valid Percent
Disagree	1	1.9	1.9
Neutral	3	5.8	5.8
Agree	27	51.9	51.9
Strongly Agree	21	40.4	40.4
Total	52	100	100



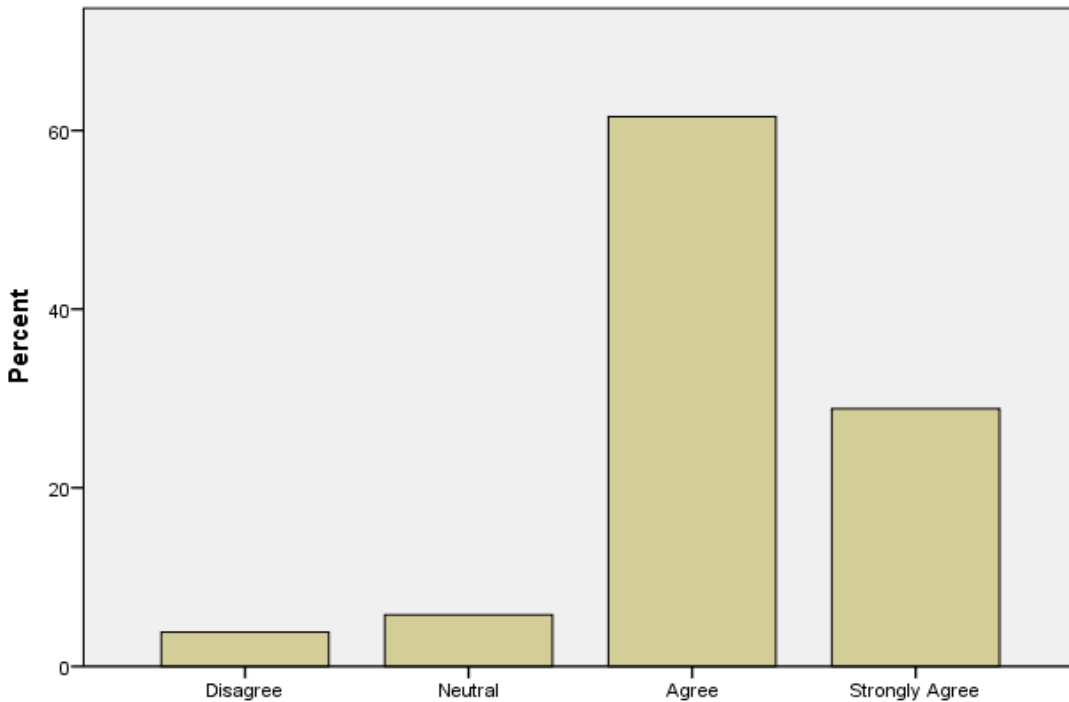
INTERPRETATION

Frequency distribution of the respondent's internal recruitment & promotions helps in motivating the employees were analyzed and tabulated as shown in Table 4.1.8 and Fig 4.1.8, as observed out of 52 respondents 27 respondents (51.9%) Agreed, 21 respondents (40.4%) Strongly agreed, 3 respondents (5.8%) were neutral and 1 respondent (1.9) were disagreed none of the respondents strongly disagreed.

9. FREQUENCY DISTRIBUTION TABLE

Recruitment in addition with selection is done on the basis of knowledge and skills ?

	Frequency	Percent	Valid Percent
Disagree	2	3.8	3.8
Neutral	3	5.8	5.8
Agree	32	61.5	61.5
Strongly Agree	15	28.8	28.8
Total	52	100	100



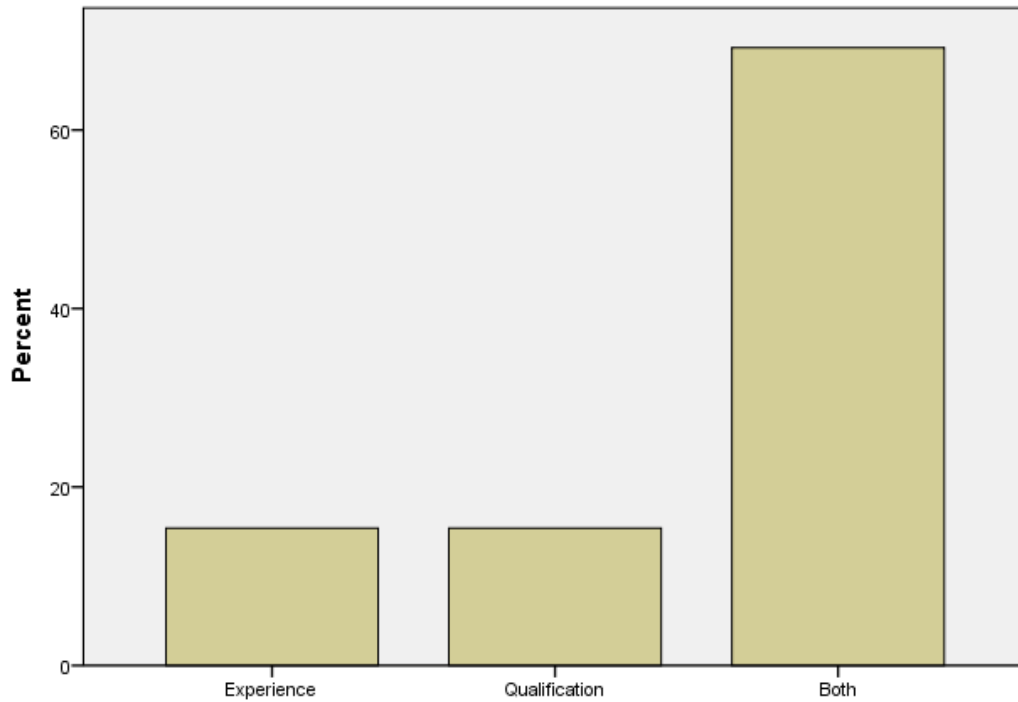
INTERPRETATION

Frequency distribution of the respondent's KSA based recruitment and selection were analyzed and tabulated as shown in Table 4.1.9 and Fig 4.1.9, as observed out of 52 respondents 32 respondents (61.5%) Agreed, 15 respondents (28.8%) Strongly agreed, 3 respondents (5.8%) were neutral and 2 respondents (1.9) were disagreed none of the respondents strongly disagreed.

10. FREQUENCY DISTRIBUTION TABLE

The attributes or criteria taken in to preference for the recruitment and selection process is/are ?

	Frequency	Percent	Valid Percent
Experience	8	15.4	15.4
Qualification	8	15.4	15.4
Both	36	69.2	69.2
Total	52	100	100



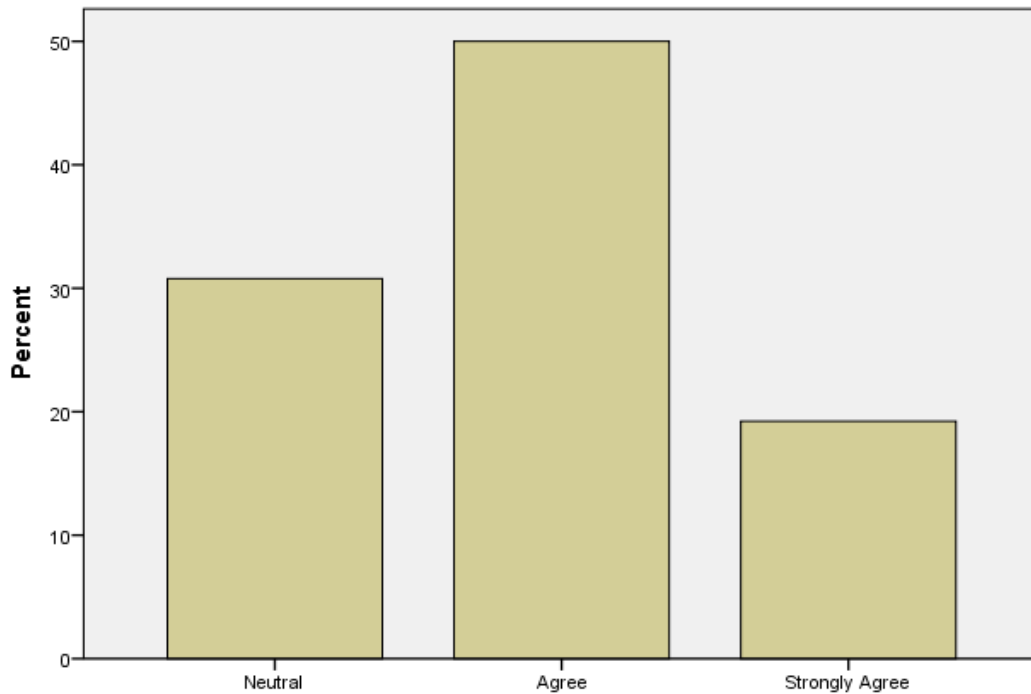
INTERPRETATION

criteria taken in to preference for the recruitment and selection process, 36 respondents (69.2%) have selected both as their prime factor 8 respondents (15.4%) have selected experience and 8 respondents (15.4%) have confined that qualification.

11. FREQUENCY DISTRIBUTION TABLE

E-Recruitment like job portals and social media sites plays an important role in selection process of the organization ?

	Frequency	Percent	Valid Percent
Neutral	16	30.8	30.8
Agree	26	50	50
Strongly Agree	10	19.2	19.2
Total	52	100	100



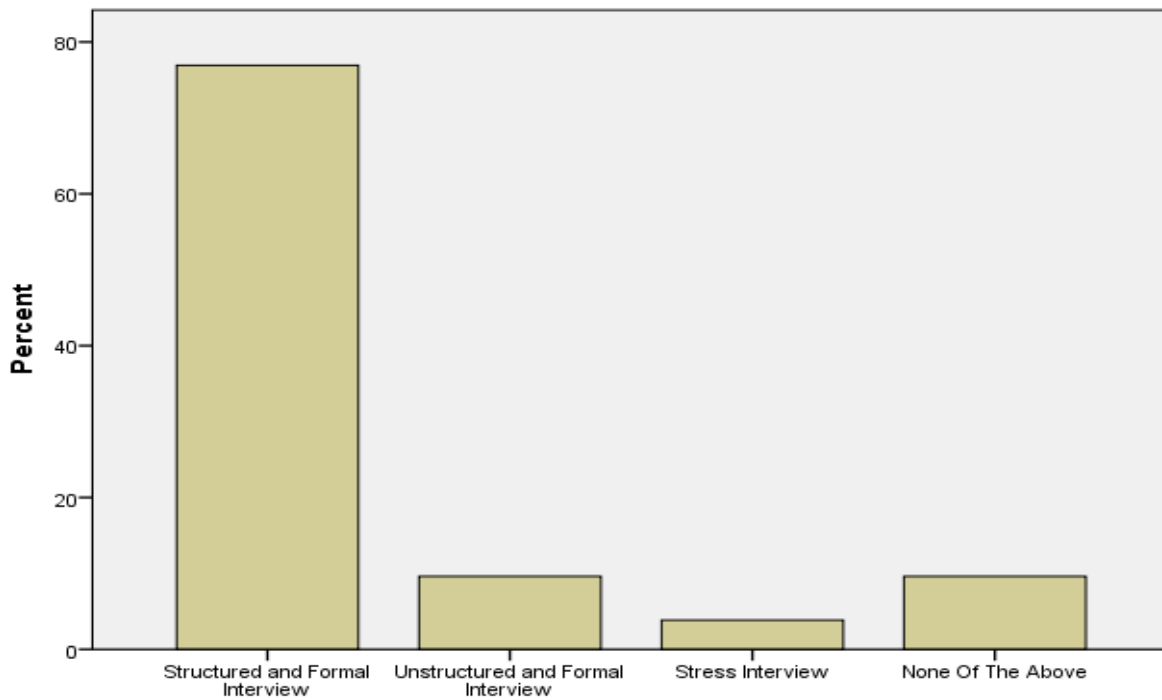
INTERPRETATION

Frequency distribution of the respondent's E-Recruitment like job portals and social media sites plays an important role in selection were analyzed and tabulated as shown in Table 4.1.11 and Fig 4.1.11, as observed out of 52 respondents 26 respondents (50%) Agreed, 10 respondents (19.2%) Strongly agreed, 16 respondents (30.8%) were neutral and none of the respondents were disagreed or strongly disagreed.

12. FREQUENCY DISTRIBUTION TABLE

Which type of interview have you underwent ?

	Frequency	Percent	Valid Percent
Structured and Formal Interview	40	76.9	76.9
Unstructured and Formal Interview	5	9.6	9.6
Stress Interview	2	3.8	3.8
None Of The Above	5	9.6	9.6
Total	52	100	100



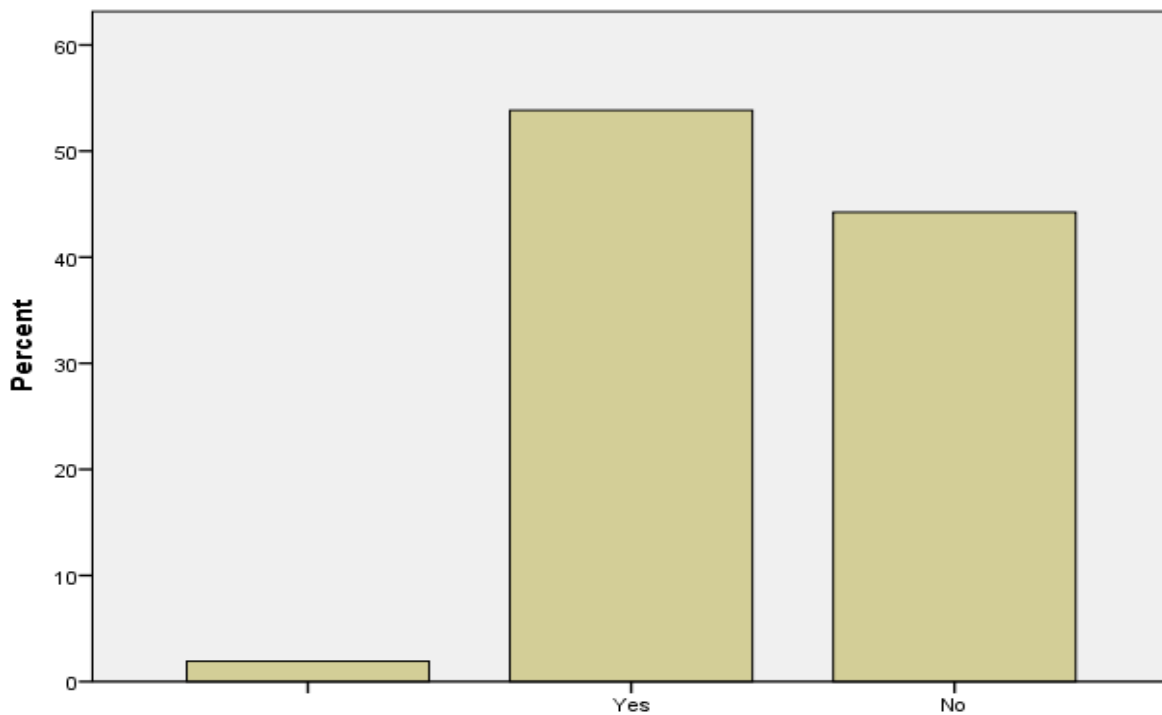
INTERPRETATION

Frequency distribution of the respondent's it is observed that out of 52 respondents 40 respondents (76.9%) are selected Structured and Formal Interview, 5 respondents (9.6%) are selected Unstructured and Formal Interview, 2 respondents (3.8%) are selected Stress Interview and 5 respondents (9.6%) are selected None of the Above for the type of interview undertaken.

13. FREQUENCY DISTRIBUTION TABLE

Does the organization provide accommodations for the new entrants?

	Frequency	Percent	Valid Percent
Blanks	1	1.9	1.9
Yes	28	53.8	53.8
No	23	44.2	44.2
Total	52	100	100



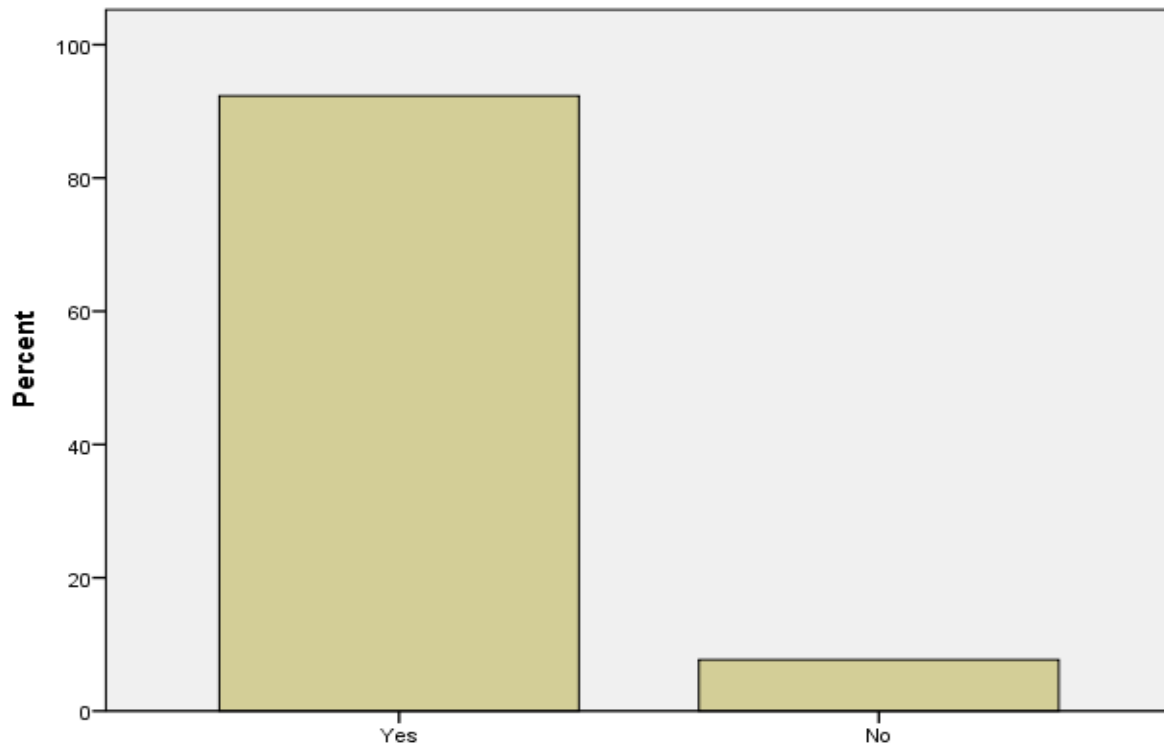
INTERPRETATION

Frequency distribution of the respondent's company provides accommodations for the new entrants were analyzed and tabulated as shown in Table 4.1.13 and Fig 4.1.13, as observed out of 52 respondents majority of them 28 respondents (53.8%) were yes and 23 respondents (44.2%) were no and one left blank for this.

14. FREQUENCY DISTRIBUTION TABLE

Does the organization conduct background verification for the new entrants ?

	Frequency	Percent	Valid Percent
Yes	48	92.3	92.3
No	4	7.7	7.7
Total	52	100	100



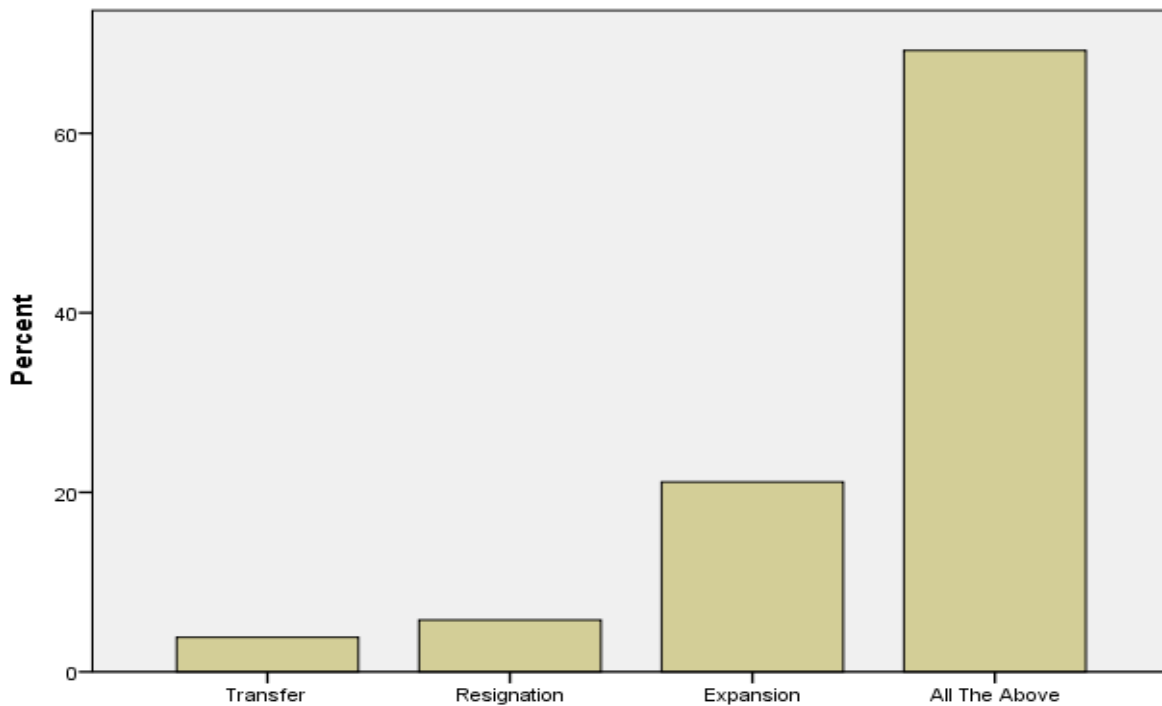
INTERPRETATION

Frequency distribution of the respondent's were analyzed and tabulated as shown in Table 4.1.3 and Fig 4.1.3, as observed out of 52 respondents majority of them 48 respondents (92.3%) were yes and 4 respondents (7.7%) were no for the organization conduct background verification for the new entrants.

15. FREQUENCY DISTRIBUTION TABLE

For which reasons the vacancy is created according to you?

	Frequency	Percent	Valid Percent
Transfer	2	3.8	3.8
Resignation	3	5.8	5.8
Expansion	11	21.2	21.2
All The Above	36	69.2	69.2
Total	52	100	100



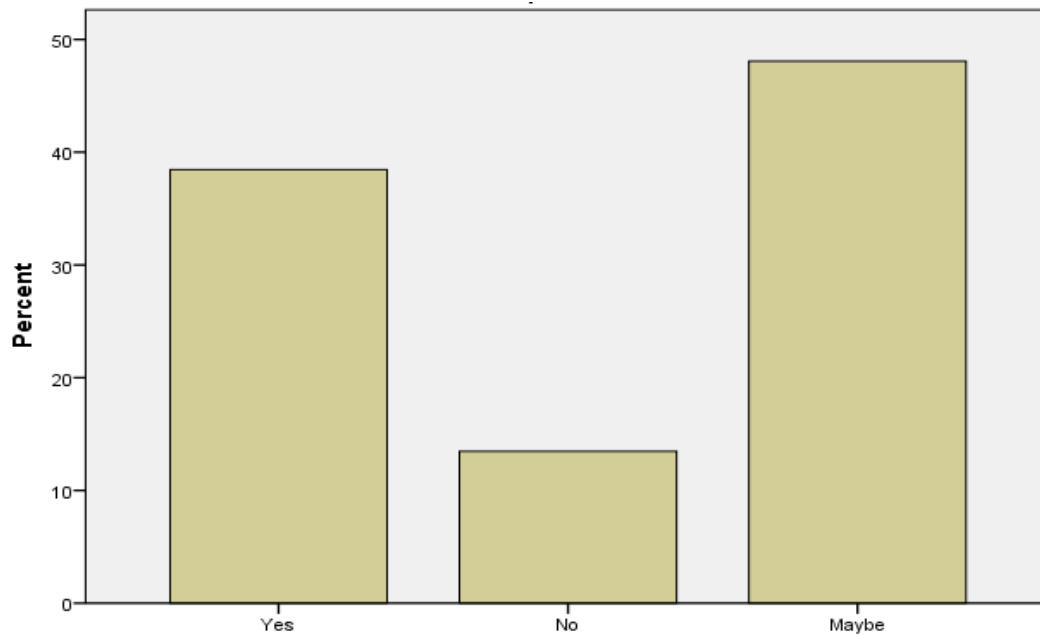
INTERPRETATION

Frequency distribution of the respondent's it is observed that out of 52 respondents 2 respondents (3.8%) are selected Transfer, 3 respondents (5.8%) are selected Resignation, 11 respondents (21.2%) are selected Expansion and Majority of them 36 respondents (69.2%) are selected None of the Above for the reason by which vacancy is created.

16. FREQUENCY DISTRIBUTION TABLE

Does the organization conduct physical/medical examination during the selection process ?

	Frequency	Percent	Valid Percent
Yes	20	38.5	38.5
No	7	13.5	13.5
Maybe	25	48.1	48.1
Total	52	100	100



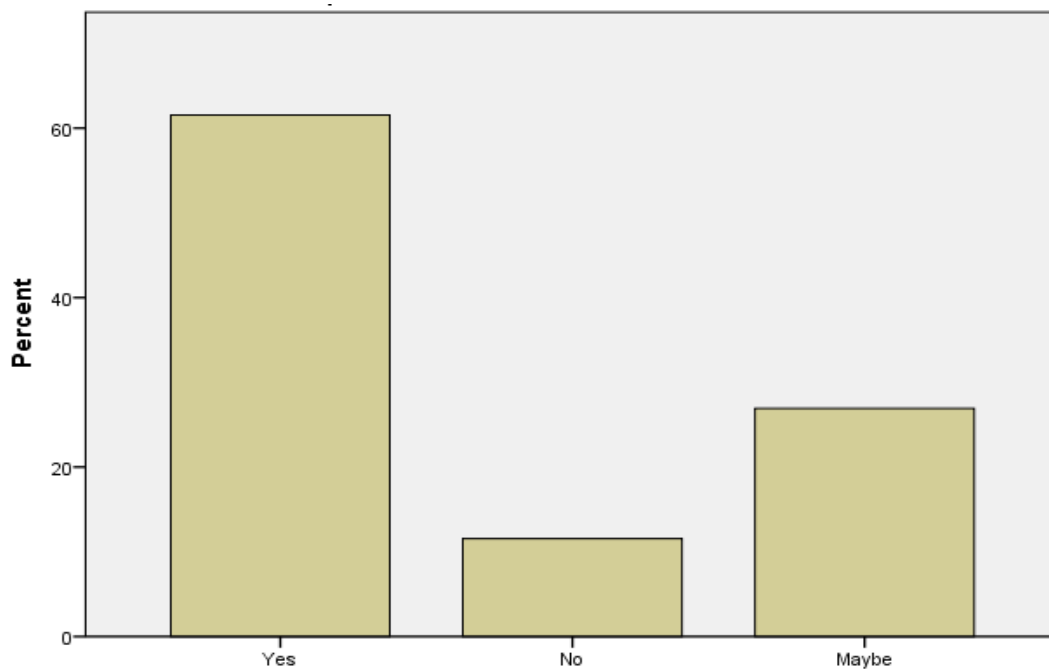
INTERPRETATION

Frequency distribution of the respondents were analyzed and tabulated as shown in Table 4.1.16 and Fig 4.1.16, as observed out of 52 respondents majority of them 25 respondents (48.1) were selected maybe 20 respondents (38.5%) were yes and 7 respondents (13.5%) were no for the organization conduct physical/medical examination during the selection process.

17. FREQUENCY DISTRIBUTION TABLE

Does the organization take any feedback on the recruitment and selection process from the candidates ?

	Frequency	Percent	Valid Percent
Yes	32	61.5	61.5
No	6	11.5	11.5
Maybe	14	26.9	26.9
Total	52	100	100



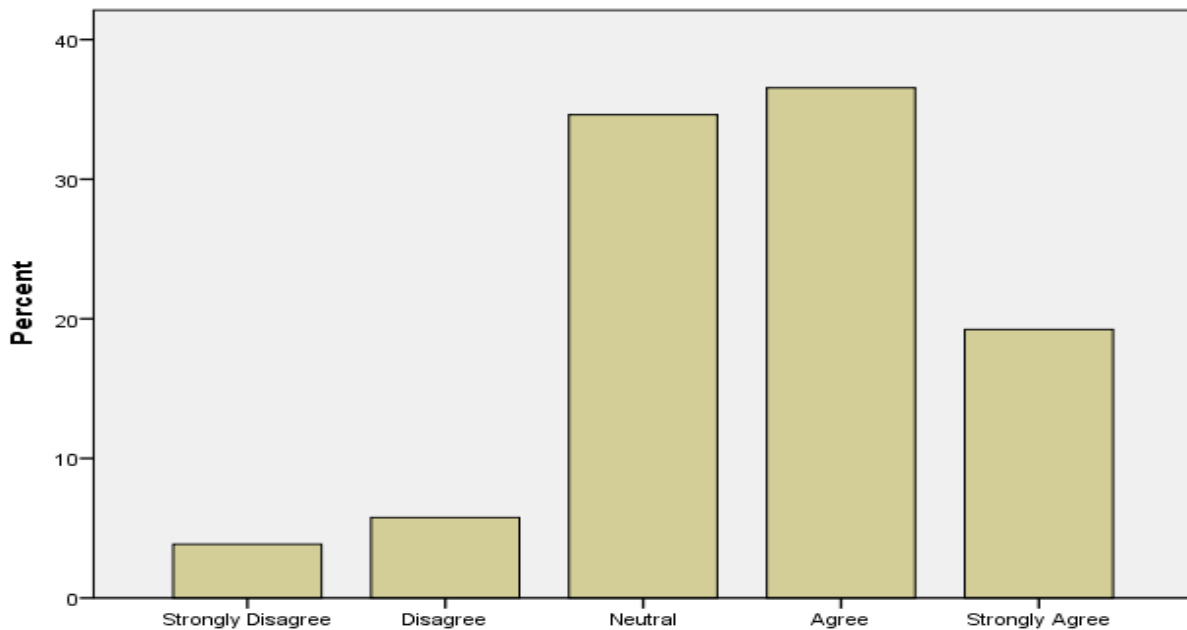
INTERPRETATION

Frequency distribution of the respondents were analyzed and tabulated as shown in Table 4.1.17 and Fig 4.1.17, as observed out of 52 respondents majority of them 32 respondents (61.5) were selected yes 14 respondents (26.9%) were maybe and 6 respondents (11.5%) were no for the organization takes any feedback on the recruitment and selection process from the candidates.

18. FREQUENCY DISTRIBUTION TABLE

Do you think the innovative techniques like stress interview and psychometric test etc.. helps in the effective selection process ?

	Frequency	Percent	Valid Percent
Strongly Disagree	2	3.8	3.8
Disagree	3	5.8	5.8
Neutral	18	34.6	34.6
Agree	19	36.5	36.5
Strongly Agree	10	19.2	19.2
Total	52	100	100



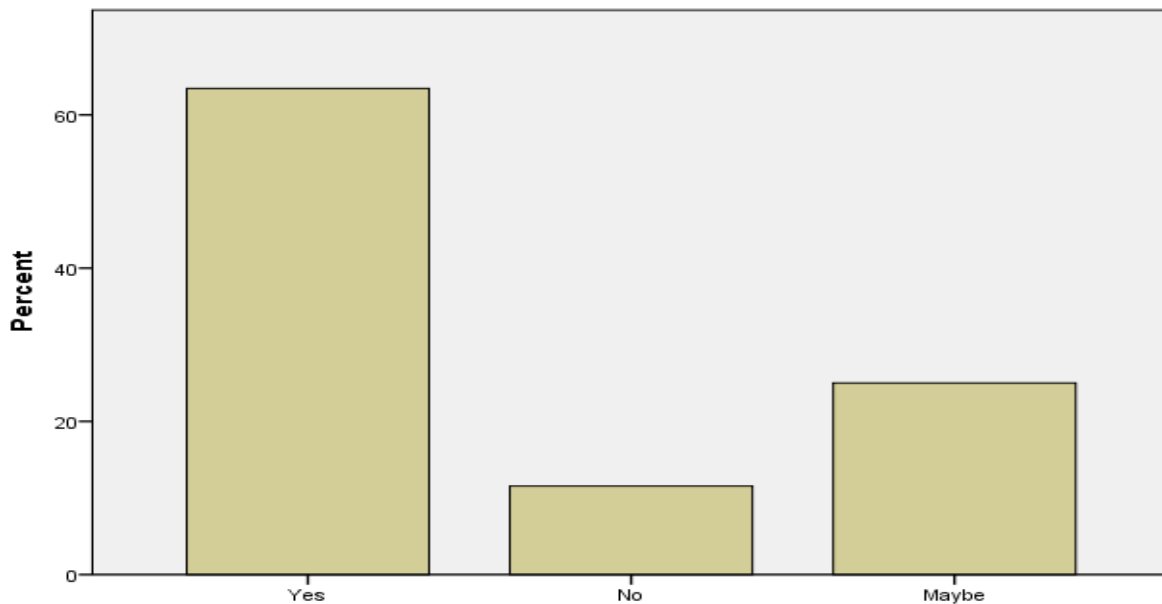
INTERPRETATION

Frequency distribution of the respondents were analyzed and tabulated as shown in Table 4.1.18 and Fig 4.1.18, as observed out of 52 respondents 19 respondents (36.5%) Agreed, 10 respondents (19.2%) Strongly agreed, 18 respondents (34.5%) were neutral 3 respondents (5.8%) were disagreed and 2 respondents (3.8%) were strongly disagreed.

19. FREQUENCY DISTRIBUTION TABLE

Are the job responsibilities and description are clearly defined to you during the interview process ?

	Frequency	Percent	Valid Percent
Yes	33	63.5	63.5
No	6	11.5	11.5
Maybe	13	25	25
Total	52	100	100



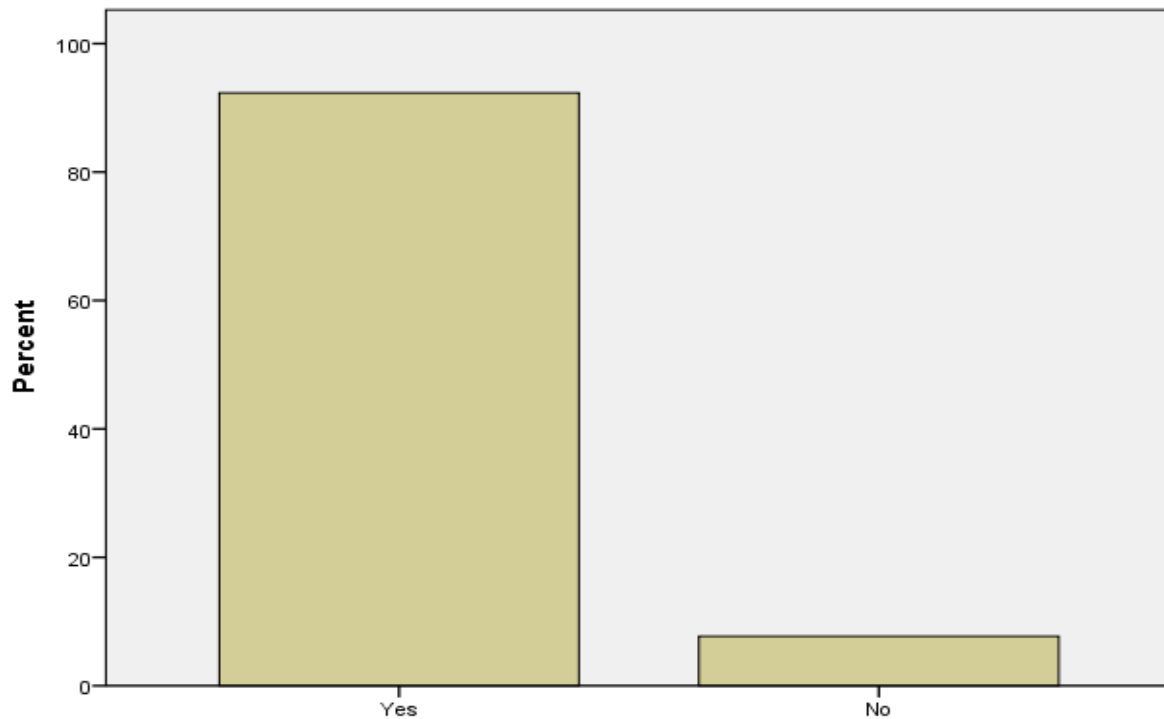
INTERPRETATION

Frequency distribution of the respondents were analyzed and tabulated as shown in Table 4.1.19 and Fig 4.1.19, as observed out of 52 respondents majority of them 33 respondents (63.5%) were selected yes 13 respondents (25%) were maybe and 6 respondents (11.5%) were no for the job responsibilities and description are clearly defined to you during the interview process.

20. FREQUENCY DISTRIBUTION TABLE

Did you feel comfortable during the interview process ?

	Frequency	Percent	Valid Percent
Yes	48	92.3	92.3
No	4	7.7	7.7
Total	52	100	100



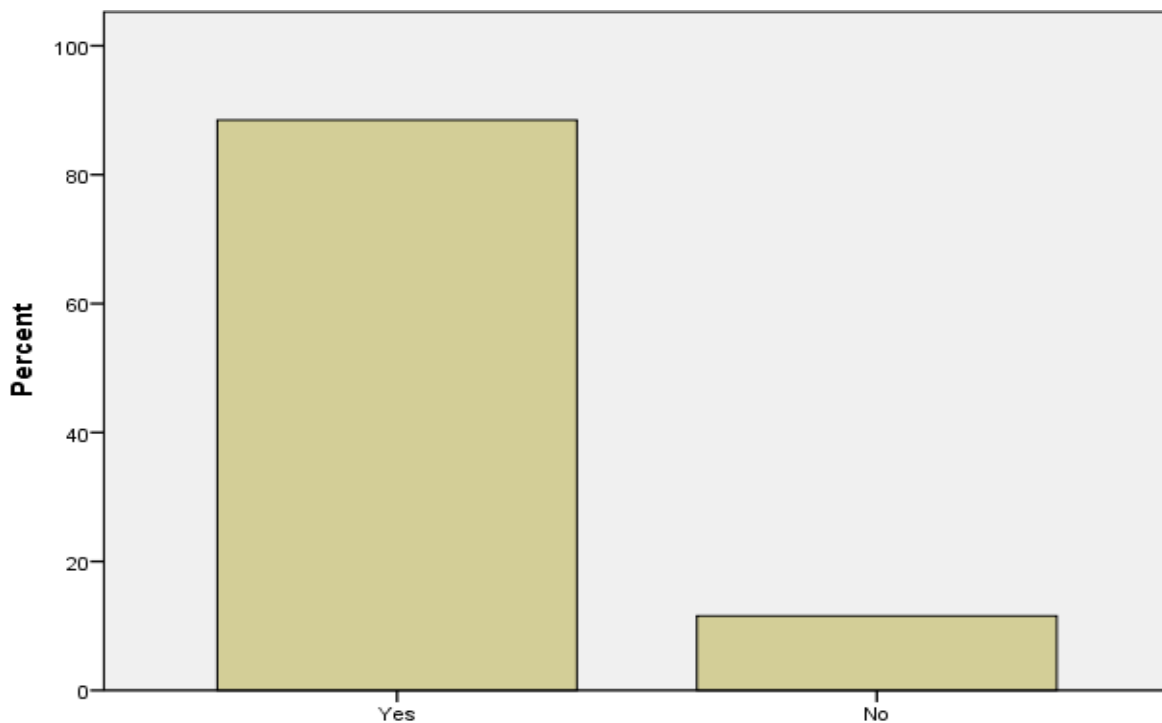
INTERPRETATION

Frequency distribution of the respondents were analyzed and tabulated as shown in Table 4.1.20 and Fig 4.1.21, as observed out of 52 respondents majority of them 48 respondents (92.3%) were selected yes and 4 respondents (7.7%) were no for comfortable during the interview process.

21. FREQUENCY DISTRIBUTION TABLE

Are you satisfied with the recruitment & selection process ?

	Frequency	Percent	Valid Percent
Yes	46	88.5	88.5
No	6	11.5	11.5
Total	52	100	100



INTERPRETATION

Frequency distribution the respondents were analyzed and tabulated as shown in Table 4.1.21 and Fig 4.1.21, as observed out of 52 respondents majority of them 46 respondents (88.5%) were selected yes and 6 respondents (11.5%) were no for satisfied with the recruitment and selection process.

CHAPTER-5

CONCLUSION AND SUGGESTIONS

5.1 FINDINGS

- The job position responsibilities and recruitments are effectively communicated during the method of staffing and assortment.
- Communication plays the most important part in the recruitment practice.
- Internal recruitment, job posts, employee recommendations, online career portals, social media sites etc. are the sources used for Volkswagen Whitefield.
- The main source for employment is wired job portals and sites.
- Social medias like fb, Whats app, indeed, monster, shine in the course of recruitment and selection.
- Structured and formal interview are conducted through the assortment process.
- Medicinal checkups is conducted as a measure of selection method.
- A vast change in recruitment and selection procedure over the years in the industry.

5.2 CONCLUSION

From the start to the end this project endeavor to study the recruitment and selection method at Apple Auto private limited. I think that I am able to meet the objectives that I have rested down preceding to this study. The attention of recruitment and selection is to the competition capabilities of potential aspirants in contradiction of the demands and payments intrinsic in a given work. For this purpose, topmost accomplishment firms dedicate significant capitals in making superiority selection methods. Staffing as well as assortment practice is vital practices for HR divisions are essential in distressing firm achievement.

Excellence of fresh workforces be contingent of the company staffing performs, in addition that comparative efficiency of assortment point is integrally reliant on upon the quality of aspirants fascinated. After enquiry, staffing, assortment is the major reputation of Apple Auto private limited in direction to get the greatest of workforces. Staffing and assortment of workers to a superior level administrates the enactment of firm and its of excessive prominence uncertainty organizations requirement to achieve aims.

5.3 SUGGESTIONS

- Problems of nepotism should be sidestepped while choosing interviewees.
- Employments should be well designated and evaluated to chosen aspirants to aid enactment.
- Company can go for mass recruitment over the branches to recruit efficient candidates.
- Try to make the staffing and selection practice additional proficient as conceivable.
- The human resource should evaluate workforces to support them to contribute their best and comfort them to develop enactment of workforces this will continuously retain workers on their toes to contribute off their paramount.
- Update developments should well thought-out to workers on behalf of them to be well-informed by developments in constantly increasing marketplace.

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ANNEXURES

Dear Respondents,

I am a student executive in Acharya Institute of Technology pursuing MBA, As a part of academics, I am doing this survey with reference to Recruitment and Selection Process. I request you to kindly fill the questionnaire.

Questionnaire

1. Name :
2. Gender
 - a. Male
 - b. Female
3. Age (in years)
 - a. 20-25
 - b. 26-30
 - c. 31-35
 - d. 36-40
 - e. Above 40
4. Qualification
 - a. SSLC
 - b. PUC
 - c. Diploma
 - d. UG
 - e. PG
5. According to you which source of recruitment is more preferred in the organization ?
 - a. Internal
 - b. External
 - c. Both

6. How do you come across the vacancy in the organization ?
 - a. Advertisement
 - b. Campus Recruitment
 - c. Employee referral
 - d. Consultancies
7. Do you agree that recruitment policy plays as a crucial factor in the working of an organization ?
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree
8. Hiring of fresher's in the organization is done by ?
 - a. Lateral hiring
 - b. Campus placements
 - c. Consultancy
 - d. Advertisements
9. Do you agree that internal recruitment & promotions helps in motivating the employees in the organization ?
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree
10. Recruitment in addition with selection is done on the basis of knowledge and skills ?
 - a. Strongly agree
 - b. Agree
 - c. Neutral
 - d. Disagree
 - e. Strongly disagree

11. The attributes or criteria taken in to preference for the recruitment and selection process is/are ?
- Experience
 - Qualification
 - both a & b
12. E-Recruitment like job portals and social media sites plays an important role in selection process of the organization ?
- Strongly agree
 - Agree
 - Neutral
 - Disagree
 - Strongly disagree
13. What generous of interview did you undergo ?
- Structured and formal interview
 - Unstructured and formal interview
 - Stress interview
 - None of the above
14. Does the company provides accommodations for the new entrants ?
- Yes
 - No
15. Does the organization conduct background verification for the new entrants ?
- Yes
 - No
16. The vacancy is created due to the following reasons ?
- Transfer
 - Resignation
 - Expansion
 - All the above

17. Does the organization conduct physical/medical examination during the selection process ?
- Yes
 - No
 - Maybe
18. Does the organization takes any feedback on the recruitment and selection process from the candidates ?
- Yes
 - No
 - Maybe
19. Do you think the innovative techniques like stress interview and psychometric test etc.. helps in the effective selection process ?
- Strongly agree
 - Agree
 - Neutral
 - Disagree
 - Strongly disagree
20. Are the job responsibilities and description are clearly defined to you during the interview process ?
- Yes
 - No
 - Maybe
21. Did you feel comfortable during the interview process ?
- Yes
 - No
22. Are you satisfied with the recruitment and selection process ?
- Yes
 - No
23. Do you have any suggestions about recruitment and selection process ?



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA

INTERNSHIP WEEKLY REPORT (16MBAPR407)

Name of the Student: DILEEP H

Internal Guide: Prof. ~~XXXXXXXXXXXX~~ MONICA M











USN No: 1AZ16MBA20


Specialization: Finance and Human Resource

Title of the Project: A Study on the Influence of Recruitment and Selection on Organizational Performance.

Company Name: Apple Auto Pvt Ltd, Bangalore-16.

Week	Work Undertaken	External Guide Signature	Internal Guide Signature
16-01-2018 to 22-01-2018	Introduction about Apple Auto Pvt Ltd and its operations		
23-01-2018 to 29-01-2018	Learning about the different operations and product by Apple Auto Pvt Ltd		
30-01-2018 to 5-02-2018	Orientation and gathering information about the growth of the company		
6-02-2018 to 12-02-2018	Orientation with functional department of the organisation and detailed study of Department.		
13-02-2018 to 19-02-2018	Research problem identification		

20-02-2018 to 26-02-2018	Preparation of the research instrument for data collection		
27-02-2018 to 5-03-2018	Theoretical background of the study		
6-02-2018 to 12-03-2018	Data collection and data analysis		
13-03-2018 to 19-03-2018	Interpretation of the data gathered during the survey		
20-03-2018 to 26-03-2018	Final report preparation and submission		


Signature of HOD
 Head of the Department
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