

**PROJECT REPORT (17MBAPR407)
ON
RECRUITMENT CHANNEL AND ITS DEVELOPMENT
AT “PRESS MACH INFRASTRUCTURE PVT.LTD”**

BY

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Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI



In partial fulfillment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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(Assistant professor)

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March 2019

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TO WHOM SO EVER IT MAY CONCERN

This is to certify that Mr.Soham Mahato[USN 1AY17MBA52] , a student of IInd Year MBA, Acharya Institute of Technology,Bengaluru-560107, has successfully completed his "Summer Project Work" at Pressmach Infrstructure Pvt Limited, for a period from 03.01.2019 to 16.02.2019.

During the above period we found Mr.Soham Mahato conduct is good and further he was hardworking and sincere.

We wish him all success in his future endeavors.

For PRESSMACH INFRASTRUCTURE PVT LTD


C.A.SUNNY
Managing Director





ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 12/04/2019

CERTIFICATE

This is to certify that **Mr. Soham Mahato** bearing USN **1AY17MBA52** is a bonafide student of Master of Business Administration course of the Institute 2017-19 batch, affiliated to Visvesvaraya Technological University, Belagavi. project report on “**A Study on Recruitment Channels and its Development at Press Mach Infrastructure Pvt. Ltd, Chennai**” is prepared by him under the guidance of **Prof. Bhagyashree G Kasturi**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

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DECLARATION

I, **Soham Mahato** hereby declare that the Project report entitled” **Recruitment channel and its development**” with reference to “Big Bazaar, Jharkhand” prepared by me under the guidance of “Bhagyashree **kasturi**”, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by “**Giridhar R, HR Press Mach infrastructure Pvt. ltd**”. I also declare that this project work is towards the partial fulfillment of the university regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgavi. I have undergone a summer project for a period of 10 weeks. I further declare that this project is based on the original study undertaken by me and not been submitted for the award of any degree/diploma from any other University /Institution.

Place: *Bangalore*
Date *15/04/19*

Soham Mahato
Signature of the student

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I would also like to express my gratitude to **Mr. C A Sunny M D** of Press Mach Infrastructure Pvt. Ltd, for giving me the opportunity to work under him for one and half months.

Finally, I express my sincere thanks to my Parents, Friends and all the Staff of M.B.A department of AIT for their valuable suggestions in completing this Project Report.

Place: Bangalore

Soham Mahato

Date:

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EXECUTIVE SUMMARY

“Labours are most valuable assets, recruitment is the key to success”

The research is based on “A study on recruitment channel and its development” at Press Mach Infrastructure Pvt. Ltd Chennai. The study mainly conducted to know the cost difference in advertising for recruitment process and how effective are the recruitment channels from the company point of view.

The company operates under infrastructure industry having functions like exporting, supplying, manufacturing of prefab solution to the both domestic and international market. The data was collected by using both the sources (primary sources and secondary sources). Primary data was obtained from the questionnaire and the secondary data was collected from existing employees, past employees, company website, etc. The sample for the research was considered for 90 respondents, and their responses was recorded accordingly to questionnaire. Based on the analysis it was observed that there are many trends or channels for recruiting employees at a lower cost, because it has also been founded that E-Recruitment is taking the position is the recent trends of recruiting employees. This will become a great benefactor for the company. The company will be able to attract more employees, with less amount of drawbacks. This research has also identified on the cost the incurred in advertising for recruitment agency on internet is much costlier that posting advertisement through social network.

The major findings are observed carefully and concluded in a proper way, where effectiveness of recruitment channel is proved to reach at its peak point at today’s world. The findings, conclusion and suggestion, are given for the improvement and development in the channels and the trends followed in the recruitment process

1.1 INTRODUCTION

A channel enrolment or recruitment channel is a procedure of planning an effective recruitment strategy for different group of future workers are a noteworthy business challenge for employers. Manager need to adjust a few factors that may negate one another for example expenses of the enlistment strategies, worth opening length, time spent on executing the enrolment procedures, assets accessible inside the organization for actualizing enrolment, the nature of the created pool of candidates, time, and cost required by the screening and choice procedure essential after the enlistments. Manager participate in a complex, frequently verifiable, improvement process that, all things considered, depends on past experience identified with the enlistments, diverts and supposition made concerning the advantages and dangers related with the different channels.

In the meantime, as organization are searching for individuals to empty position, people are searching for employments. The selection of bosses assumes a key job in DE joining who gets utilized and who remains jobless. On the off chance that activity data isn't similar open for all, this may have some critical outcomes at network level. It is conceivable that this will prompt organized social imbalance as in access to occupation isn't equivalent. It is accordingly vital to comprehend the activities of the business in connection to their decision of enrolment diverts and their practices in joining the distinctive inquiry strategies. To date generally little is thought about how unique enlistments channels are packaged by organization to achieve the ideal of adjusting the previously mentioned factors and how these effect the work of different gatherings of job seekers, specially bunches with detriment.,

This paper investigates the enlistment procedures of a solitary foundation organization in India and puts specific accentuation on the significance of the utilization of casual enrolment channels (through current representative and different contacts), and the utilization of direct applicants (created by spontaneous request made by the job seekers). These are enlistment channels that are frequently ignored despite the fact that data about the empty position isn't made uninhibitedly accessible in the activity show case. Though this we look to create a new learnings about how Europeans organization promote empty position and enrol new representatives, especially low gifted workers; and try to comprehend whether the present enlistment procedures away the work burden gathering on the work showcase. We meant to test the theory that casual enrolment channel put issue bunch individuals off guard, which in this way prompts lower dimension of work of such gathering. When endeavouring to clarify

organization decision of enrolment channels it is critical to comprehend what these choices depend on. See from the corporate side, contingent upon the present condition, there likely could be various components to consider. In light of existing writing the accompanying three key variables help decide how a given organization, in a given circumstances scans for new representative: experience from past utilization of various enlistments channels; the financial atmosphere and level area joblessness; what sort of the work the organization needs.

The decision of enlistments methodologies will be found on the experience from past enrolment techniques that being connected. This will guarantee that the organization is receiving explicit techniques to embrace in the business advertise based on topographical area and the measure of the organization.in the state of the present work showcase. This examination has just appeared low employment prompts the utilization of various channel.

Additionally, imperative is the sort of position that is empty inside the organization, as per the investigation of the enlistments channels and its advancement for the organization, which has exhibited the significance between the view point and the precise channels to select the applicants & filled up the empty position. Then again for the organization will frame an objective point of view seeks all the more seriously and widely to top off the higher position.

1.2 Industry profile:

Infrastructure refers to the major offices and framework serving nation, city, or other areas, including the administration and offices important for its economy to function. Infrastructure is composed of open and private physical upgrades such as roads, bridges, tunnels, water supply, sewers, grids and the telecommunication zone. These days bringing most part some portion of a globalization period so development of infrastructural zone is especially important to remain alive. It is likewise being characterised “the physical part of interrelated framework proving commodities and administration fundamental to empower support, or upgrade societal living condition.

There are generally kind of approaches to see framework, hard or soft. Hard infrastructure refers to the physical systems fundamental for the working of an advance industry. The incorporates streets, spans, railroads, etc. soft infrastructure refers to every one of the establishments that keep up the economic wellbeing, social and social models of a country. This incorporated instructive projects, parks, and recreational offices, law, and authorization offices and crisis administration.

The word establishment has been used in English since 1887 and in French since 1875, at first meaning the foundation that structure the explanation behind any movement or framework, the word has imported from French where it implies sublevel, the neighbourhood material underneath assembled black-top or railroad. The word is a mix of the Latin prefix “infra” implying underneath and an extensive no these improvements are underground for example sections, waters, gas system and railroads. The military used the term achieved money in the US after the improvement of NATO during 1940s and 1970 was gotten by the organiser in its propelled customary native detects. The American culture of structural specialist convey “an establishment report card” which addresses the affiliation feeling on the condition of various system every 2-4 years. Monetary establishment reinforce valuable exercise and events. This joins avenues, expressway, ranges, plane terminal, water transport, sewer system etc. Incorporate foundation, yet with regards to a dialog of framework or works that are excluded in foundation, since they are normally restricted to a single parcel of land and are claimed and worked by the land proprietor. For instance, a water channels that serves a locale or region would be incorporated with the framework on individual land bundles would be viewed as land upgrades, not frame work.

The term public works includes government claimed and worked foundation just as open structures, for example schools and town halls. Open works for the most parts alludes to physical resources expected to deliver public administration and incorporate both frame works

and administration for the most part given by government. Framework might be claimed and overseen by government or by privately owned business for example sole public utility and railways companies. By and large most streets significant air terminals and different ports, sewage system are freely claimed. Though most vitality and media communication systems are secretly owned. Publicly possessed foundation might be made good on for government expenses, tolls or metered client charges, while private foundation is commonly for by metered client. Major speculation ventures are by and large financed by the issuance of long-term bonds. Government claimed and work foundation might be created and worked in the private sectors association, notwithstanding in the public segment. As of 2008 in the United States for instance opened spending on foundation has fluctuated somewhere in the range of 2.3% and 3.6% of GDP since 1950.

Many financial foundations put resources into frameworks. There is extreme limitation on the supply side of the arrangement of foundation in Asia. The framework financing the whole Asia-Pacific around (US\$48 billion) and what is required around (US\$228 billion) is around US\$180 billion consistently. In Latin America three percent of GDP (around US\$71 billion) should be put into resources in to foundation so as to fulfil request, yet in 2005, for instance just around 2 percent was contributed. In Africa, so as to achieve 7% yearly development determined to be required to meet the MDGs by 2015 would require framework speculation of around 15% of GDP or around US\$93 billion.

In sub-Saharan African government spend around US\$9.4 billion out of a sum of US\$24.9 billion. In irrigation government speaks to practically all spending. In ICT and water supply and sanitation, the private area speaks to most of the capital use. In transport and energy, a dominant part of venture is government spending. By and large between them help the private divisions and non-OECD financier surpass government spending. The private division burning through alone equivalent state capitals consumption, however the larger part is centred around ICT foundation and speculation. Outer financing expanded during the 2000s and in Africa alone outside framework speculation expanded from US\$ 7 billion out of 2002 to US\$ 27 billion in 2009. China specifically has developed as a vital spectator.

About India:

Establishment division is a key driver for the Indian economy. The division is exceedingly in responsible of moving India's general progression and acknowledge excellent focus from government for beginning methodologies that would ensure time bound generation world class outline work in the country. Structure division fuses controls, ranges, dams, boulevards and urban establishment enhancement. In 2018, India currently ranked 44th out of 167 countries on the planet shown by Department of Industrial approach and promotion (DIPP). The coordination section of India is created by CAGR of 10.5% consistently and is depend upon to reach US\$ 215 billion out of 2020. India has need of theory worth of Rs 50 trillion dollar in system by 2022 to have sensible progression in the country.

India is seeing critical enthusiasm from worldwide speculators in the frame work spaces. The government of India is attempting to guarantee decent living space for the poor nations and has propelled new lead urban mission, the Pradhan Mantri Awas Yojana (Urban). In May 2018 the development of extra 150,000 moderate houses was authorised under Pradhan Mantri Awas Yojana. India's national express ways organize is relied upon to cover 50,000 km by 2019. India has expanded by 20 percent year on year in 2017-18. National thruway development in India has expanded by 25 percent in the year of 2017-2018.

India and Japan have held hands for frame work advancement in India's north eastern states and are additionally setting up n India-Japan coordination forum for development of North east to attempt key foundation extended in the upper caste. The framework segment has turned into the greatest center region of the Government of India. Under union Budget 208-19 US\$ 92.22 billion was dispensed to the segment. Expanded driving force to create framework in the nation is drawing in both local and worldwide players. Private part is developing as a key player crosswise over different foundation fragments, running from streets and correspondence to power and air terminal. In 2018 India was additionally positioned second in the 2018 agility emerging markets logistic index. The aggregate development in the file center enterprise was 4.7 percent in 207-18 and 5.1 percent from April-November 2018. As of April 2018 56 new air terminal are required to wind up utilitarian in the nation throughout the following couple years. India is required to turn into the third biggest development advertise all-inclusive by 2022. India has speculation worth of Rs 50 trillion dollars in foundation by 2022. India foundation area saw 91 M&A arrangement worth of Rs US\$ 5.4 billion out of 2017. In August 2017, another Metro Rail Policy was reported to support private interest in the area.

The Government is likewise dealing with improving vitality foundation in the nation and the venture worth of US\$ 300 billion will be accessible in the segment in the upcoming 10 years. As indicated by Department of Industrial Policy and Promotion (DIPP). Construction development division and infrastructure activities part got FDI inflows adding up to US\$ 24.87 billion and US\$ 13.11 billion, individually from April 2000 to June 2018.

The offer of the Indian development division is absolute gross capital arrangements (GCF) descended from 60 percent in 1970-71 to 34 percent in 1990-91. From that point, it expanded to 48 percent in 1993-94 and remained at 44 percent in 1999-2000. In the 21st century there has been an expansion in the offer of the development part in GDP and capital arrangements. Gross domestic product from construction at factor cost expanded to 1.745 billion in 2004-05 from 1162.38 billion. As India has a necessity of speculation worth of Rs 50 trillion in framework by 2022 to have a reasonable improvement in the nation. India is seeing critical enthusiasm from global financial specialist in the foundation space. In June Asian Infrastructure Investment Bank declared 200 million speculations into the national venture and framework support (NIIF). Private value and funding interest in the framework area came to US\$ 1827 million amid January- November 2018. Indian foundation segment saw 91 M&A arrangements worth of Rs more than US\$ 5.4 billion.

The administration of Indian relied upon to put profoundly in the framework segment, essentially expressways, manufactured toilets, sustainable power sources and urban improvement.

1.3 Company profile:

Press Mach Infrastructure Pvt Ltd started in the year 2010 formally. We Press Mach Infrastructure Pvt Ltd started our voyage in assembling, exporting, exchanging and providing of turnkey prefab products, with designed ideal quality highlights, we have brought prefab readymade prefab solution of prefabs buildings structures, and prefabricated portable cabins for our poor clients or customers. These are viewed as extraordinary arrangement as far as accommodation spending plan and highlights. We like wise provides the administration of construction service Fused with our own dynamic experts, we have had the capacity to cut our impression on the worldwide stage. We have our very own made framework, furnished with most recent and propelled apparatus in charge of beginning the entire creation strategy. These are made by utilizing ideal quality crude material, obtained from confided in merchant and subsequent to experimenting a few quality check measures with our targets to be a brand name. we have constantly centred around keeping up quality guidelines. This has guaranteed our social position in the present market, we being sponsored by our specialist and infrastructure office.

Under the visionary direction of Mr. C, A Sunny, we have had the capacity to make our own brand name and in setting to this, we have initiated our voyage with customer -driven and quality- driven methodology, we have experts having aptitude in their areas and with the assistance of their inventive thoughts. We have presented items with subjective methodology and security highlights. We with our predetermined standards are resolved to give all out consumer loyalty and area landed name up until this point we send out our items an all over the world.

Press Mach Infrastructure Pvt. Ltd. Chennai, Tamil Nadu, we are genuinely soft infrastructure company, basically we offer line prefab construction and services that conform to worldwide development structure and quality guidelines. Our ventures are widely praised for exactness of execution, artfulness of complexion and auspicious conveyance. Our items are prefab toilets, prefab building, prefab security cabin.

1.4 COMPANY FACTSHEET

Basic Information

Nature of Business	Manufacturer
Additional Business	<ul style="list-style-type: none">• Supplier• Exporter• Trader• Retailer• Buyer-Individual• Service Provider
Company CEO	C. A. Sunny
Registered Address	Plot no. 21. First Link Street, Nehru Nagar, Kottivakkam, Chennai 600 041, Tamil Nadu, India
Industry	Manufacturing and Trading of electrical insulation components composite plastics and acoustic enclosures for diesel generators.
Total Number of Employees	51 to 100 People
Year of Establishment	2010
Legal Status of Firm	Private Ltd. Co. Registered under Indian Companies Act 2013
Promoter	Mr. C. A. Sunny
Annual Turnover	Rs. 500 - 1000 Crore

1.5 OUR INFRASTRUCTURE

Foundation at our organization is sound as world class, we have spread it over an immense territory, outfitted with most recent and present day machines. The entire generation technique is initiated at our own working environment in consistence to the global bench marks. Isolation of foundation in to different division has empowered our group to have coordination and comforts, at work area. Ultra-present day, offices and propelled procedure make our errand impeccable and important to standard quality, we included singular division, playing out a quality check measures to ensure that our ultimate results are subjective dimension and free from imperfection.

Infrastructure size

Location Type	SEMI-URBAN
Building Infrastructure	Permanent
Size of Premises	4600 square feet
Type of infrastructure	Hard infrastructure
Location area	Kottivakkam

1.6 VISSION MISSION AND COMPETENT TEAM

Vision:

To serve better performance the company vision states that “To provide quality assurance of product and services and to become world class in the industry

Mission:

The under lying theme running across the board spectrum of all activities at press Mach is fulfilling the client requirement in a specified given time to enhance faster growth.

Our Competent Team

We have with a group of skilful and proficient pros who relentlessly thinks of historic plan to make our administration as per the worldwide design misleading principles. our specialist use learning and assets in the most reasonable technique. So as to achieve a magnificent efficiency. their cautious endeavours and responsibility towards works has helped up in fulfilling. The different needs of customer accomplishing assorted authoritative goals. Furthermore, we direct various contriving sessions and workshop, so to keep them all around educated of the common market patterns. Their strong responsibility and affirmation towards satisfying the customers” prerequisite is indicated time span courage’s us in accomplishing different authoritative objective and purpose.

Our Team

The group we have is dynamic, stringent creative and our specialist in their pertinent industry. Our experts are having in profundity information and start the entire manufacture method according to the business guidelines. We have our individuals, which owe particulars in the predetermined space and helps us in starting our errands, effortlessly and comfort. Work force consolidate with us are gained with immaculate thoughts and dreams. Relating to make our name regarded and significant. Our young experts, with their planned methodology are effectively taking care of our whole creation system and empowering us to offer world class items.

1.7 QUALITY POLICY

Our Quality Assurance

In our unobtrusive advertise, we have pursued quality-driven standards and conveyed our contribution, according to the guaranteed particulars. Keeping up idea quality dimension of our items has been our ideal objectives and simultaneously, we are upheld by brilliant work force, having long stretches of involvement. We source our crude material, just from confirmed sellers relating to profit development, arrangement, impeccable and safe. We have employed and made division at groups name, to guarantee helpful and better free work. Our customer are our esteemed resources and are resolved to offer them development arrangement won with safe and verified highlights. Keep up ideal quality standards, has been our practical objectives and goal. In our voyage up until now and we are resolved to convey its further.

Client Satisfaction or Customer satisfaction

Since initiation, one of our foremost focal point of our association is to accomplish best dimension of consumer loyalty. We achieve this by giving such efficient administration that customer or client satisfaction. As well as significantly surpass every one of the stand point of our clients or customer. We have had the capacity to accomplish the obligation and confidence from our client. We likewise offer our clients with different samples and adaptable instalment alternatives for the clients.

We ensure auspicious usage of each administration presenting to the favoured prerequisite of the customers. In addition, we give benefits in the wake of comprehension the precise terms of the customers. Customized goals for these administration are additionally furnished as per the decision and request given by them

1.8 PRODUCT PROFILE

Sl no	Product name	Features	Specification/ additional information	Price
1	Prefabricated buildings	a) Eye catchy b) Smooth finish c) Vivacious appearance	Steel made Prefab customization	950/sq.ft
2	Rooftop solution	a) Easy assembled b) Eco friendly	Galvanized Point coated	900/sq.ft
3	Puff insulated office container	a) Eco friendly b) Glass c) Easily assembled	Size- 20/10,40/10 Colour customization available	1350/sq.ft
4	Portable cabins	a) Zero maintenance b) High strength c) Easy assembled	Customize Modular	1750/sq.ft
5	Prefabricated portables cabin	a) Unique pattern b) Smooth texture c) Intricate design	Steel, prefab customized	1200/sq.ft
6	Moveable portable cabins	a) Optimum quality b) Fine finish c) Low maintenance	Steel , prefab	1450/sq.ft
7	Tensile structure	a) Eco- friendly b) Easily assembled	Steel, up to 60mtrs.	380/sq.ft
8	Labour block	a) Eco friendly b) Various finishes	Steel puff	1300/sq.ft
9	Insulated workers block	a) Appearing look b) Elegant design c) Easy installation	Different design, sizes	1200/sq.ft

1.9 SWOT ANALYSIS

STRENGTH:

- **Production capacity**

Since 2010, the Press Mach has a very high production capacity, it serves nearly a population of 1 million globally.

- **Multiple product and services**

Press Mach infrastructure has a multiple no of products and services globally in the infrastructure industry.

- **Less competitors**

Press Mach is a pre-fabricated or soft infrastructure company, which has lack no of competitors globally, so it's an strengthen for the company.

- **Eco-Friendly product**

Press Mach manufactured all kind of eco-friendly product, which has a sustainable characteristics and also help them to reduce pollution.

WEAKNESS:

- **Power**

Press Mach does have weakness in their power problem, as the power they collected from Tamil Nadu Government is not sufficient.

- **Business premises**

Press Mach does also lack in increasing the business are premises, due to high growth of business and lack of land premises in the state in terms of sq./feet.

- **Transport**

Press Mach doesn't have their own transport facilities; they do hire transport from other transport company.

- **Communication**

Press Mach does also have communication problem, that's due to small premises.

OPPORTUNITY

- **Large labour**

As of infrastructure industry required a large pool of labours and candidates. Press Mach does have large no of labours in both the area it can be skilled or unskilled.

- **Government Initiative**

Press Mach provides pre-fabricated products which solely can be used by government for the purpose of making toilets, houses, security cabins etc.

- **Increasing investment**

If Press Mach increases the amount of investment, it might being opportunities for the company to attain future goal.

- **Market size**

Press Mach is getting the whole Tamil Nadu market including Kerala and Karnataka. It is a large market and the customer size is also huge. About 10 million populations are being covered under the market.

THREATS

- **Political factors**

As we are in a democratic country which has lots no of political parties, it may be a threat to the company if there any changes made in the ruling political party including their strategy.

- **Disaster prone area**

Press Mach infrastructure Pvt. Ltd is situated near by the sea shore, so unpredictable disaster bight causes a few threats for the company.

- **Land clearance**

Press Mach infrastructure might also face problem in the land clearance permission from the govt or the public.

- **Environmental issues**

Press Mach Infrastructure they produce Eco-Friendly products, which might not cause pollution, but for land clearance if there is need of deforestation which is basic issues in today's world by the environmentalist.

2.1 THEORITICAL BACKGROUND OF THE STUDY

As there are several exist theoretical & empirical point of view on how job seekers in jobs. Once specified for the desired range of human resources area unit is determined by the management. Wherever it notices & seeks out the place, wherever the required human resources unit on the market is available. The desired process done to attract the candidate towards the organization is usually referred to as achievement channels or some other beliefs this is a sources of recruitment. As we already knew that some people prefers the name as recruitment channels or sources of recruitment on the basis of choices however even there two terms are quite similar with each other, in theoretically & as well as technically. They both functional to hire the candidate from the outer world as well as inner world, and stimulate them to apply for the jobs.

Recruitment channels can be defined as a sources or the path that is recruited to attract the candidate from outside and inside the world to fill up the vacancies.

This venture additionally undermines that the job of work administration must be considered as combination with the atmosphere and current degree of joblessness. In a circumstances with tight work showcase the organization will in this manner be bound to utilize the enlistments strategies, that triggers a substantial no of pool hopefuls. This is additionally bolstered by the examination the association's decision of enlistments channels incompletely relies upon the nearby work supply and the kind of work the organization needs.

Sub- system of recruitment channel

There are 3 sub system being presented in the topic those are as given bellows:

- Developing suitable technique to attract the desirable techniques.
- Finding out the best channels to advertise the recruitment process.
- Minimizing the cost of advertisement for sole purpose of maximizing labour cost.

The investigation of the ideal scan technique for businesses, showed that it is essential to recognize position where much preparing/training is required from one view point and those where this isn't the situation, then again. organizations will from a balanced point of view seek all more seriously and widely to sick position, when searching for specialist with advance education and more experience than expected. The embodiments of the above is that various variables influence how helpful it is for the organization to give free access to data that a position is empty. This is solidified in the organization decision of enrolment; three noteworthy

methodologies are distinguished for methods for finding. It likewise expands the opportunity of contracting a formerly jobless candidate. On the off chance that the organization are thinking about their utilization of various channels will be influenced by various condition.

2.2 WORLD WIDE RECRUITMENT TRENDS

Employer branding

Employer branding it is a term alluding to an organization or association whole endeavors to advance itself (or present and deal with a picture of being) an attractive work environment or the business of decision to a favored targets gathering of potential contract which it wants to enroll.

Data is a driver

Data-driven or information driven is bits of knowledge and basic leadership are an essential factor in business brand building and drawing the administration of top workers. Despite the fact that the most of business capacities moved over to the information driven model, the training is prominently not all that normal inside selecting.

Social media

Regardless of the authoritative and legitimate difficulties included an expanding number of firms trust that a social media profile all alone is more than adequate in any events to start the employing procedure

Internet job boards

Of all delegates in the US 74 percent are accessible to another position if an open entryway appeared to them or are adequate looking of new work. According to the covert spotters 66 percent of that rate utilizes work sheet to discover occupation that may bear some centrality with them.

Company website

An organization web page is an incredible and essential, no cost spot to stand up regarding why forthcoming contract ought to think about working for your organization.

Inward Enrolment

Inward enrolment includes assessing ones very own present staff to check whether any of them are appropriate to fill an empty occupation

Head hunters

An enrolment association is a good choice to consider when you are short of time to utilize for the opening, have not had the ability to fill the open doors for quite a while, don't have inside HR or have seen higher turnover rates for the opening and need ace help.

2.3 COST VARIATION AND TECHNIQUE

Cost per contract

Cost per contract is the normal measures of cash you spent on making a contract. This measurement is helpful when you are making or following your enlisting spending plan. For instance, in the event that you intended to employ 100 individuals in a year and expenses per procure is \$4000

How do we ascertain procure?

The Society of Human Resource Management (SHRM) worked together American National Standards Institute (ANSI) to make standard equation for computing cost per utilize (CPH):

$$CPH = \frac{\text{internal recruitment cost} + \text{external recruitment cost}}{\text{total no of hires}}$$

Decent benchmark for cost per hire

An ongoing review by the society of Human Resource Management (SHRM) found that normal expenses per procure is simply over \$4000 this number is the normal over every one of the organization SHRM reviewed. Be that as it may, a few components may influence each organization. For instant, cost per procure relies upon contracting volume. The more individuals you employ, the lower your expenses per contract will be

For instance, envision you spend Rs 10,000 while enrolling a position, in the event that the new contract pay is Rs 60,000 at that point $RCR = 10,000/60,000 * 100 = 16 \%$. This implies for each rupee your new contact make you burned through 16 pennies. Clearly lower the proportion the better for your organization

What's a decent benchmark for recruiting costs?

Selecting cost rely upon each organization's needs. A decent method approach enrolling cost to start by making a point by point spending plan while remembering your normal expenses per employ. Subsequently, measure enlisting cost utilizing a spreadsheet or an Enterprises Resource Planning(ERP) frame work that track cost and guarantees they don't surpass planned sums

What sought to be incorporated into an enrolling spending plan?

Consider what you generally spend on enrolling. Making a point rundown of conceivable selecting cost will be enable you to make precise spending plan. Here's a rundown with normal components to incorporate into an enlisting spending plan.

Competitors appraisal costs.

Charges for organization that offer pre work test or coding difficulties

Outside selection representative expenses.

Cash spent to pay singular selection of representative, enrolling organization or staffing firms.

Manager marking endeavours

Assets spent on occasions identified with selecting, similar to grounds enlisting days and vocations fairs

Professional page costs.

Cost that incorporate the setup, support and overhauling of your professions page.

Inward scouts' expenses.

Regularly the most astounding enlisting details, this incorporate scouts pay rates, advantages and travel cost.

Online life cost:

Regardless of how enormous or little the organization is, the base expenses to promote in internet based life is less to the point that it makes an opportunity for the enrolment specialist to draw in their hopeful everywhere scale.

Ad via web based networking media can likewise encourage the organization to meet Varsity of business objective including Client obtaining and accidentals connect with and expanding deals. As indicated by Forbes the normal CPC for Instagram advertisement in between \$ 0.56- \$0.72, while separately Facebook having a CPC of \$ 0.35. the CPM about Instagram and Facebook are separately around \$ 5 and \$ 7

2.4 REVIEW OF LITERATURE

SL NO	Author/Researcher	Title of the Article/Study	Objectives, Outcome or Findings	Gap Identified
1	Korsten (2003) and Jones (2006)	Techniques of recruitment	Outline the benefits of interviews, assessment and psychometric examination.	He did focuses n techniques of recruitment, but didn't emphasize on the benefits of these techniques
2	Alan price (2007)	Process of retrieving and attracting able applicants.	Better decision making and broad planning , recruiting the most powerful candidate	No gap are founded from this study
3	Hiltrop (1996)	Relationship between the HRM practise	To discover alternative policies in the selection process and practices	Needed to be focused on existng relationship inside the organization.
4	Jackson et al.(2009)	To emergence the key plans by means of preparing and advancement.	To attain the ultimate objectives by improving organizational performance.	It didn't mention about easy technique that to be followed

5	Bratton and Gold (1999)	Discovering reliable and valid technique of selection and recruitment process	To develop the strength of the strategies for smooth work.	It did mention everything except including the cost maximization and minimization.
6	Silzer et al (2010)	Studying about sustaining and retaining of existing employees	Objective is to attract large pool of talented candidate.	A candidate cannot be perfect, it has forget to identify about perfecting the candidate
7	Taher et al (2000)	Concentrate to investigate the esteem included and non-esteem included exercise in recruitment.	To improvise the key labour arranging and preparing	Including with power planning, the author should have mentioned about effective planning.
8	Barber (1998)	Identification of potential candidate	Attracting desired candidate for the organization.	The author didn't designed the way to attract the potential candidate
9	Costello (2006)	Legal process of obtaining candidate	To obtain sufficient pool of potential candidate for the organization.	It is totally wrong ,recruitment is not only a single set of activities , where he didn't focuses on the selection process.

10	Montgomery (1996)	Selection of the capabilities	Inclination of talented candidate to meet the demands and the supply .	But didn't identified the better prospective to attracts those demand.
11	Jovanovich (2004)	Traditional recruitment and selection process	Use of potential candidate in effective and efficient manner	Now a day's traditional recruitment doesn't work very properly so the author should mention about the new criteria
12	Dressler (2000)	Study of accusation and development under HRM process	To increase the work force as a source of competitive advantage	Same as he didn't mention about the reliable and fair method for the organization.
13	Mullins (1999)	Study about high performing human resource practices	To identify the tools of high performing human resource practices	But he didn't mention about the effective tools that to be used
14	Odierno (1984)	Quality and effectiveness of recruitment process	To identify the phase dependent upon the calibre of quality pool candidate	It has not argued about various recruitment method.
15	Smith et al. (1989)	Effectiveness and efficientness of vacant vacancies	To determine the best job analysis process to fill up the vacancy	less importance in the actual selection process

16	Odierno (1984)	Maintenance of costly recruitment process	To identify the most effective recruitment process to minimize the cost.	It has not mention about minimizing the internal and external cost.
17	Miyake (2002)	Study of E-Recruitment though advertisement	The objective is to maximize the cost in advertising process	It has not mention about the cost that incurring in e-recruitment advertisement.
18	Burrack (1985)	Rating the effectiveness of recruitment channel	To analyse the sources in yielding high quality pool candidate.	To identify the requirement of inside investigation of the overall recruitment sources at various yield.
19	Prasad (2005)	Study about progression and responsibilities.	To identify the career advancement and determination of employees	As ,he forget to mention another quality of progression that is working condition of the company
20	Kersley et al (1997)	Study about anticipatory socialization stage	To identify the better student planning for better	Better student planning is good ,but he again missed about the

				institution from where the better students can extract.
21	Green house et al (2000)	Study about the Burnout of the current job.	To aims the stagnation and the events of work experience of an employee.	But forget to identify about the stagnation and work experience that a employee should have before entering the organization.
22	Kaplan and Norton (2004)	Study about the poor selection in HR process	The goal is to find and attract the best candidate though every medium	As he didn't mention about newly recruit candidate such as student from the colleges.
23	Decker L R & stone (1973)	Effectiveness and function of recruitment criteria	The determination goal is to measure the effectiveness policy of recruitment	The gap being founded under this author statement ,as its all required for a better policy of recruitment.
24	Clark T (1993)	A survey on international journal of selection criteria	To aim at the online recruitment	Didn't focuses on social media recruitment.

25	Pitturro M (2000)	The Power of e recruiting	To give general focuses on social media , as well as different apps	Missed out the estimated cost that to be incurred.
27	Sloviansk(2003)	The challenge of social recruiting	To measure the recruitment rate and to stop controversial arguments.	It didn't mention about the tools that precise the recruitment rate as well as the attraction.
28	Geber (2002)	Career as an advancement through reference	To identify the better reference, for attracting collective pool of candidate.	It has not mentioned about career advancement, but forgot to tipsy about the lifelong sequence of the job.
29	Selmer 1999	Guidelines the combination of work forces.	To aim the government agencies for recruiting more n of personals	This study have not mentioned the focuses on the carrier sequence and new method on work development for HR

3.1 RESEARCH DESIGN

- An examination configuration is the course of action of the state of the accumulation of information and investigate the data in way that expects to solidify persistence to the exploratory reason with economy in strategy.

3.2 Objectives of the study:

- To Attracts and empower an ever increasing number of applicants to apply in for the organisation.
- To ascertain an ongoing supply of well trained, broadly experience & well motivated people to ensure suitable strength in recruitment process.
- To decide the present and future needs of the organisation related to its own arranging and occupation examination movement.
- To avoid transition problem in the company.

3.3 Needs of the study:

- It helps in creating general awareness in achieving the goal of the organization and creates a standard benchmark of jobs.
- It enables the company to identify opportunities related with the labour market.
- It helps in determining the cost for recruitment budget.
- This study helps in attaining the right pool of candidate for the given job programme for the organisation.

3.4 Scope of the study:

- It provides easy access about the candidate and as well as the employees in the organization.
- It can have used to reduce the amount of time being spend in the recruitment process in the organization.
- It directs different path that are required for hiring the candidate in the organization.
- It also focuses on analysing the present the need of the employees in the organization.

3.5 Limitation of the study:

- it might energize bias and nepotism i e.; arrangement might be confined to their kith and kin
- It regularly prompts in rearing and the association may stagnate without fresh recruits.
- The time limit is very less to conduct the study at Press Mach.
- Due to lack of respondent exact mathematical calculation is not possible.

3.6 Research methodology

Problem statement:

Selecting and holding workers in the business is a basic issue, savvy, eager and exceptionally energetic representative is diverse to keep. Drawing in and holding these individuals is a test, qualified work forces' must be remunerated well and their own advantage. Since specialized representative requires testing and remunerating work, a somewhat extraordinary arrangement must be utilized to fruitful enrolment and holding of workers.

Types of research: Descriptive research

The study is based on conducting descriptive research. an analytical study made on recruitment channel and its development at press Mach infrastructure Pvt. ltd.

Research instrument: questionnaire

Collection of data:

Primary data: structured questionnaire is being used as a primary data.

Secondary data: company documents, websites of the company, and the existing employee's references

Sampling method: simple random sampling

Sampling units:90

Statistical tools: correlation of co efficient and regression line.

Hypothesis:

H₀ = The effective retaining of employees and incomes are linked.

H_A = the effective incomes and retaining of employment are linked.

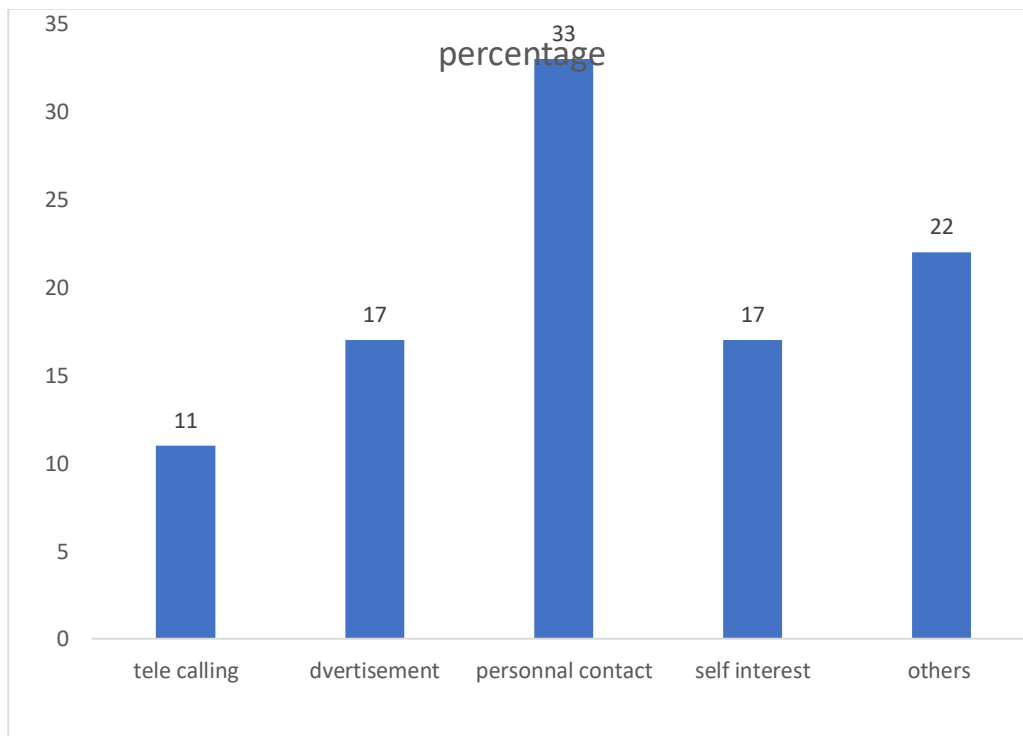
Table 4.1

Table showing how did the company approach you for recruitment

Particulars	Responded	Percentage
Tele calling	10	11
Advertisement	15	17
Personal contact	30	33
Self interest	15	17
Consultancies	20	22
Total	90	100

Chart 4.1

company approach for recruitment.



Analysis& Interpretation:

From the above table, it has been identified that organization keeps more believe in recruiting candidates from personal contact, as its gives the recruiter a full assumption on the capabilities of the candidates. Next being followed by self-interest people, who genuinely prefer to work in the infrastructure industry. Other responded believes that tele calling, advertisement, are not much of attracted. It's also shows that this company belongs to Hindu undivided family business. And do also prefer to collect large pool of candidates from consultancies. The consultancies partner are shine.com & ABS consultancies.

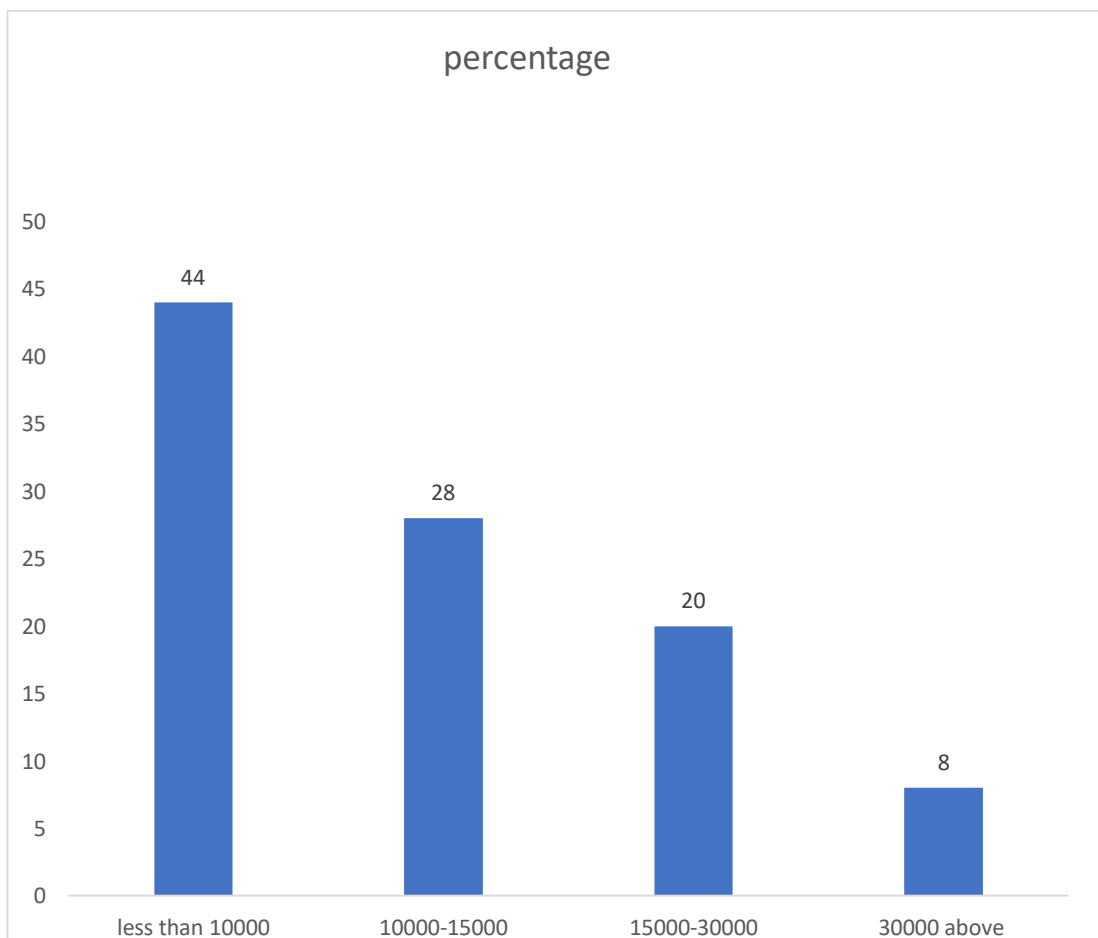
Table 4.2

Table showing approximately monthly income

Particulars	Responded	Percentage
Less than 10,000	40	44
10000-15000	25	28
15000-30000	18	20
30000 Above	07	8
Total	90	100

Chart4.2

Chart showing approximately monthly income



Analysis & Interpretation:

From the given table, it has clearly stated that company has kept a very attractive pay scale range. According to the table its shows that more than respondent has responded that they receive above pay scale range from the company, and the remaining percent also agreed that they get paid above their pay scale range is up to mark. As we can see from the table that above of employees responded that they get paid above minimum pay scale grade, followed by the higher salary mark people they also agree that company pay an attractive pay scale. So basically from the given table it has been identified that the company has attracting pay scale range to attract the candidates and also to retain them for longer period.

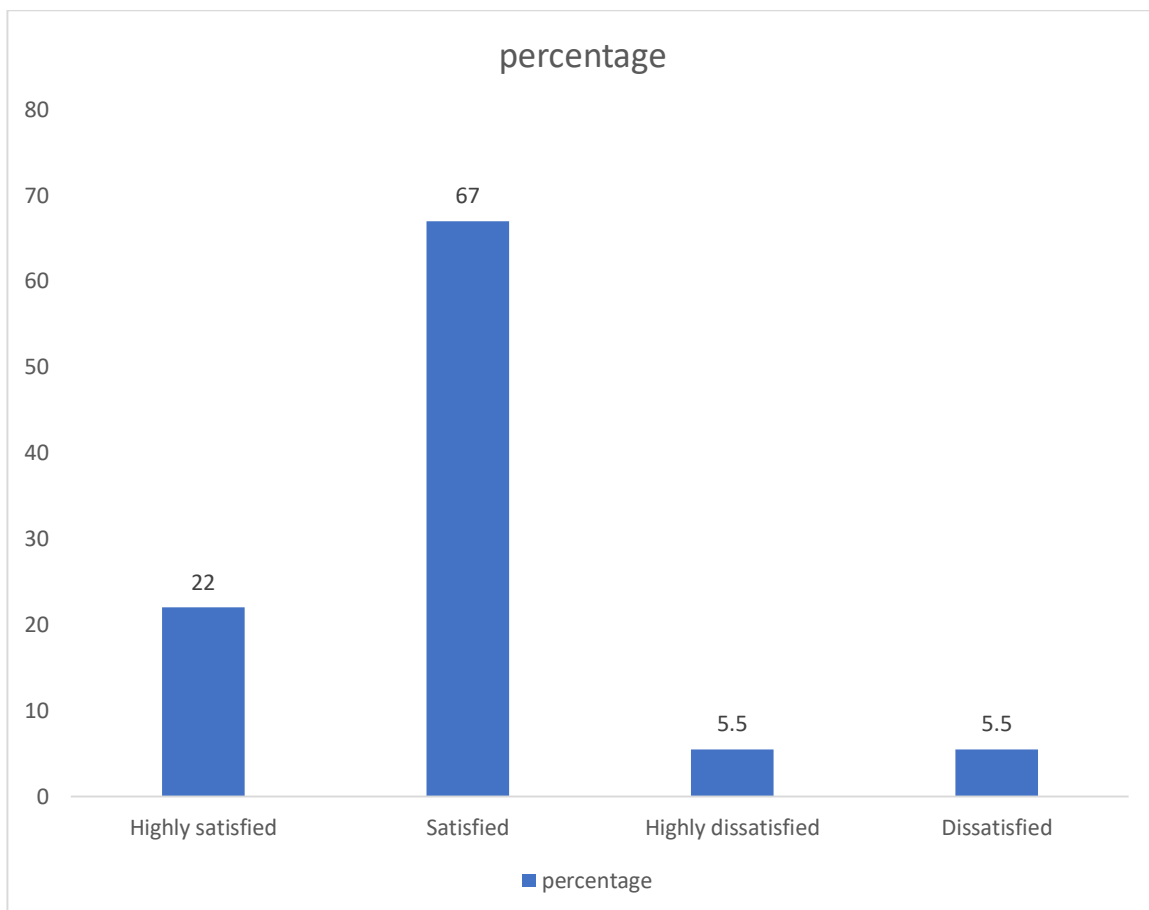
Table 4.3

Table showing satisfaction with the recruitment process being followed in the company

Particulars	Responded	Percentage
Highly satisfied	20	22
Satisfied	60	67
Highly dissatisfied	5	5.5
Dissatisfied	5	5.5
Total	90	100

Chart 4.3

Chart showing satisfied with recruitment process being followed in the company



Analysis and Interpretation:

According to the above mentioned table, most of the respondent has responded that they are satisfied according to the recruitment process being followed in the organization. As we can see that 67% of people agreed that organization follows a gentle recruitment process, and can be cracked by the people. Later 20% they are highly satisfied on the recruitment process. From this above mentioned numbers, it has been taken into ground that organization follows a better way of recruiting process, that will help them to retain the customer, as well as attracts the customer.

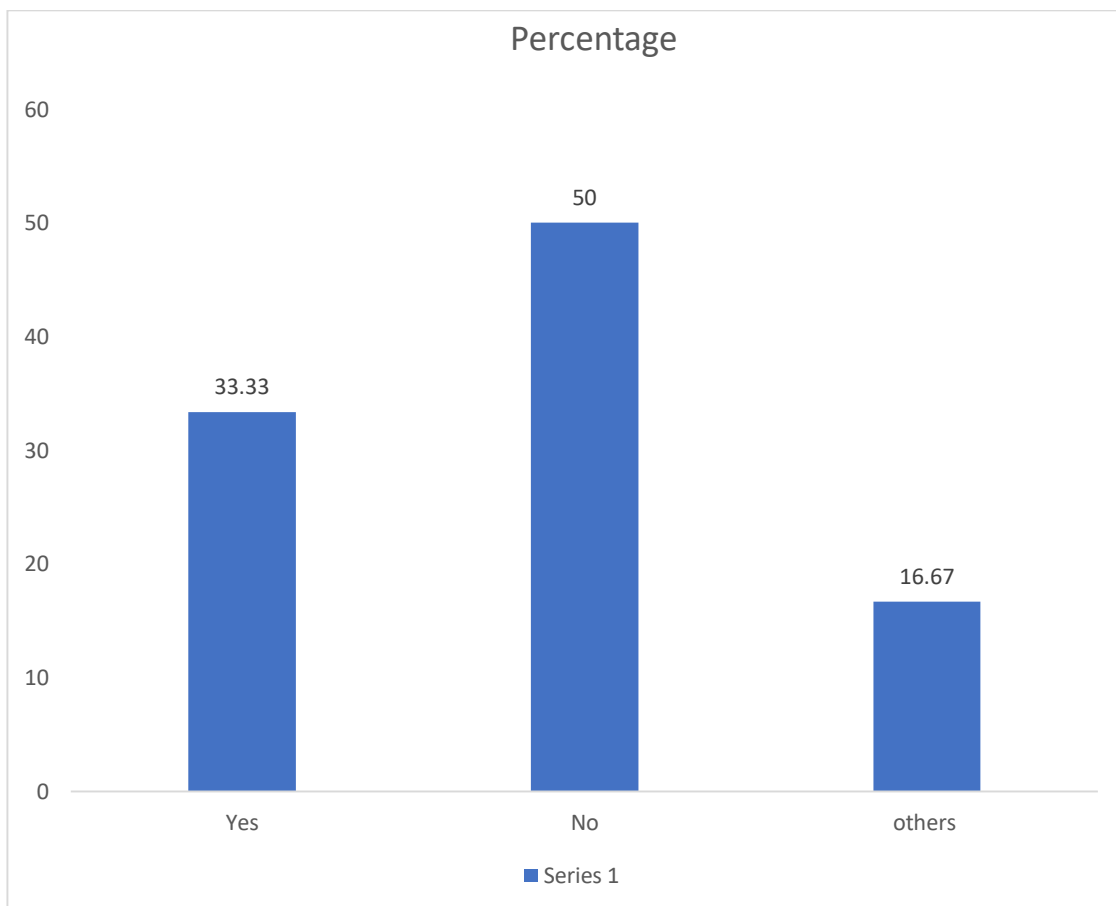
Table 4.4

Table showing E-recruitment helps in improving the efficiency of recruitment process

Particulars	Responded	Percentage
Yes	30	33.33
No	45	50
Others	15	16.67
Total	90	100

Chart 4.4

Chart showing E-recruitment helps in improving the efficiency of recruitment process



Analysis & Interpretation:

In the above context, it can be said that most of the respondent have agreed that e recruitment does not bring any kind of efficiency in the recruitment process. Followed by 33% of respondent they said that e recruitment provides efficiency in the recruitment process. Remaining 16% didn't agree to any one of those.

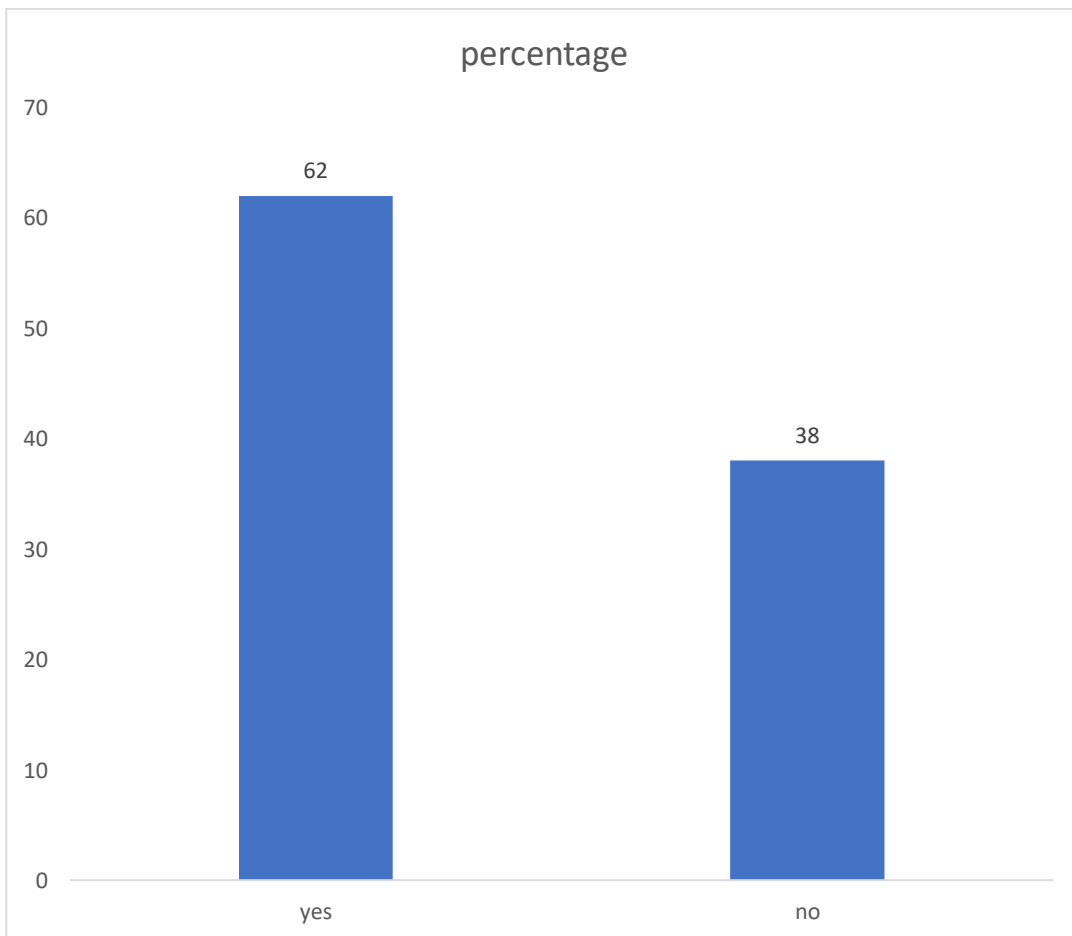
Table 4.5

Table showing company's website provides an interactive feature to the candidates

Particulars	Responded	Percentage
Yes	56	62
No	34	38
Total	90	100

Chart 4.5

Chart showing company's website provides an interactive feature to the candidates



Analysis & Interpretation:

From the above given table it has been clearly identified that the company has a very impressive employment retention technique that we will look in the company profile to retain their existing customer as well as attract the customer through interactive features such as high onus, increment in salary etc. As the organization provide motivated technique to charge their employees. This technique in HRM is considered to be the most influential technique followed by the company to attract their customer. As we can clearly see that half of the people have responded half the percent, so which clearly shows that the company has a motivated instinct which is helping them to grow as potential

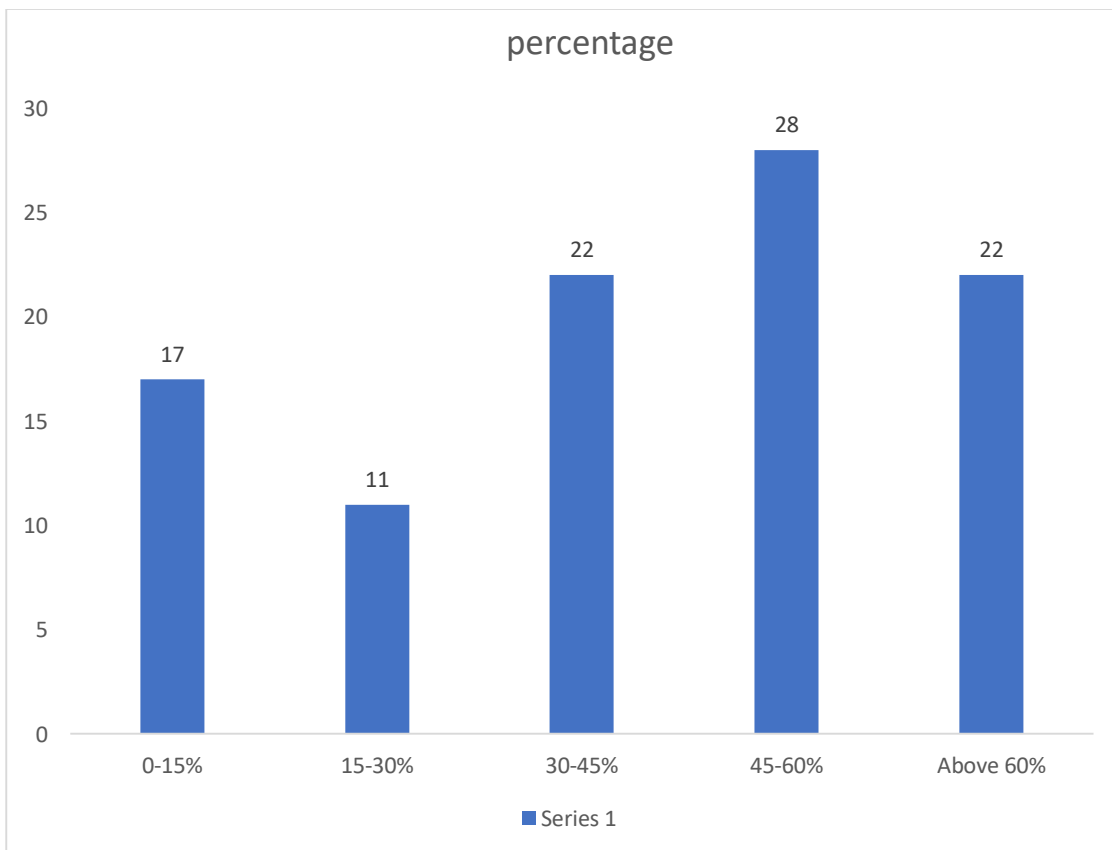
Table 4.6

Table showing total recruitment in a year, what is the percentage of internal recruitment

Particulars	Responded	Percentage
0-15%	15	17
15-30%	10	11
30-45%	20	22
45-60%	25	28
Above 60%	20	22
Total	90	100

Chart 4.6

Chart showing internal recruitment in a year



Analysis & Interpretation:

According to the given table, this clearly states that most of the people responded that the company they do internal have internal recruitment, which shows preferred to be choose among the existing work force. Followed by others they do also agree the same as said. This table clearly shows that the this is where company lacks. The company must focus on external recruitment, as a potential company that can grow by increasing labour, which is the basic thing in an Infrastructure Industries. Rest of the table further being given on the table where it shows people doesn't like more internal recruitment, now they would prefer to bring E- Recruitment or external recruitment to enlarge the company.

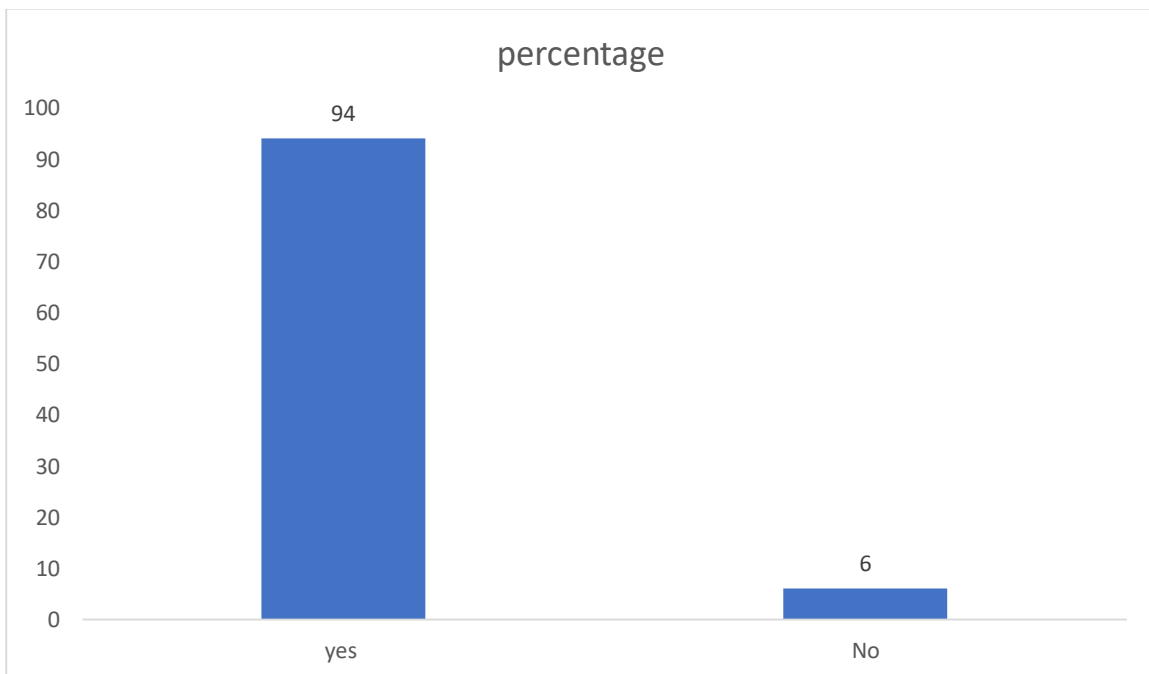
Table 4.7

Table showing Is there any recruitment tracker maintained

Particulars	Responded	Percentage
Yes	85	94
No	5	6
Total	90	100

Chart 4.7

Chart showing is there any recruitment tracker maintained



Analysis and Interpretation:

According to the above table it shows yes company does maintain recruitment tracker. Recruitment tracker is genuinely necessary for recruitment process, which is an advantage, and according to the table also it proves that most of the responded (85%) that its yes that company does have recruitment tracker. Remaining (15%) they don't need to be provided as they are existing as well as relation employer, which is already mentioned at the above table. This is is clearly indication that company should run for external recruitment

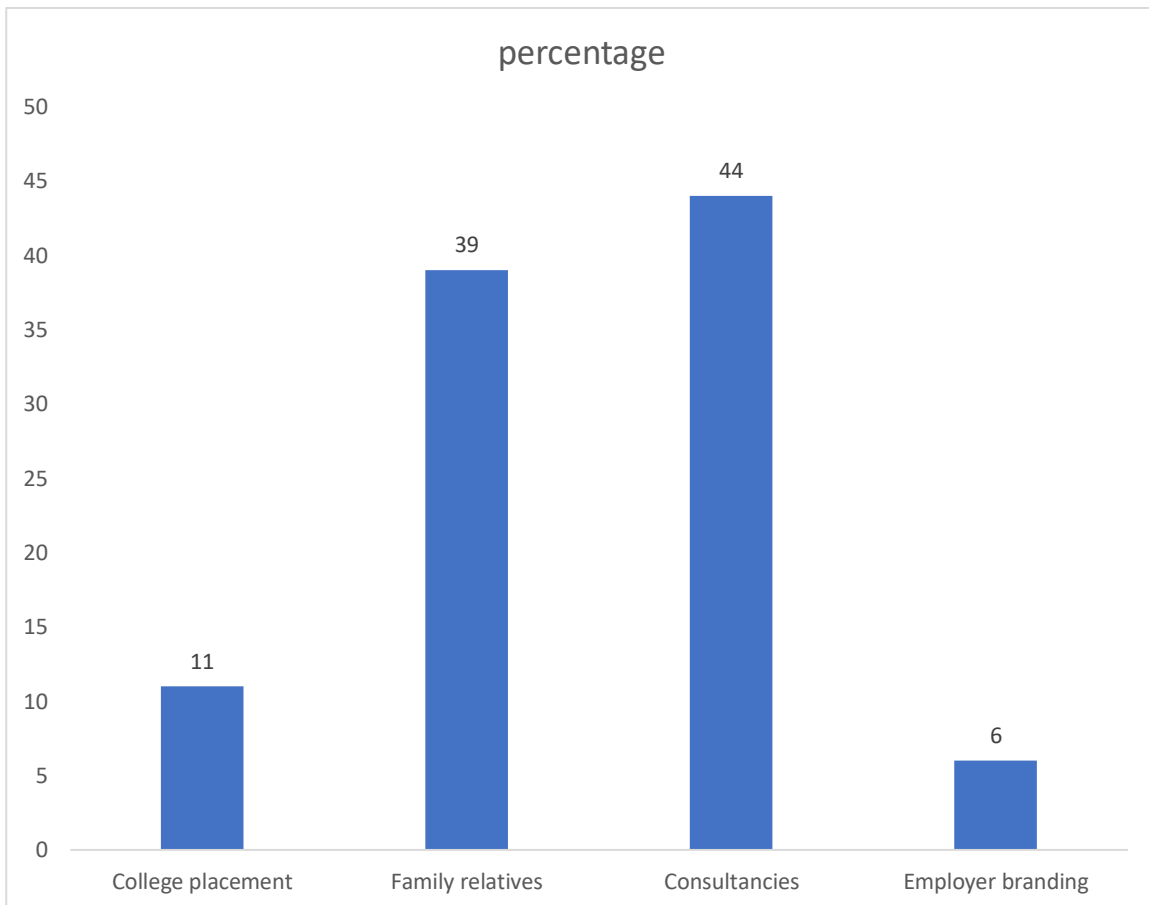
Table 4.8

Table showing How do company practise scout talent

Particulars	Responded	Percentage
College placement	10	11
Family relatives	35	39
Consultancies	40	44
Employer branding	5	6
Total	90	100

Chart 4.8

Chart showing Company practice scout talent



Analysis and Interpretation:

According to the given table, it clearly states that of respondent have responded that company does have internal recruitment and as well as family relatives, followed by consultancies, from where they do hire candidates. This shows company has all recruitment tactics, but according to the table the company misses the E-recruitment process. And the company does also have few employer branding employees inside the organization.

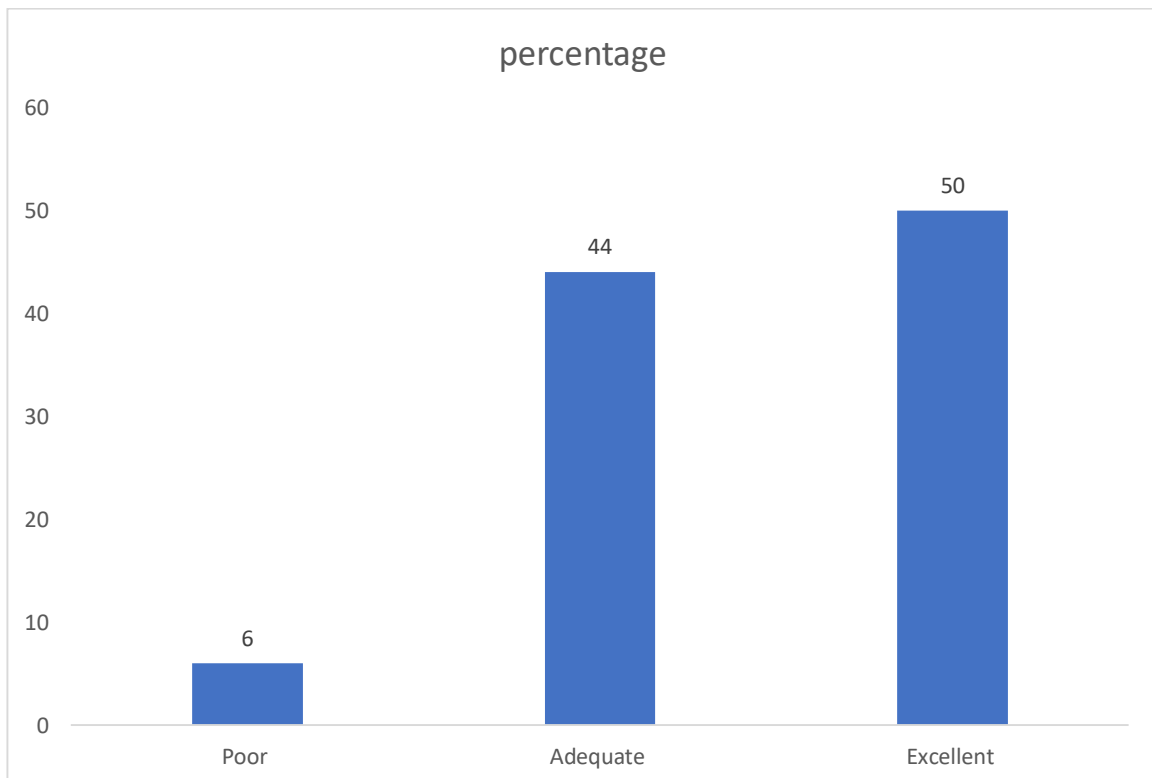
Table 4.9

Table showing the viability of interviewing procedure and other recruitment instruments

Particulars	Responded	Percentage
Poor	5	6
Adequate	40	44
Excellent	45	50
Total	90	100

Chart 4.9

Chart showing the viability of interviewing procedure and other recruitment instruments



Analysis & Interpretation:

According to the given table, this clearly shows that's company maintained an adequate effectiveness of interviewing process. From the given above table most of the responded have responded (40-45%) that the interviewing process is at adequate point. Which clearly identifies that either company provide a solution paper in the interviewing process or the interviewer must be easier and

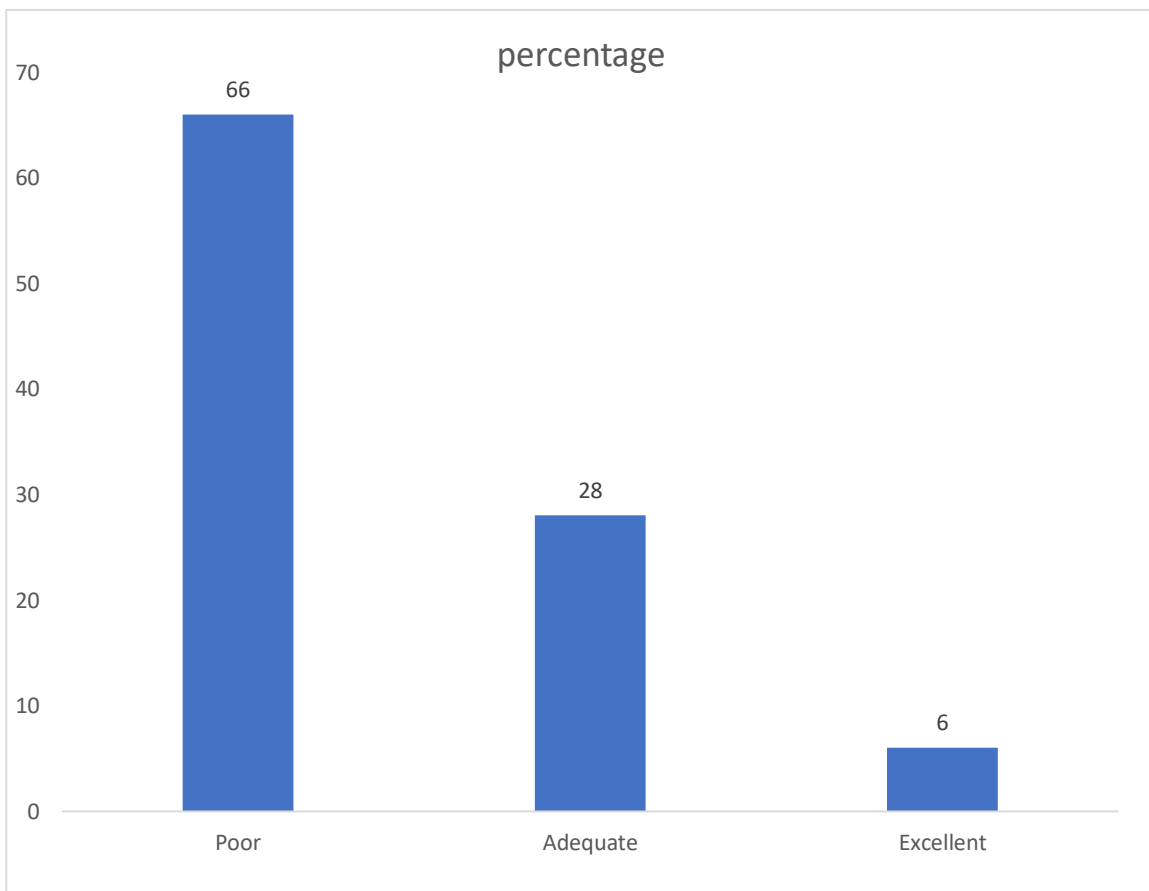
Table 4.10

Table showing How HR finds good candidates from non-traditional sources when Necessary

Particulars	Responded	Percentage
Poor	60	66
Adequate	25	28
Excellent	5	6
Total	90	100

Chart 4.10

Chart showing how HR find good candidate from non traditional sources



Analysis & Interpretation:

From the above given table, it is clearly stated that, most of the people have responded that company is lacking under poor quality. Yes, this is a very true, that company doesn't have social recruiting. This table which also shows this is where the company lacks. This table which also clearly identifies that if company starts with non-traditional sources, then it would help them to minimize the advertisement cost.

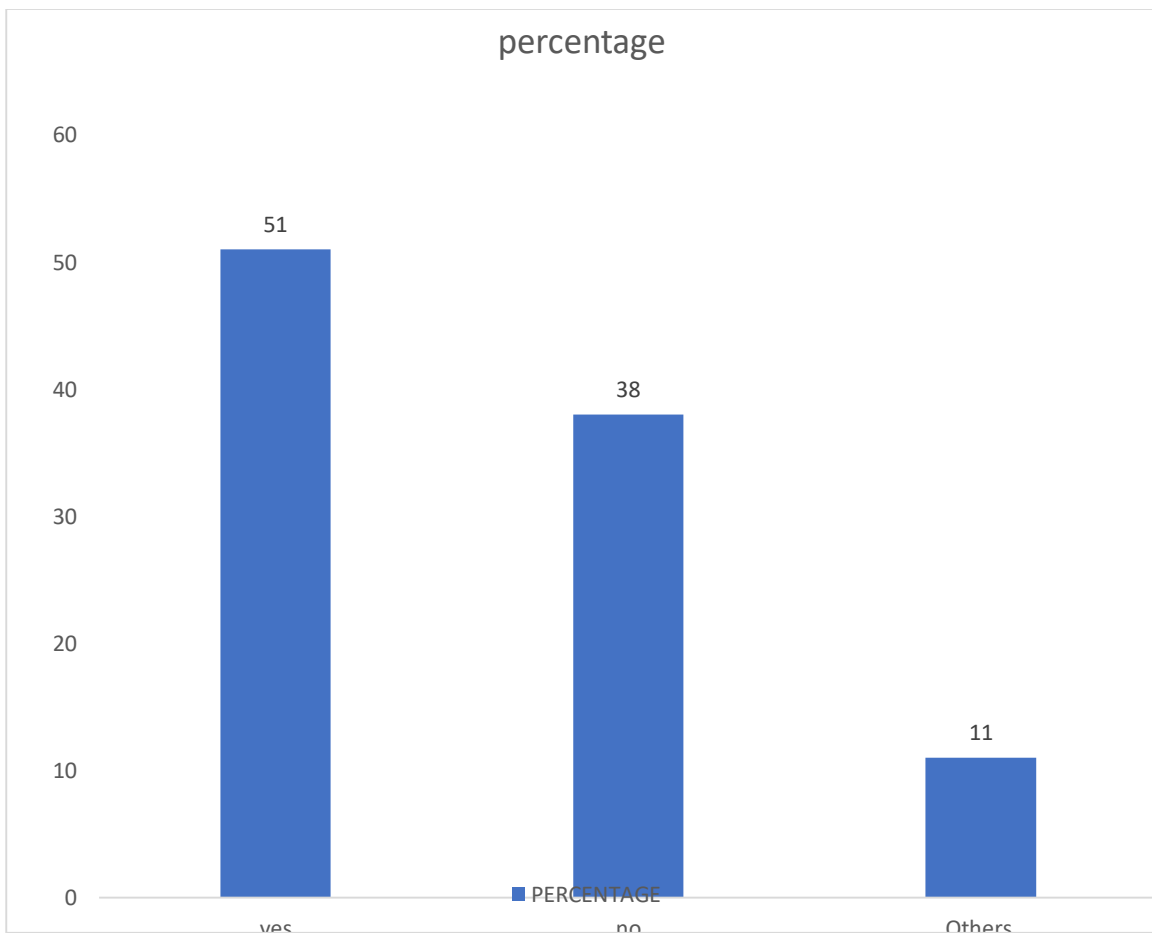
Table 4.11

Table showing Is HR Department is efficient in recruitment Policy of the employees

Particulars	Responded	Percentage
Yes	46	51
No	34	38
Others	10	11
Total	90	100

Chart 4.11

Does the HR Department is efficient in Selection Policy of the employees



Analysis & Interpretation:

From the above table, it clearly states that company having an efficient recruitment policy, most of the respondent they clearly putted out their thoughts that they totally agree with yes (57%). Efficient manner is a good way to work out the performance smoothly, but effective way will also make better as they increase the employee metabolisms. But as we can also see the competition between both the respondents, few of them agree and few of them doesn't agree. So this is very clear that company maintain an adequate efficiency inside the organization.

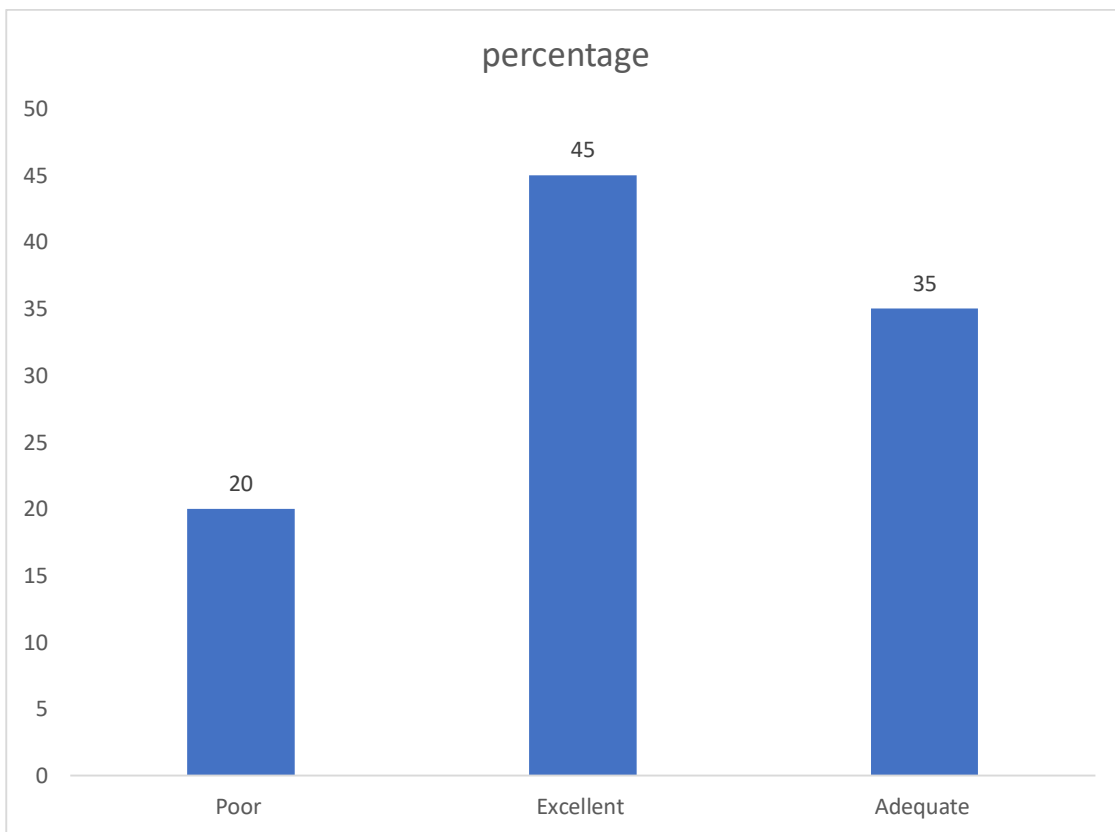
Table 4.12

Table showing rate the HR department's performance in recruitment and selection

Particulars	Responded	Percentage
Poor	20	20
Excellent	45	45
Adequate	25	35
Total	90	100

Chart 4.12

Chart showing the rate of HR department performance in recruitment and selection



Analysis & Interpretation:

From the above table it's being clearly justified that company HR maintained a very quality policy, as from the above given table we can clearly defined that HR of the company and its team maintained a quality percentage. As according to the table we can see half of the respondent have responded (45- 35%), who have mentioned excellent and adequate, being correctly responded. According to the table, it has been founded that company's internal recruitment is strong. Only few said that company doesn't have better performance by HR team those are 20%, according to them they are implying company should have considered external recruitment.

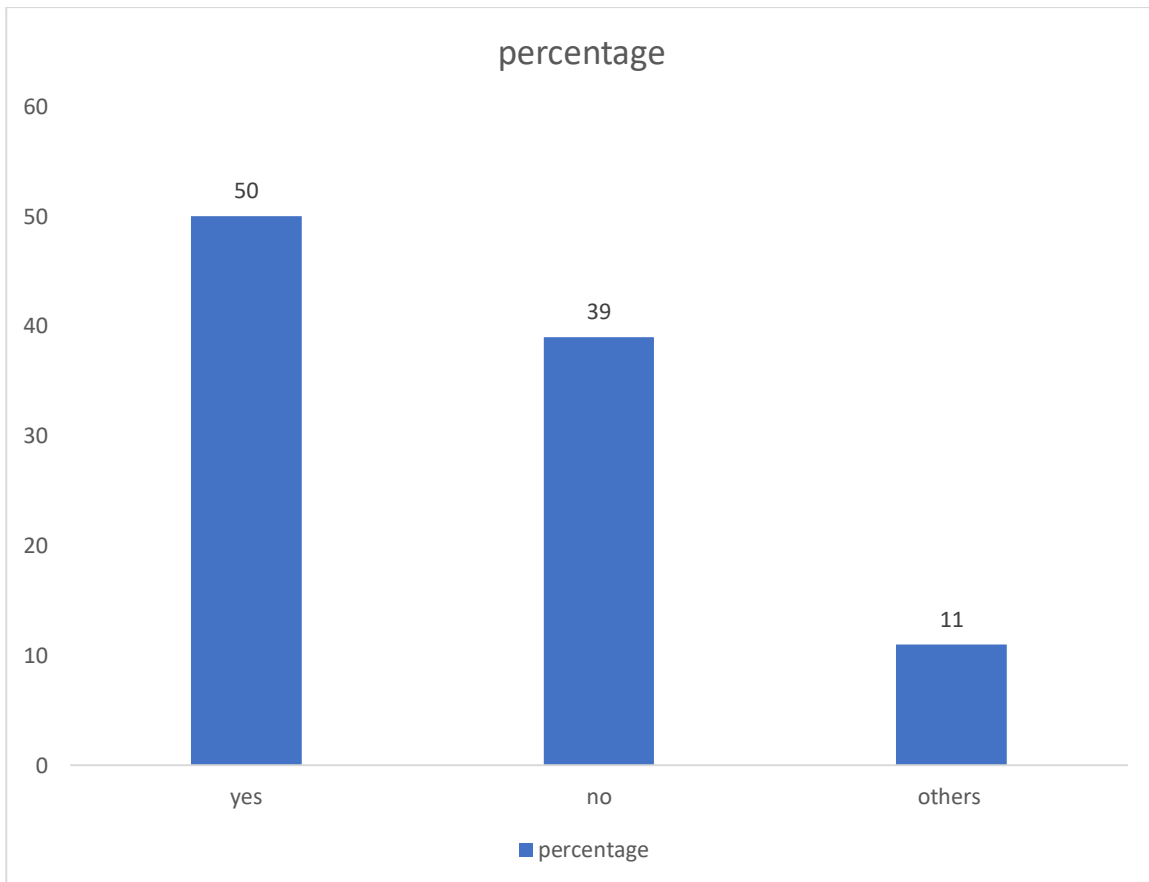
Table 4.13

Table showing Is E-recruiting is efficient in the recruitment policy of the employee

Particulars	Responded	Percentage
Yes	45	50
No	35	39
Others	10	11
Total	90	100

Chart 4.13

Chart showing is E-Recruitment is efficient in the recruitment policy



Analysis & Interpretation:

This research fully focused on the E-recruiting process, and others various methods of recruitment channel. As per the given table this has been identified that nearly most of the people from the company agrees that E-recruiting is a very faster and efficient process to attract candidate. This defines clearly that it would save the cost of advertising in recruitment process. And we can see others around (10%) people they didn't feel like to give respond.

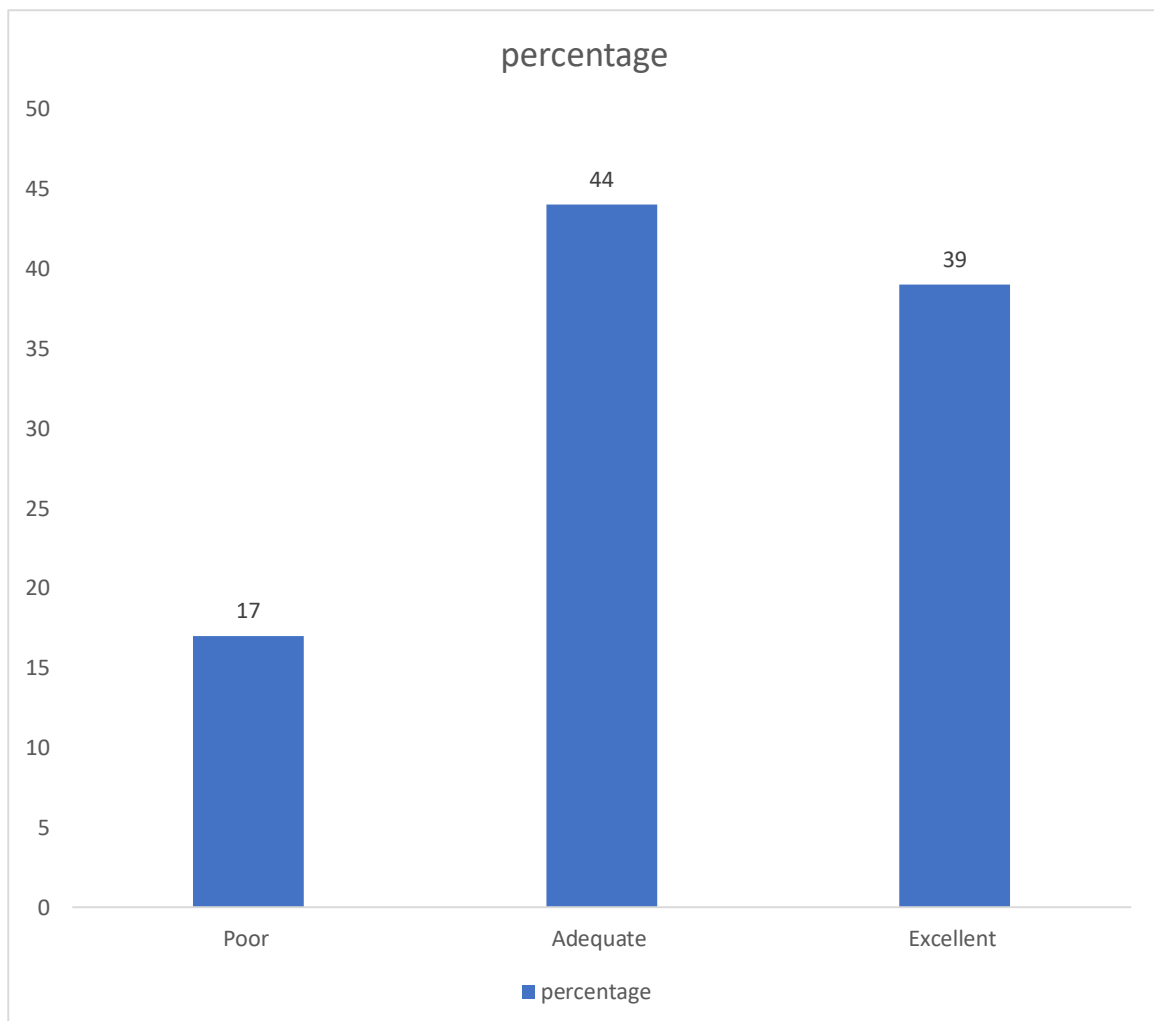
Table 4.14

Table showing the effectiveness of the interviewing process and recruitment instrument

Particulars	Respondents	Percentage
Poor	15	17
Adequate	40	44
Excellent	35	39
Total	90	100

Chart 4.14

Chart showing the effectiveness of interviewing process and recruitment instrument.



Analysis & Interpretation:

As from the above given table we can clearly justify that interviewing process is very much necessary for a company to know the background, personality level, will power, attitude possession of an employee. But from the above given table, have explained through the research made from the data sources collected from the company, where people are quietly satisfied with their interviewing process. And in the company they do also give interest to the interviewing process, few peoples they believe that interviewing process needed change.

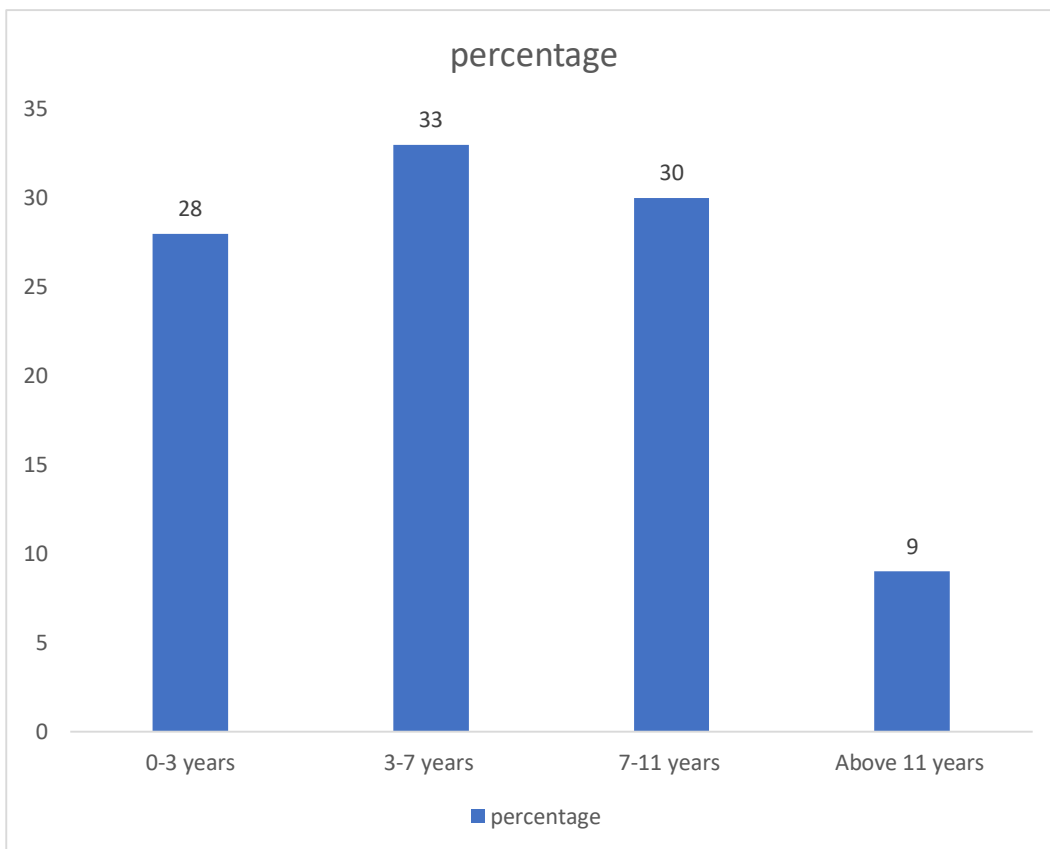
Table 4.15

Table showing no years have you been working with this organization

Particulars	Respondent	Percentage
0 - 3 years	25	28
3-7 years	30	33
7 - 11 years	27	30
Above 11 years	8	9
Total	90	100

Chart 4.15

Chart showing no of years working in an organization.



Analysis & Interpretation:

This record being collected through the sources of primary data being responded by the present employees. As we can company is having approximately about (approx. 90) number of employees. Out of which of employees are considered to be the most existing employees, followed by responded who said they are also existing employee's o the company. So base on the given table it's clearly defines that the company has retain customer for a longer period. That's a proof of that company do perform internal recruitment strategies.

Table 4.16

Statistical tools- 1

REGRESSION:

It is statistical tools that can provide the difference between two variables.

- To find out the degree of relationship between improving the efficiency through E- recruitment (4.4) and is E-recruitment is efficient in the recruitment policy. (4.13)

Solution:

X- Relationship between improving the efficiency through E-recruitment. (4.4)

Y- Is E-recruitment has an efficient use in the recruitment policy. (4.13)

Let's take it assume as X as alpha (α) and Y as beta (β)

X	Y	X^2	Y^2	XY
30	45	900	2025	1350
45	35	2025	1225	1575
15	10	225	100	150
$\sum X = 90$	$\sum Y = 90$	$\sum X^2 = 3150$	$\sum Y^2 = 3350$	$\sum XY = 3075$

FORMULA:

$$a = \frac{(\sum y)(\sum x^2) - (\sum x)(\sum xy)}{n(\sum x^2) - (\sum x)^2}$$
$$b = \frac{n(\sum xy) - (\sum x)(\sum y)}{n(\sum x^2) - (\sum x)^2}$$

N refers to total no variables on the table

Let's find out the equation no 1

$$a = \frac{(\sum Y) \sum X^2 - (\sum X) (\sum XY)}{n (\sum x^2) - (\sum X)^2}$$

$$= \frac{(90)(90)^2 - (90)(3075)}{3(3150) - (90)^2}$$

$$= \frac{(283500 - 276750)}{9450 - 8100}$$

$$= \frac{6750}{1350}$$

A = 5.1 (approx.)

Solution II

To find beta (β)

$$\begin{aligned} b &= \frac{n(\sum xy) - (\sum x)(\sum y)}{n(\sum x^2) - (\sum x)^2} \\ &= \frac{3 \cdot 3075 - (90)(90)}{3 \cdot 3150 - (90)^2} \\ &= \frac{92250 - 8100}{9450 - 8100} \\ &= 0.83 \end{aligned}$$

Solution III:

By putting both these value a& b into the equation

$$Y = \alpha + \beta x$$

We get,

$$= 5.1 + 0.83x$$

Both the regression analysis on X and Y are contains with negative impact.

Interpretation:

This study was done on the research of channel of recruitment and its development., after the use of one statistical tools, founded that it's a negative impact on the solution and data collected. This study has taken two models comparison together one is "relationship between improving the efficiency of e -recruitment and is e-recruitment has an efficient use in the recruitment policy". Which clearly shows that the match between X and Y are not perfect, on the basis of the solution.

In this solution it clearly states that the people they do want e-recruitment, where as some they don't want e-recruitment.by using both those solution, it has also founded that the company still need to focuses on their recruitment channel and how to use the strategies

Table 4.17

Statistical tools- II

COEFFICIENT OF CORELATION

The most frequently used statistical formula is Pearson's correlation coefficient formula.

- On the basis of research done, I have chosen two tables, those have actual strength to perform the test. Those two tables are
- This study measures the relationship between two table those are Since how many years' people has been working with this organization and approximately monthly income. Table no 4.2 and 4.15

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

Where,

n= numbers of pair of observation

r= the correlation of coefficient

Y= approximately monthly income

X= how many years you have been Woking in the organization.

Solution:

X	Y	X^2	Y^2	XY
25	26	500	676	650
30	32	900	1204	960
27	26	729	324676	702
8	6	64	36	48
$\sum X = 90$	$\sum Y = 90$	$\sum X^2 = 2193$	$\sum Y^2 = 2592$	$\sum XY = 2360$

$$\begin{aligned}
 R &= \frac{4 * 2360 - (90 * 90)}{\sqrt{\{4 * 2193 - (90) * (90)\}} \sqrt{\{4 * 2592 - (90) * (90)\}}} \\
 &= \frac{9440 - 8100}{\sqrt{\{8272 - 8100\}} \sqrt{\{10,368 - 8100\}}} \\
 &= \frac{1340}{\sqrt{\{672 * 2268\}}} \\
 &= \frac{1340}{1639} \\
 &= 0.81
 \end{aligned}$$

Results: 0.81, which is highly correlated

Interpretation:

From the above solved equation, it has been interpreted that the company maintains a good scale of retainment of employees. As we see that both the degrees X and Y factor. this computation has been used to measures the degree of relationship of the adequate no of existing candidate and the candidate those have worked earlier. This totally indicates that due to good pay scale, the company could able to retain employee

4.18 HYPOTHESIS RESULTS

Correlations Of coefficient

		Q.4.15. How many years the employee has been working in the organization	Q.4.2. Salary range of the employees
Q.4.15. How many years the employee has been working in the organization	Pearson Correlation	1	.642**
	Sig. (2-tailed)		0.02
Q.4.2. Salary range of the employees	N	90	90
	Pearson Correlation	.642**	1
	Sig. (2-tailed)	0.02	
	N	90	90

Interpretation:

The similarities between Q.4.15. How many years the employee has been working in the organization and Q.4.2. Salary range of the employees. And the significant value is 0.02, with positive which is less than 0.05, it means that there is the relation between work experience inside the company with the salary ranges. This test proves that company maintain positive strategies in sustaining of employees.

5.1 FINDING:

- The company is one of the fastest growing infrastructure industries in Tamil Nadu, where it has numerous technology in the system and in the field of infrastructure industry.
- In the recruitment part most of the employees feels that company would like to recruit more through personnel contact.
- The HR department of Press Mach infrastructure Pvt. ltd, have kept a suitable strategy to retain their employees for a longer period.
- Most of the employees have agreed that they are satisfied with the company's strategy being followed in the recruitment process.
- Most of the present employees they do feel that E-Recruitment is not the adverse process that will help in improving the efficiency.
- The company presents website features attract a large pool of candidates.
- The company does also maintain internal recruitment tracker to attract highly potential candidate.
- Press Mach infrastructure and its HR team does maintain recruitment tracker for effective and efficient recruitment process.
- Press Mach ltd ask its existing employees regarding the effectiveness of interviewing & recruitment instrument, where most of them have agreed that it's an excellent.
- Press Mach limited has potential HR team, whose performance are overall excellent in their recruitment process.
- In Press Mach ltd the HR has some good strategies in retaining of employees.
- Many employees have their own perception toward company's recruitment process, where some says the company seeks prospective employees and some stated that stimulate them to apply for the job. Whatever is the perception, it is assumed to be taken as truce. Since everything matches with the recruitment meaning and perception is never wrong in an individual

5.2 SUGGESTION

- There should be a continuous development and research to be conducted to improve the quality of the recruitment channels.
- Press Mach should not only have considered the traditional sources of recruitment, but they also should focus on the non-traditional sources.
- Press Mach Pvt Ltd should also consider the preference of employment and is done not only through employee referrals, other sources should also have considered.
- Press Mach HR should be aware with the E-recruitment procedure & the cost to be incurred in the E-recruitment process.
- The company should minimize their advertising cost on recruitment process, so that they can maximize the labour increment.
- The Press Mach should also recruit more people on the basis of their brand value.
- The Press Mach infrastructure has to put more focus on the external recruitment than internal recruitment.
- Press Mach infrastructure need to use the recent trends on channels of recruitment.
- Manpower requirement should be identified by the management in each and every department for the purpose of effective recruitment.
- Press Mach HR team can also have reached to their candidate not only through by telephone calls, but can also use social network for advertisement.
- Press Mach must provide focuses on time management, and should not misuse the part of time.
- HR must provide focuses on the interviewing process and sets of questionnaire that prepared for asking the candidate, for a smooth recruitment process.

5.3 CONCLUSION

This paper depends on a basic audit of discoveries to the ongoing investigation for recognizing the changing pattern of rehashing enlistment sources by the worldwide association. what's more to test the discoveries a concise observational research has likewise been done in five noteworthy driving IT organization. The need in the organization ought to be genuine and true as opposed to being suspicious and insights. The responsibility towards the enrolment and determination system ought to be 100% as it is the primary center of the organization, as though the ideal individual for the correct activity isn't chosen then. Recruitment at Press Mach is said to be effective as the employees have stated that they recruit right candidate for the right job and link them with the company. They believe that it enhances the effectiveness of both the employees and the organization.

Based on the investigation of the information in the present information, it has been discovered that in the present situation organization incline towards not to embrace online life, yet they are happy to attempt on employment gateways and ground enlistment to contract hopefuls crosswise over range of abilities. This frame work has helped Press Mach Infrastructure to get the correct ability pool while being savvy. At the end of the day, by utilizing channels for example web based life, work locales and ground enrolment. Organization have the capacity to get the viable assets with least expenses.

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Websites

www.pressmach.co.in

www.indiamart.co.in

QUESTIONNAIRE

Prepared by: Soham Mahato

College : Acharya institute technology

Designation: MBA (HR/ F)

University no: 1AY17MBA 52

Name : _____

2. Age : _____

3. Gender : Male Female

4. Marital Status : Married Unmarried

5. Telephone/Mobile : _____

6. E-mail : _____

7. How did the company approach you for recruitment?

a) Tele calling b) Advertisement

c) Personal contact d) self interest

e) others

8. Approximate monthly income?

a) Less than 10000 b) 1000-15000

c) 15000-30000 d) 30000 above

9. Are you satisfied with the recruitment process being followed by the company?

a) Highly satisfied b) Satisfied

c) Dissatisfied e) highly dissatisfied

10. Does E-recruitment help in improving the efficiency of recruitment process

a) Yes b) No

11. Does Your company's website provides an interactive feature to the candidates?

- a) Yes
- b) No

12. Is there any recruitment tracker maintained?

- a) Yes
- b) No

13. How do you practise scout talent?

- a) College placement cell
- b) Technical institute
- c) Consultancies
- d) University researcher

14. Out of total recruitment in a year, what is the percentage of internal recruitment?

- a) 0%-15%
- b) 15%-30%
- c) 30%-45%
- d) 45%-60%
- e) above 60%

15. Since how many years have you been working with this organization?

- a). 0-3 Years
- b) 3-7 years
- c) 7-11 years
- d) above 11 years

16. Rate the viability of the interviewing process and other recruitment instruments?

- a) Poor
- b) Adequate
- c) Excellent

17. Rate how well HR finds good candidates from non-traditional sources when Necessary?

- a) Adequate
- b) Excellent
- c) Poor

18. How would you rate the HR department's performance in recruitment and selection?

- a) Poor
- b) Excellent
- c) Adequate

19. Does the HR Department is efficient in making the recruitment Policy of the employees?

a) Yes

b) No

20. Effectiveness of interviewing process and recruitment instrument?

a) poor

b) adequate

c) excellent

21) Is E-Recruiting is efficient in the recruitment policy of employees?

a) yes

b) no

22. What are the metrics that can be undertaken to ensure effective recruitment and selection?

END LINE















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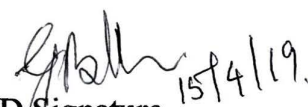
PROJECT (17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: Sohan Mahato
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COMPANY NAME: PRESS MACH INFRASTRUCTURE PVT Ltd

WEEK	WORK UNDERTAKEN	EXTERNAL GUIDE SIGNATURE	INTERNAL GUIDE SIGNATURE
3 rd Jan 2019 – 9 th Jan 2019	Industry Profile and Company Profile	 12/04/19	
10 th Jan 2019 – 17 th Jan 2019	Preparation of Research instrument for data collection	 13/04/19	
18 th Jan 2019 – 25 th Jan 2018	Data collection	 13/04/19	
26 th Jan 2019 – 2 nd Feb 2019	Analysis and finalization of report	 13/04/19	
3 rd Feb 2019 – 9 th Feb 2019	Findings and Suggestions	 13/04/19	
10 th Feb 2019 – 16 th Feb 2019	Conclusion and Final Report	 13/04/19	



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