



ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 09/05/2018

CERTIFICATE

This is to certify that **Ms. Megha Priya** bearing **USN 1AZ16MBA38** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on "A Study on Campus Connect Hiring" at Toyota Industries Engine India Pvt Ltd., Bangalore is prepared by her under the guidance of **Prof. Mahak Balani**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belgaum, Karnataka.

Signature of Internal Guide

Signature of HOD
Head of the Department
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Signature of Principal/Dean Academics

HEAD OF THE DEPARTMENT
Dr. Maheshwar
Dean - Academics Engg
ACHARYA INSTITUTE OF TECHNOLOGY
Bangalore Bangalore

March 24, 2018

TO WHOMSOEVER IT MAY CONCERN

This is to certify that **Ms. Megha Priya**, an MBA student from **Acharya Institute of Technology, Bangalore** has successfully completed Internship Project on “**Campus Connect Hiring**” as a part of the curriculum from 15-January-2018 to 24-March-2018.

During her project period, she has exhibited exemplary character and conduct, and was able to complete the project successfully within stipulated time.

We wish her success in all his future endeavors.

Thanking you,

Yours sincerely,

FOR TOYOTA INDUSTRIES ENGINE INDIA PVT LTD.,


BRIJENDRA SHAH
MANAGER – HRM

DECLARATION

I, **Megha Priya** hereby declare that the Internship report entitled "**Campus Connect Hiring**" with reference to "Toyota Industries Engine India Pvt Ltd ,Bangalore "prepared by me under the guidance of **Prof. Mahak Balani**, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by **Mr Brijendre Shah Hr Manager Toyota Industries Engine India 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, Belgaum.

I have undergone a winter project for a period of Ten weeks. I further declare that this project 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: **22/5/18**

Megha Priya,
Signature of student

ACKNOWLEDGEMENT

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

I am truly grateful to my external guide Mr. Brijendra Shah, HR Manager, Toyota Industries Engine India Pvt Ltd and my internal research guide, Prof.Mahak Balani 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 liberal support.

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EXECUTIVE SUMMARY

This review was attempted for a length of ten weeks on the theme “Campus Connect Hiring” at Toyota Industries Engine India Pvt Ltd which is also known as KTTM Kirloskar Toyota Textile Machinery Pvt Ltd.

The hiring process tends to be considered and disregarded as a simple activity that ends with a quick “you are head” partnered with a routine handshake. However, this isn’t quite the case. The hiring process has and is one of the most complicated processes of the organization. To start this process the first step is deeming it’s necessity, which is done through the determination that the positions need to be filled, as known as a requisition being opened. After a requisition has been opened, this is stated kicks off the true hiring process.

While developing a job description it is crucial that to be fully knows what it is, and how it is utilized. A occupation picture is a formal written account expected job duty, requirements of an employee. A job description becomes especially crucial as a rubric for the employee and management team when determining the employee’s performance.

Recruitment, selection, hiring and interviewing also rely on this job description because it provides a future candidate with the knowledge to determine their qualification, and desire for the role.

The basic and fast growth process of hiring is pretty much the same for most companies. They hire the people with much ability and skills to achieve the goal

CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION

This project was undertaken for a period of 10 weeks in Toyota Industries Engine India PVT LTD, Bangalore which is commonly known as KTTM Kirloskar Toyota Textile Machinery Pvt Ltd. This project is tells the importance of “Campus Connect Hiring” and their functionalities.

The employment marketplace is more reliant on the adolescent capacity than ever before. According to the 2015 COU university works report, being without a job rates are bachelor grade holder, graduate degree holders and college graduates are the lowest among in Ontario’ & labour force.

More and more companies are becoming are realizing the necessity for a solid campus recruitment strategy. Apart from accomplishment leg up on shifting demographics, campus recruit allow to engage with rising talent, right on their own turf. This can be invaluable to the future of the company.

Campus hiring creates a pipeline of intern; collective student and entrance stage hires so as to will lend a hand to grow the company. It can also improve retention rates, an ever more significant improvement as employees switch careers more regularly than ever before, averaging three years with one employer.

The most common done by the company is hiring without a work plan for student and assume they can handle the menial task in the office. Students are smart, creative, and ambitious. They have a lot to contribute, and by giving they access to meaty project.

To do a research of the Campus Hiring SPSS software is being used and hypothesis has been set to find the error in hiring the student from campus. The methodology used for research is descriptive research. Sample size for survey is taken 50 to know the opinion about different age group people in the company.

1.2 INDUSTRY PROFILE

AUTOMOBILE INDUSTRY:

Toyota industries it is a manufacturing Japanese creator company. It manufactures automobiles, the theatre corporation or after which Toyota Motor firm residential has. It's single leading world's manufacturer of forklifts trucks as it have been measured by revenues.

Kind: Municipal business

Production: Auto & trucks Parts

Found: 1926, 92 years ago

Initiator: Sakichi Toyoda

HQ: Kariya, Aichi, Japan

Explanation People: Tetsuro Toyoda (Chairman)

Akira Imura (President)

Goods: Fabric Machinery, automobile, Textile handling equipment, Electronic devices.

Figure of workforce: 39,500

Father: Toyota group

Subsidiary: Aichi corporation, Tokaiseiki, Toyota company (Kunshan), Toyota industry Automotive part (Kunshan), Toyota Industries North America, Toyota Material Handling group, Toyota Industries Europe, Kirloskar Toyota textile machinery, Bangalore, India.

Toyota transformed hooked on rest up in 1926 as Toyoda programmed loom works, Ltd by using Sakichi Toyoda, the journalist the series of labour-intensive, appliance motorized looms. The popular evoke be uncertain of this turned into the 1924 Toyoda automated Loom. Types G, a total repeated towering velocity come into view function the capability to transform travel different of forestall and dozens of preceding innovation. At the existing it's far a world's better loom, with the motive of deliver a dramatic boom fee and twenty fold enhance in output.

CORPORATE GOVERNANCE:

Toyota's headquarter is in Aichi. The elementary headquarter is mortal work in 4 story office block. In 2006 head bureau has the "toyopet" Logo and the dispatch "Toyota Motors". The business has dedicated centre of 14 story functioning in honsha plant Toyota in addition to it has subsequent major formation in mass and name as koromo plant. Which is in close proximity a further in an area close to home office The Toyota specialized focus, a 14-story assembling, the honsha plant. Toyota is the subsequent largest in great level built-up and once in the what went before name the koromo plant, which is neigh unexciting all previous in an district shut to middle station working as "inconspicuous". Amid 2013 society head Akio Toyoda announce with the intention of readily available numerous challenge in investment remote legislative body in headquarter due to deficiency of fascinating or caring part or office of a working in the city.

Its workplace is positioned in bunkyo, Tokyo. Its Nagoya workplace positioned in Nakamura-Ku, Nagoya. In genuine path of action of adding together to tug collectively cars, Toyota makes available utilization of money associated administration through its Toyota budgetary management department, and not withstand develops robots

Leaders of Toyota engine agency

- Rizaburo Toyoda (1937-1941)
- Kiichiro Toyoda (1941-1950)

In 1981, Toyota engines Co., ltd positioned forth a professional open word to mix with its enterprise essence Toyota engine offers Co., Ltd. Since 1950, the two unmistakable had existed as separated into agencies as a critical for adulthood in after war Japan.

TOYOTA GROUP:

1. TOYOTA INDUSTRIES CORPORATION



TOYOTA INDUSTRIES CORPORATION

Toyota business it is an assemble Japanese creator association. It make auto linger the institute from which Toyota Motor joint venture created

has. It is individual worlds' & creator of forklifts trucks as it has been fairly accurate by income. It is go-ahead in five business zone i.e.

- Automotive
- Material trade with
- Electronics
- Logistics
- Textile hardware

2. AICHI STEEL:



In metalworking, rolling is a metallic influential choice of success in which metallic increase stocks is from starting to quit as a minimum certainly one of pass to decrease the breadth and to make the intensity uniform. The inspiration is just like the heart-rending of hammer. Rising and diminishing is institution by the temperature of the metal rolled. The capacity that the excessive temperature of the metallic is greater than re-crystallization warmth, that aim the course of feat is known is warm growing and falling. In the affair that the warmth of the steel is beneath its re crystallization temperature, the route of motion is called icy progressing. As extended way-off as, warm coronary heart-rending movements. Budge stand wonderful function sets of rolls are get collectively in somebody's theatre business enterprise into miserable scrub than can in a rush choice of fulfilment steel, on a regular basis metallic into gadgets, as an example, simple metal division that change over the semi-got completed with throwing items into terminated.

FORGINGS

3. TOYOTA TSHUSHO:



Toyota tsusho is a sogoshosha (Trade Company) part of the Toyota business enterprise. Toyota tsusho has a commonplace existence via its plenty of subsidiary and operating division, which encompass over 100 fifty workplaces, and 900 subsidiaries and buddies round the area. Its most important business is assisting Toyota motor' & automobile enterprise is assisting Toyota motors car enterprise and exceptional Toyota institution companies, but Toyota Tshusho' & corporation may be very numerous, spanning business, business and client sectors. Business regions run the gamut, together with uncooked substances, agriculture merchandise, and excessive generation..

4. DENSO:



Established in 1949

Denso conglomerate is a entire automotive machinery producer headquartered in the municipality of kariya, aichi prefecture, Japan.

After fetching sovereign from Toyota motors, Nippon denso co.ltd the former name of denso, was founded in 1949. With reference to 25% of the corporation is own by Toyota motors. even though organism a division of Toyota cluster of company, at the same time as of year finished march 2016, sales to Toyota group financial records for a reduced amount of than 50 % of the whole income. At present, denso lines the instant biggest auto part provider in the world.

5. TOYOTA BOSHOKU CORPORATION



Established in 1950

It is a Japanese factor producer. It is the associate of the Toyota collection of companies. Toyota Boshoku Corporation enters the North-American bazaar via Toyota boshoku America. It engages in expansion inner system; construct and sale of automotive interior goods. It also assemble and automotive filters and control train gears. Even produce fabric goods.

1.3 COMPANY PROFILE



Business Name: Toyota Industries Engine India Pvt Ltd.

Registered Address: Plot no 9; phase II, Jigani Industrial Area, Jigani, Bangalore 560105

Chairman: Mr.Taku Yamamoto

Business Activities: Manufacturing of Auto parts and Diesel Engine

Money: Rs. 6712.8 Millions (As on March, 2018)

Share holding: Toyota Industries Corporation, Japan- 98.85%

Kirloskar System ltd, India -1.15%

This business typically manufacture engine. Toyota industries India Private Limited is a Japanese theatre business enterprise Founded in 2016 for India, internationally it's miles the third plant for the time being country wide. The merely plant for India, the web site is being expand crossways 60 acres place and manufacture Diesel Engine, Auto elements and

Transmission, TIEI enterprise was a united corporation among Toyota Industries Corporation Group and Toyota Kirloskar India Private Limited, the beyond of the theatre institution begun in India as 1995 whilst Toyota Industries Corporation became in complete swing the large commercial enterprise inside the fashion of Kirloskar Toyota Textile Machinery Private Limited, observed with the aid of Toyota Kirloskar Motor Private Limited, Denso Kirloskar Industries Private Limited, Toyota Tusho India Private Limited in unique years. At present the plant is head with the aid of Mr.Taku Yamamoto as Chairman and Mr.KiyotsuguKurimoto as Managing Director.



MD – Managing Director

DMD – Deputy Managing director

VP/AVP – Vice President/ Assistant Vice President

GM – General Manager

DGM/AGM – Deputy General Manager/ Assistant General Manager

Senior Manager/Manager

DM/AM – Deputy manager/Assistant Manager

1.3.1 PROMOTERS:

TICO is the promoter company of Toyota Industries Engine India Pvt ltd. It is also known as the mother company of Toyota.

Toyota Industries Corporation is a Japanese appliance creator. Formerly a producer of mechanical, loom, it is the business as of which Toyota Motor business developed. The world's leading producer of forklift trucks slow by revenues. Toyota Industries is dynamic in five production area: automotive, yard goods handling, electronics, logistics and textile machinery.

1.3.2 VISION, MISSION AND QUALITY POLICY:

The Mission Statement

To become No. 1 Engine manufacturing company in India by 2020 through technical innovation

The Vision Statement

To contribute to a comfortable society and enriched lifestyle.

Quality policy of TIEI

“We will strive to meet customer's & expectation by providing world-class products and services through total employment commitment and continuous improvement”.

1.3.3 PRODUCT & SERVICES:

TIEI manufactures a three variety of product that are smaller part of the machinery, larger part of the machinery and engine.

Small Part Machinery

Retainer Bearing Front, Retainer control shift- BIG, Housing Shift Lever-MN

- In Smaller part in every 78 seconds one set of small part is being produced. E.g. Fork 1, Fork 2.
- Induction hardening & broaching are the critical operations in machining.
- Weight of the smallest part (HSL-MN) is 0.13kgs.

Large Part Machinery

Housing Clutch

Housing Extension

Case Transmission

Engine

1GD-FTV

2GD-FTV

- In every 115 seconds one engine is assembled.
- No of parts used in assembly 1267 parts.
- Smallest part used in assembly is cotter pin which weighs around 0.5 gms
- Largest part used in assembly is a block which weighs around 80 kgs.
- Total weight of engine is 282 kgs.

The Values of TIEI

1. Sense of Service
2. Sense of Creation
3. Sense of Steadiness
4. Sense of thoughtfulness
5. Sense of gratitude

1.3.4 AREA OF OPERATION

Area of operation is not only restricted to Bangalore but worldwide. Toyota conducts its tradeuniversal with 51 in far-off country built-up companies in 28 countries and regions. Its engine is being sold in more than 170 countries.

TIEI operates in manufacturing sector. They manufacture

Engine, Small parts of engine etc

1.3.5 INFRASTRUCTURE FACILITY:

The TIEI layouts on the campus:

Engine Plant

SPM Plant Housing shift leaves – MM

LPM -Transmission case

Canteen facility

Medical facility (OHC)

Common room

Rest rooms

1.4 COMPETITORS INFORMATION:

Tata Motors

Mahindra

Siemens

Ford India

Maruti Suzuki

Yamaha Motors

TVS Motors

1.5 SWOT ANALYSIS:

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Well-built gratitude on study and maturity (R&D) • The most precious car emblem within the international. • Toyota manufactures scheme. • Competence in hybrid car production. • Research and improvement functionality. • Advanced era implemented. • Qualified and professional manpower. • Complying with the global fashionable 	<ul style="list-style-type: none"> • Be short of ability in sovereign vehicle. • Negativity exposure because of huge automobiles recollects. • Weak presence in china. • Poor logo portfolio. • Lack of enjoy in device integration. • Poor infrastructure for deliver chain and exports. • High price of training and labor retention.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Fuel price be expected to upward push inside the near outlook. • Demand for autonomous motors. • Timing and frequency of new version release. • Localization of all the goods. • Acquisition of overseas markets. 	<ul style="list-style-type: none"> • Rising Japanese yen alternate price. • The automotive enterprise is challenge to diverse governmental rules. • Increasing competition in the international extensive car market. • Toyota may be adversely affected by natural disasters. • Free alternate agreement. • Exchange price fluctuation. • Huge opposition from low price agency like china. • Subject to diverse authorities rule.

1.6 FUTURE GROWTH & PROSPECTS:

1. Manufacturing's position is changing. The manner it contributes to the economic system shifts as international locations mature: in ultra-modern superior economies, production promotes innovation, productiveness, and change more than increase and employment.
2. Production also has started to eat more offerings and to depend greater closely on them to operate.
3. Manufacturing is not monolithic. It is a numerous zone with 5 distinct groups of industries, every with unique drivers of achievement.
4. Manufacturing is getting into a dynamic new segment. As a brand new international eating class emerges in developing nations, and innovations spark additional call for, global producers may have good sized new possibilities—but in a far greater uncertain surroundings.

1.7 Financial statement

(Rs. In lakhs)

Particulars		31-3-2016		31-3-2017
Share capital	162986		1900222	
Reserves and surplus	7648317	7861340	9833951	10074210
Loans				
Secured loans				
Unsecured loans		83063		59854
Deferred tax liability				
Application of funds		7944403		10134064
Fixed assets	1555527		1583657	
Less: Depreciation	988106		1109268	
Capital work in progress	28165		40173	

		595586		514562
Investment				
Total		6833241		8935793
Current assets				
Inventories	1413669		1579024	
Sundry debtors	2786065		3551552	
Cash and bank balance	2540		91404	
Other current assets				
Loans and advances	237360		285772	
	4440634		5507752	
Less:				
Current liabilities and provisions				
Liabilities	3305560		4147180	
Provisions	619498		676864	
	3925058		4824044	
Net current assets		515576		683708
Misc. Expenses				
Total		7944403		10134064

CHAPTER- 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORITICAL BACKGROUND:

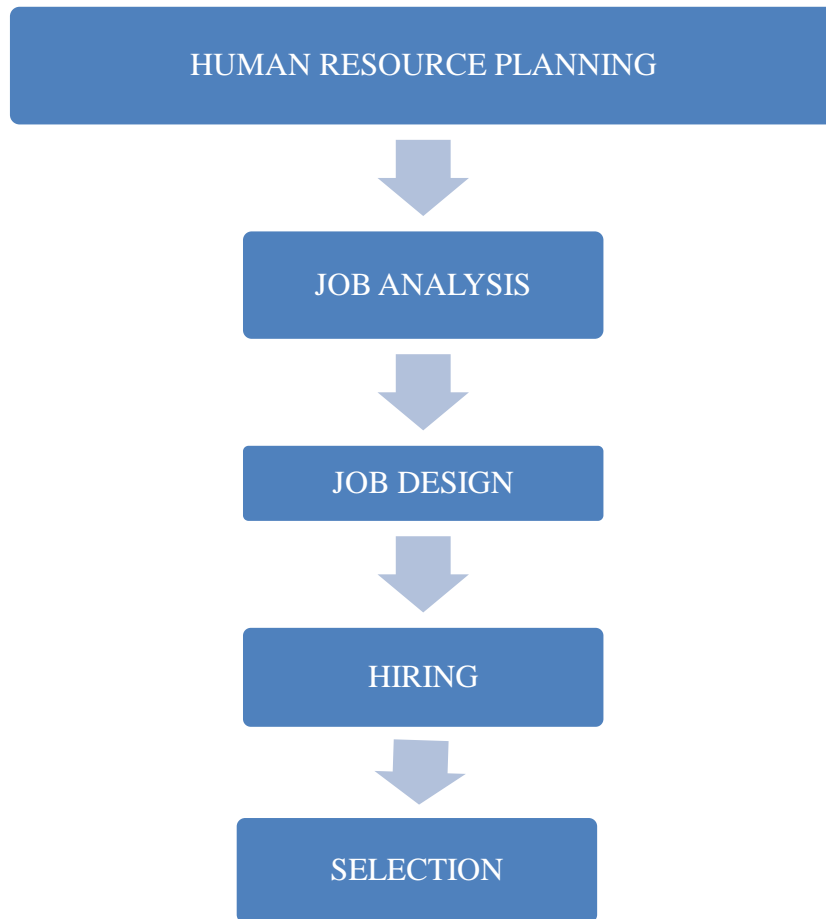
HUMAN RESOURCE PLANNING:

Human resource planning helps the organization to identify present and prospect human beings source want. Human resource planning performs as a connecting link between human resource management and in general strategic preparation of the business.

Through human resource planning one will come to know whether the employees in the organization are surplus or adequate or deficit.

Review:

- If the workforces in the business are surplus they can be removed by retrenchment or through transfers.
- If the employees in the organization are deficit then the organization fill the vacant positions through hiring

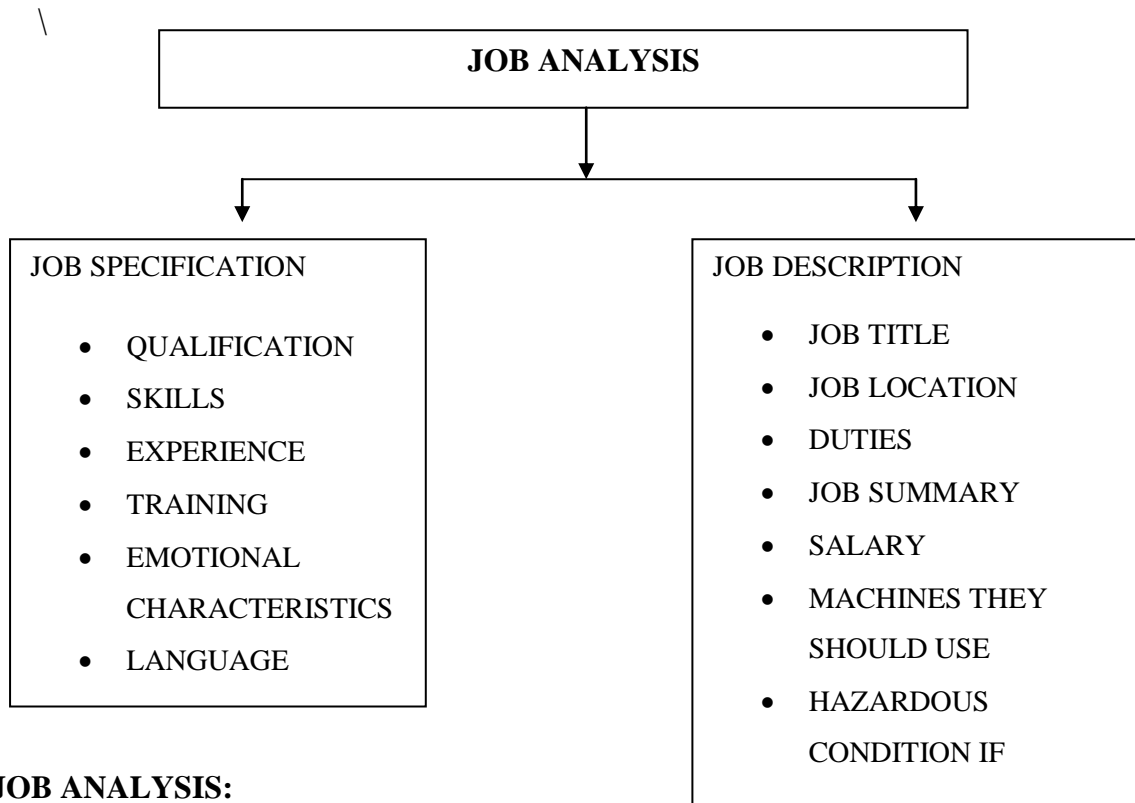


- After human resource forecast the next step is occupation analysis

JOB ANALYSIS

Occupation investigation is the procedure of collecting and scrutinizing the information about a particular job.

Occupation analysis is done to know the minimum human qualities required to carry out a trade i.e. job specification and also to know the formal account of roles and responsibilities to be performed by employees.



JOB ANALYSIS:

- To fill the position in an appropriate manner.
- To benchmark the particular position.
- For doing performance appraisal.
- To provide training to the employees if required.
- To avoid overlapping of responsibilities.
- To perform day to day activities.

JOB DESIGN:

Job design is a process of designing the contents of the job description and job specification.

There are four different types of job plan, they are:

Methods of job design

- Job rotation
- Job enlargement
- Job enrichment
- Job simplification

JOB ROTATION:

Job rotation is the process of changing the employees from one position to another position with the department or outside the department or within the function or outside the function of the organization.

JOB ENLARGEMENT:

Job enlargement be the way of adding together up the task to employee within the same position. It is a more and more scope of a occupation to extend the collection of its job duties and responsibilities usually within the same level and outside edge.

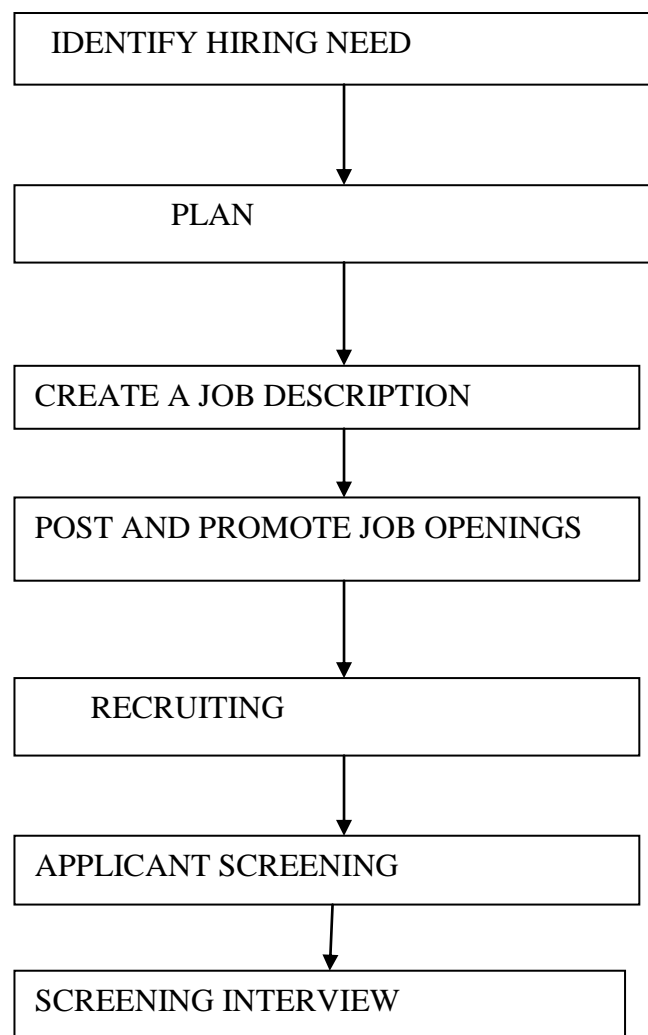
JOB ENRICHMENT:

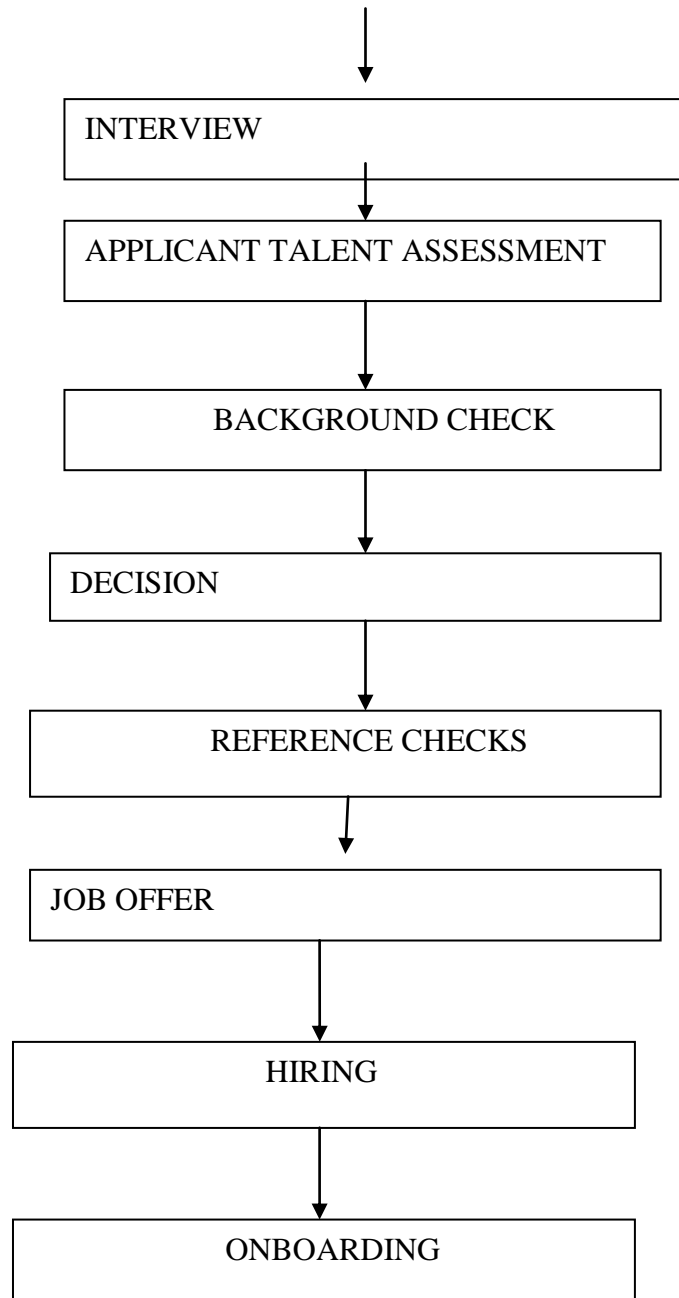
Job enrichment means adding together of responsibilities to the workers within the same job. It is a approach to motivate the workers by creating their work has importance and is significant to the company.

JOB SIMPLIFICATION:

Breaking up of the responsibility to make the work easy and to complete the work within the specified time period.

HIRING PROCEDURE:





SOURCES OF HIRING:

INTERNAL SOURCES

Internal sources of hiring where the organisation hires the candidate or employee within the organisation. It motivates the employee to work more efficiently and effectively to attain the ambition of the organisation. Vacancy is being informed to the employees in the organisation. It is being informed to the employees through emails, notices, circular, words of mouth etc.

Organization uses this practice to motivate the skilled employees to reduce turnover, to reduce cost.

TYPES OF INTERNAL SOURCES:

EMPLOYEE REFERRAL

In this employee refer to their known ones for the particular position. They even refer their friends, relatives whom they believe they be relevant for the specific position.

PROMOTION

In this method employer promote or provide the worker a reward to be in a higher position as per their performance. It helps to fill the vacancy inside the organisation only which even helps to reduce the cost and retention of the employee.

TRANSFERS

Transfers refer here to the employee moving from one place to another or moving from one department to the other in the same organization. This helps the organization to import new ideas and new techniques in that particular place or department.

ADVANTAGES OF INTERNAL SOURCES OF HIRING

- Internal source of hiring help the employee to work more efficiently and effectively.
- An internal source even helps the organization to motivate the employee.
- It helps to decrease worker turnover.
- It helps to reduce cost.
- It helps in maximizing job security and job satisfaction.

DISADVANTAGE OF INTERNAL SOURCES OF HIRING

- It creates conflicts between employees in the organization.
- It enables to enters the fresh blood in the organization who is more skilled
- The new ideas cannot be enabled in the organization.

EXTERNAL SOURCES:

External sources of hiring include hiring the candidate from outer the group. This helps the organization to hire more skilled and more efficient candidate.

It is being informed to the candidate by media, journal, newspaper, advertisement, job portals, job fairs, job portals etc.

TYPES OF EXTERNAL SOURCES:

ADVERTISEMENT

The company advertise the job position in the TV, radio etc to attract the new candidate. They ads in the newspaper, radio, journals etc give the details about the position, organisation, type and nature of the job position.

JOB PORTALS

The company even hires from the job portals like LinkedIn, naukri, fresher, shine etc. They advertise about the job description on the job portals and attract a suitable candidate for the position.

CASUAL CALLERS

Casual callers are the person who drop their mail or resume through email seeking for the job opportunity. They are the unsolicited job seekers.

WALK-INS

These are the candidate those who are called for the interview from the applicant applied in the websites, job portals etc. They are being called for the direct interview.

ADVANTAGES OF EXTERNAL HIRING:

- Organization will get more no skilled and qualified employee.
- New ideas and new strategies can be implemented in the organization.
- More no of profitability will be there.

DISADVANTAGES OF EXTERNAL HIRING:

- The employee in the organization gets demotivated.
- More no of existing employee turnover.
- Conflicts between employees and less coordination.

2.2 LITERATURE REVIEW:

1. **Alderfer, C. P., & McCord, C. G. (1970).** Investigate the effect of a mixture of superficial employment interviewer developments, behaviours & attitudes on process applicant discussion opinions and slanted probability to accept profession. It becomes base totally on 112 1st- and 2nd-yr grasp's diploma student by the side of graduate college enterprise in addition to community management. Grades display with the aim compare most unpleasant interviewers; the satisfactory ones have an effect such with the aim of applicant professed: hobby problem commencing the interviewer, argument of the candidate strength obstacle, a younger winning guy interview, chance of a elevated earnings.
2. **Richard J. Tobin and Edward Keynes (1975)** While modern-day research of biased staffing highlight sociological and intellectual variables, this test stresses the relative linking structural variables and the position of political occasions in recruiting a kingdom's legislators. To catch a gaze at their hypotheses, the authors have a look at and compare the position of political events in 4 states in recruit and sponsor law-making candidate. Statistically large versions amongst nominating systems are determined.
3. **Rynes S.L & Miller, H. E. (1983)** Videotapes of mock interviews, built so that recruiter have an effect on and recruiter expertise of the pastime have been diverse, were proven to 133 undergraduates. In Exp II with 178 Ss, recruiter has an effect on and technique beauty was diverse. Reliable outcomes of recruiter performance and procedure attribute on Ss' propensity to follow the project were obtained. Results suggest that recruiter behaviour become continuously interpreted by the use of Ss as a sign regarding their possibilities of having a interest provide, whilst interest attributes exerted clean have an effect on perceive interest of the approach. Results from Exp I suggest that recruiters can also enclose a consequence on the perceived desirability of the pastime.
4. **GARY N. POWELL, (1984)**, Previous research on the factors which affect applicant decisions regarding jobs has targeted on the results of both activity attributes or recruiting practices. The gift look at examined the simultaneous effect of occupation attribute and recruit practice at the possibility work reputation with the aid of actual process applicants
5. **M Susan Taylor, Thomas J Bergmann (1987)** Organizational recruitment sports had behypothesize to influence applicant reaction to the employer, impartial of results exert by using hobby attribute related to place (e.g., vicinity, revenue, call). Examine completed

correlation layout as well as grassland installing assess applicant response to five-level employment software program software. Employment sports deeds sports had been drastically associated with applicants' reactions handiest at the preliminary interview degree.

6. **Kikona G (1994)** With constrained numbers of clinical college students selecting a primary care forte, family practice residency applications have had to finish filling available residency positions. The cause of this take a look at become to decide the traits of the recruiting approach utilized by US family workout residencies and to observe recruiting techniques utilized by a hit and unsuccessful software
7. **Turban Daniel B. Campion James E. Erying Alison (1995)** We investigated elements associated with system recognition picks of college recruits who visited a huge petrochemical company. We extended earlier recruitment research with the useful resource of surveying subjects following internet page visits as opposed to campus interviews, by using way of measuring real pastime offer selections as opposed to fine intentions, and collecting data in the course of 2 years. In famous, typical critiques of the website visit, perceptions of the location, and host likableness had been associated undoubtedly to interest recognition choices. Additional analyses recommended that similar variables prompted each activity attractiveness intentions and choices and that aim mediated the relationship among the predictors and venture provide alternatives.
8. **James A Breugh (2000)** James A Breugh (2000) Over the final thirty years of lifetime, the quantity of investigate on employment topic has expanded considerably. This raise, contemporary-day review of the employment narrative regularly enclose truly gloomy tone. Reviewers have concluded that we nevertheless do no longer understand a excellent deal approximately why recruitment sports activities have the outcomes they do.
9. **LARS BEHRENZ (2001)** In the literature of hard work economics we find many examples of studies analyzing process seekers seek behaviour, however few examples of the corresponding evaluation of the employment actions of employer. This paper offers a photograph of the staffing performance of Swedish employers. The evaluation is based totally on approximately 800 telephone interviews with employers concerning the final man or woman that they had employed. This paper relates the lemon's problem in Akerlof with the Spence signalling model, and then it proceeds to narrate indices and indicators to the hiring behaviour of employers. Employers especially recruit personnel which will amplify a sure hobby of their company. On a mean the overall recruitment method takes about a month.

10. **Peter H. Becker, J. Stuart Bradley (2007)** Recruitment to the breeding populace is single of the maximum critical and complex steps inside the life records of long-lived animals, with wonderful consequences for his or her reproductive career. Longitudinal data on humans has furnished new facts on recruitment to the natal colony. We method recruitment from the person degree, and deal with intrinsic elements affecting the danger of recruitment.
11. **Martin H Ritchie & Susan Norris Huss (2008)** Group counselling with minors requires unique concerns inside the employment and transmission method. Recruiting contributors includes advertising the organization and solicitor referral. Suggestion is supplied to guarantee with the intention of functionality contributors are not labelled for the duration of recruitment. Pre organization screening may also contain individual or group interviews. Ethical and prison troubles concerning informed permission, privacy, and parental attachment are discuss as they communicate to treat minor in corporations.
12. **Debra H (2008)** Group counselling with minors requires unique concerns inside the recruitment and screening way. Recruiting contributors includes advertising the organization and soliciting referrals. Suggestions are supplied to ensure that functionality contributors are not labelled for the duration of recruitment. Pre organization screening may also contain individual or group interviews. Counsellors ought to make certain that capability members will cooperate with each different and benefit from organization counselling. Wide-ranging and exceptionalsort meant for transmission are referred to, as are contraindications for business enterprise counselling with kids and teenagers.
13. **Janet Bonk MPH, RN (2010)** Cost-powerful recruitment of past grown-up study members is critical to geriatric research. Because this age group is in particular tough to recruit, careful planning and ongoing assessment is important for a success participant recruitment and retention. Experienced recruitment personnel need to be concerned in a test from the earliest making plans tiers via the energetic recruitment phase to the ultimate randomization or enrolment visit. A extensive variety of participant burdens are specific to the elderly populace.
14. **Dineen, B. R., & Soltis, S. M (2011)** Specifically, our dreams are to (a) gift a detailed model of the recruitment system; (b) provide a selective evaluate of new research touching on the context, techniques, and techniques associated with the degrees depicted; and (c) advise numerous future avenues for recruitment research. We view recruitment as a method and therefore outline it because the actions corporation seize to

produce aspirant swimming pools, preserve viable applicants, and encourage desired candidates to enroll in those corporations

15. **Marius Claus Wehner, Rüdiger Kabst (2012)** This observe examines how successive outsourcing of recruitment sports to an outside company—additionally known as recruitment technique outsourcing (RPO)—affects graduates' reactions. Using an experimental situation technique, a complete of 158 graduates participated in four hypothetical situations that have been advanced as an experimental among-issue layout. Results offer manual for negative effects of the amount of RPO on graduates' pride with the recruitment procedure and employer splendour.
16. **Sudhamsett, Naveen N M Raju (2014)** In their perspectives have investigated that powerful enlistment and resolution practices are the principle segments of any affiliation. Proficient enrolment in any affiliation will dependably decorate the hierarchical consequences. The assessment brings out to research and notice how enlistment rehearses influence the hierarchical efficiency, they have finished up pronouncing viable and sound enrolment association is an unconditional requirement used for an affiliation to make long haul development
17. **Martin humburg (2015)** In this swot up us bring out employers' possibilities for diffusion of CV attribute & type of abilities when recruit academia former students. Using distinct option experiment, we suggest the two ordinary ladder of the measure off recruitment system: (1) the collection of appropriate candidates for method interviews primarily base on CVs, and (2) the hire of former students primarily base mostly on determined skill. Explain that inside the foremost action, employer add most rate to CV attributes which sign a excessive inventory of career-precise human capital indicating low training charges and brief adjustment periods; attributes along with relevant work revel in and a extremely good healthy many of the area of have a examine and the mission obligations
18. **Daniel B. Turban and Thomas W. Dougherty (2017)** In the scenario of site recruiting used for managerial position, this study the influences of recruiter behaviours, kind convention awareness and shape on applicants' attraction to firms. Recruiters and candidates finished surveys after campus interviews. We measured enchantment to the agencies as expectancy and valence perceptions. Results indicated that applicant perceptions of recruiter behaviours, specifically the interest shown in applicants, had the maximum effective have an effect on enchantment

19. **Cynthia D. Fisher, Daniel R. Ilgen, and Wayne D. Hoyer (2017)**, The effect of the favourability of data approximately a technique and the supply of facts upon applicant notion of supply credibility and upon task provide recognition have become examine. Grades confirmed that interviewers are the smallest amount probable supply and so as to charitable horrible hobby information advanced because credibility but decreased method offers popularity.
20. **Cynthia kay Stevens (2017)** This test explored whether or not applicant pre interview task philosophy exaggerated their dialogue behaviour and situation interview reactions. I acquired 106 pre- and publish interview applicant survey and audiotapes of 24 interviews. Results indicated that applicant pre conference expectancies correlated definitely with their have an effect on manipulate strategies, positive question, and perception of recruiters. Perceptions of recruiters in part mediated pre- to publish interview undertaking-perception relationships. Job-know-how self belief and the anticipated general variety of system offers moderated results of pre interview ideals on confirmatory questions. Research and sensible implications are stated.

RESEARCH GAP:

Much of studies have been taken in cost effective recruitment, planning the influence of the recruiter, behaviours, interview, structure of applicant and attraction to firms (Janet Bonk MPH, RN 2010, Daniel B. Turban and Thomas W. Dougherty, 2017). However readily available is a lack of the study that companies are not able to attract good colleges to hire the candidate and because of which many companies are lacking behind it.

CHAPTER-3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM:

The problem is to identify the problem allied with the proficiency gap hiring in the TIEI. Indeed, even with all advances in order technology that is easily reached to manager ineffective communication, less of co-ordination, more of work pressure for which management is not capable to be a focus for the good colleges and students. It prompts to poor result in hiring, dissatisfaction and poor service to students for which they are accepting other offers after selection procedure. The current research study is an endeavour to study the significance of campus hiring in today's scenario and to impact it on the hiring procedure.

3.2 NEED FOR THE STUDY:

The project study was conducted on the topic "Campus Connect Hiring" in Toyota Industries Engine India Pvt Ltd. An organization today relies on its personal or its main force for a competitive advantage. It is the human beings who are the backbone of the organization. The human resources need to be managed efficiently and effectively. For this purpose, every organization tries to attract and select the best talented and skilful personnel available in the market. Thus Campus Connect Hiring is the foremost task carried out in any organization. If the process of Campus Connect hiring of personnel efficient as it leads to the better work performance and overall success of the organization. Moreover Campus Connect Hiring is a continuous process. It finds out the difference source used by the organization in the campus hiring process. Helps to know the opinion of the employee in campus hiring. Identify the necessity and improve the campus hiring procedure.

3.3 OBJECTIVE OF THE STUDY:

- To understand the internal hiring process of TIEI
- To Study the various factors affecting campus connect hiring in TIEI.
- To know opinion about the employees of different age group.
- To offer valuable suggestions to improve campus connects hiring

3.4 SCOPE OF THE STUDY:

The scope of research is limited to Toyota Industries Engine India Pvt Ltd. The parameters taken for current research study are limited which includes effective hiring process for campus and opinion about internal recruitment. Therefore the study is limited to Toyota Industries Engine India Pvt Ltd.

3.5 RESEARCH METHODOLOGY:

Toyota Industries Engine India Pvt Ltd is having more than 500 employees in Bangalore branch. To examine the definite methodology used to impose the topic in a clear approach, this research design uses descriptive research method, which will rely on primary data.

SOURCES OF DATA:

- Primary data: The data is basically acquired from employees through survey by way of direct questionnaire.
- Secondary data: The secondary data was collected through several articles, journals, company prospects and internet.

SAMPLE DESIGN:

To choose the samples, random sampling method has been used.

SAMPLE SIZE:

Sample size 50 has been taken for survey.

3.6 HYPOTHESIS FRAMEWORK

HO: Opinion about internal recruitment remains the same across all age group.

H1: Opinion about internal recruitment varies across all age group.

3.7 LIMITATIONS:

- The study is restricted to Bangalore.
- The time span of the study was very short.
- Due to short span of time the sample size is restricted to 50 respondents only.
- Personal bias or attitude of the respondents may be an obstacle.

- Analysis of the information is done on the suspicion that the respondents have given the right information.

CHAPTER SCHEME:

Chapter 1 Introduction

In this chapter there is an Introduction about topic, industry profile, Company profile, Vision, mission, competitor's information, financial statement, future prospects of the company, promoters, swot analysis.

Chapter 2 Conceptual background and literature review.

In this chapter there is a theoretical background of the study related to topic and 20 literature review are there of different authors.

Chapter 3 Research Design

In this there is a statement of the problem, need for the study, objective, scope, hypothesis framework, limitations.

Chapter 4 Data interpretation and Data analysis

In this chapter there is a data analysis, interpretation and Statistical tool is there.

Chapter 5 Summary of findings, summary, conclusion and suggestion.

In this chapter there is a finding of a project, summary, conclusion, and suggestion given by the respondent.

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1 DATA

1. Table showing the experience of employees in the aligned company/TIEI

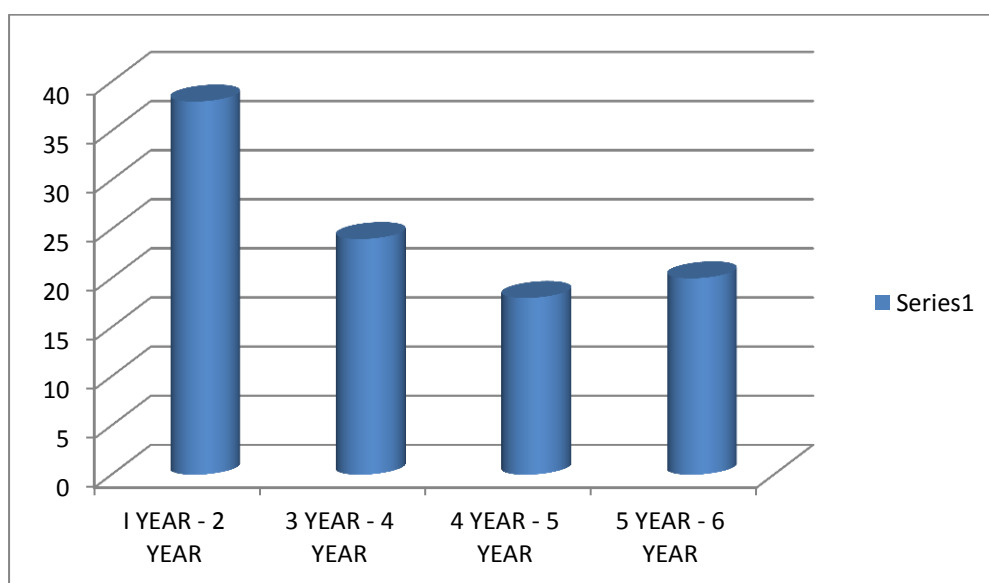
Table 1

WORKING YEARS	NO OF RESPONDENT	PERCENTAGE
1 year- 2 year	19	38
2 year – 3 year	12	24
3 year – 4 year	9	18
4 year – 5 year	10	20
SUM	50	100

Analysis:

From the above analysis it is clear that 38% of the employees have newly joined the company. Whereas rest 24% they have joined the company 2 years before. 18% and 20% of the employee are being working from 3 to 5 years as these employees are being transferred from KTTM.

Graph 1



Interpretation:

The above graph interprets that most of the employee have joined recently been working with TIEL. However few of the employees who have been working earlier in KTTM are being transferred to TIEL.

2. Table showing the Age group of the employee.

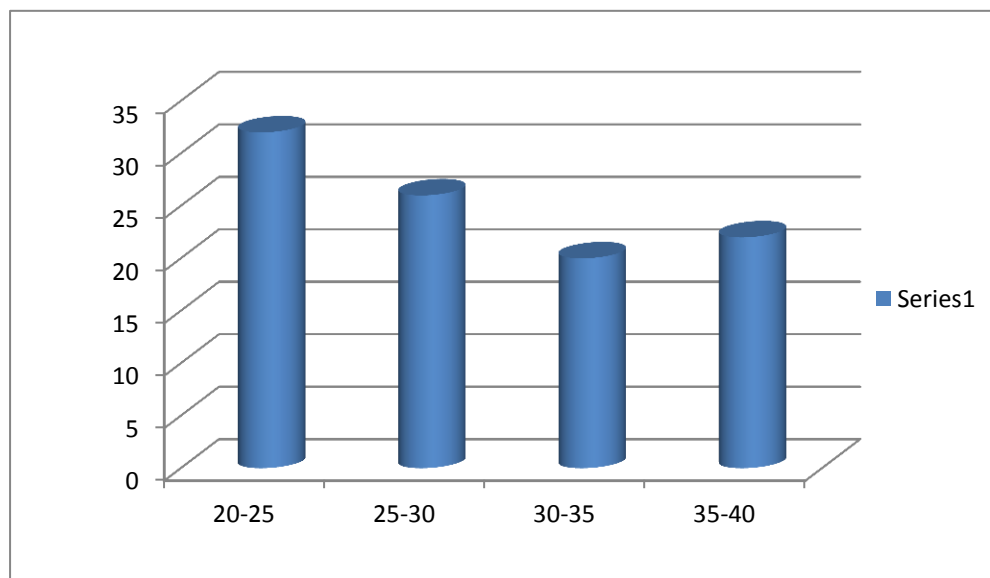
Table 2

AGE GROUP	NO OF RESPONDENT	PERCENTAGE
20-25	16	32
25-30	13	26
30-35	10	20
35-40	11	22
SUM	50	100

Analysis:

From the above analysis it is clear that 32% of the people are under 20-25 age group. This is the maximum proportion of folks functioning in TIEL. Whereas 26% of the people are under 25-30 age, 20% of are under 30-35 age and rest 22% of the people are under 35-40 group age.

Graph 2



Interpretation:

From the above graph it shows that the company is being formed recently. So most of the employees are under same age group as they are fresher.

3. Table showing the sources from which TIEI hire.

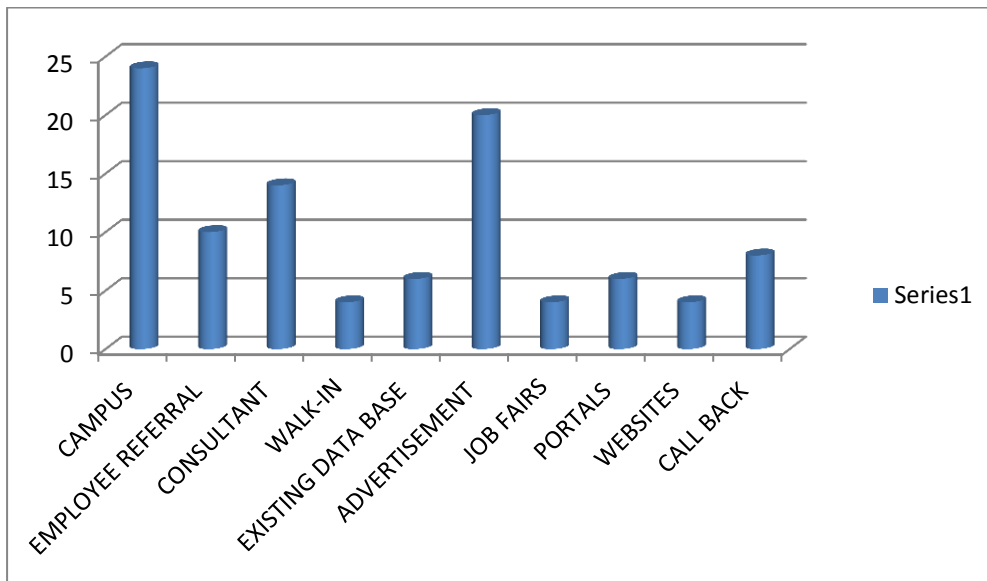
Table 3

SOURCES	NO OF RESPONDENT	PERCENTAGE
Campus	12	24
Employee Referral	5	10
Consultant	7	14
Walk-in	2	4
Existing Data Base	3	6
Advertisement	10	20
Job Fairs	2	4
Portals	3	6
Websites	2	4
Call Back	4	8
SUM	50	100

Analysis:

From the above table it shows that 24% of the employees say that TIEI source from a campus, 20% say that it source from advertisement. 14% of the employee say that they even source it from consultant while other 10% say it source from employee referral, 4% of the people say that it source from walk-in, 6% say it source from existing data base, 4% of the employee say that it from job fairs, 6% of the employees say that it source from portals, 4% of them say it source from website, and 8% say that it source from call back.

Graph 3



Interpretation:

The above graph demonstrates that TIEI mainly hire the candidate from campus, advertisement and consultant. This is because as TIEI is a new venture of Toyota in India to manufacture engine. They go to campus and advertise more to make people aware and to know more about the company TIEI. They even call the candidate from portals, job fairs, websites, and walk-in. But there is a less chance of getting the candidate into the company. However, there is even less chance of employee referral in the company.

4. Table showing the short listing of the colleges.

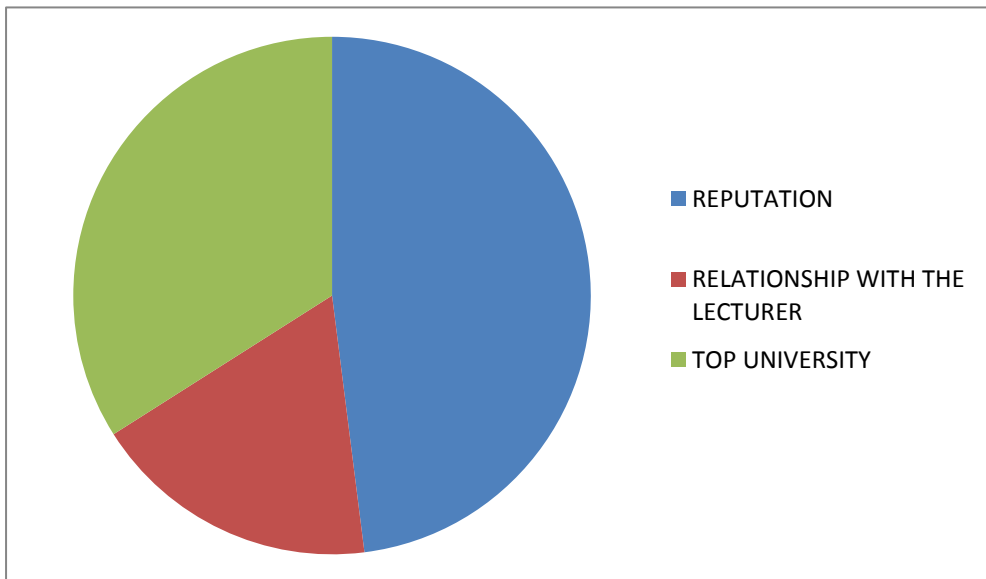
Table 4

SHORT LISTING	NO OF RESPONDENT	PERCENTAGE
Reputation	24	48
Relationship with the Lecturer	9	18
Top University	17	34
SUM	50	100

Analysis:

From the above table it is clear that 48% of the employee say that the company short list the college according to reputation of the college. 34% of the employee say that the it short list top university while rest 18% of the people say that it short list college from the relationship of the lecturer

Graph 4



Interpretation:

From the above graphit shows that TIEI mainly hire the colleges on the basis of reputation. However it goes for even top university or relationship with the lecturer to make TIEI as the finest industrialized business in India.

5. Table showing referral policy.

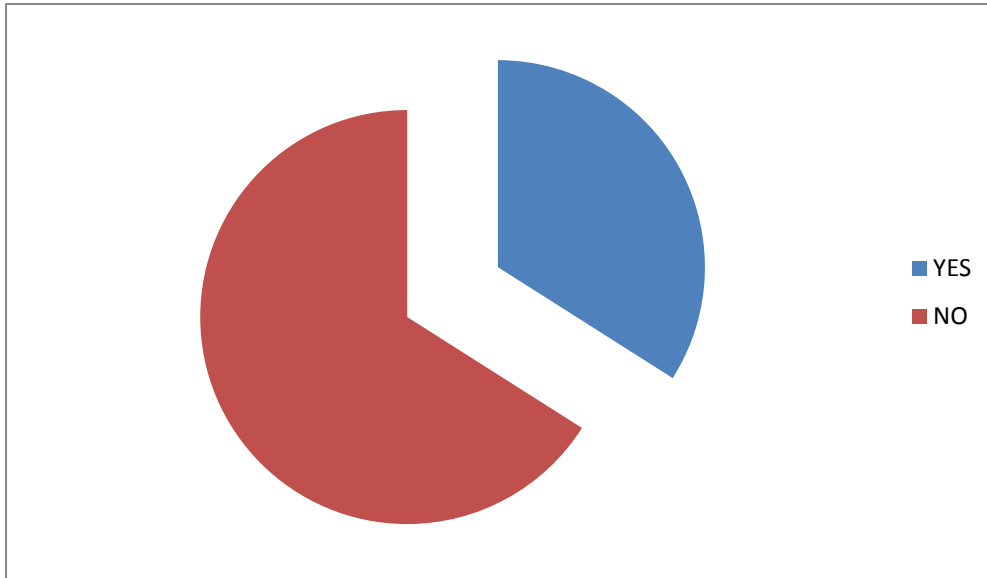
Table 5

REFERRAL POLICY	NO OF RESPONDENT	PERCENTAGE
Yes	17	34
No	33	66
SUM	50	100

Analysis:

33% of the employee says that TIEI have referral policy whereas large amount of employee i.e. 66% of the employee say that that TIEI doesn't have referral policy.

Graph 5



Interpretation:

From the above graph it shows that TIEI have a less chance of referral policy to get the candidate into the company as the company hire mostly the apprenticeship employee for one year from consultant, campus and advertisement. They hardly ever hire the supervisory level employees

6. Table showing the average no of candidate from consultant.

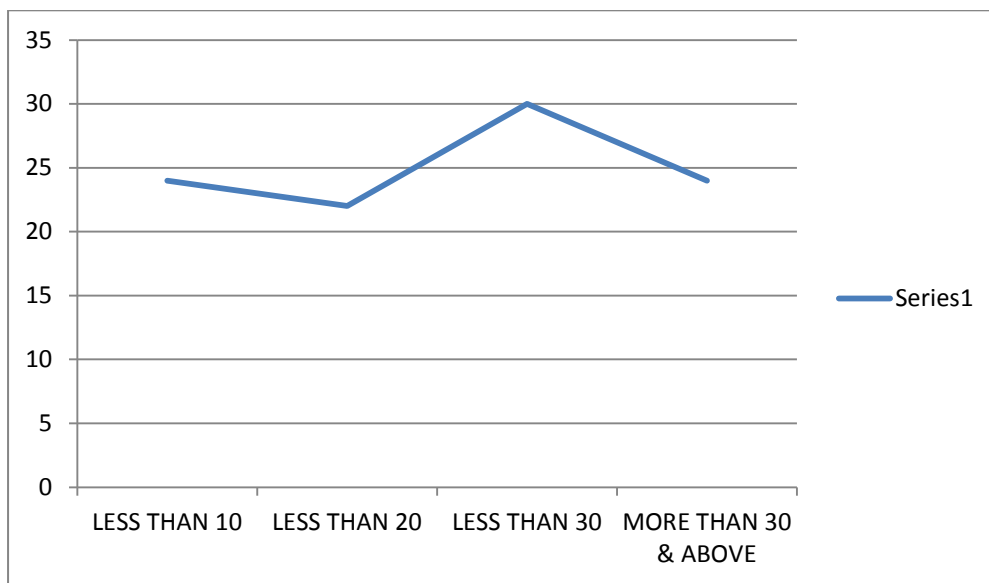
Table 6

AVERAGE NO OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
Less than 10	12	24
Less than 20	11	22
Less than 30	15	30
More than 30 & above	12	24
SUM	50	100

Analysis:

From the above table it is clear 30% of the candidate is being hired from the consultant. 24% of the employees say that it hires less than 10 candidate from consultant while another 24% say that it hire more than 30 & above from consultant. While rest 22% of the employee say it hire less than 20 from consultant.

Graph 6



Interpretation:

From the above graph it shows that the TIEI hire mostly from consultant. So most of the employees are being hired in a contract period i.e. for a stage of one year.

7. Table showing different job sites from which TIEI source resume.

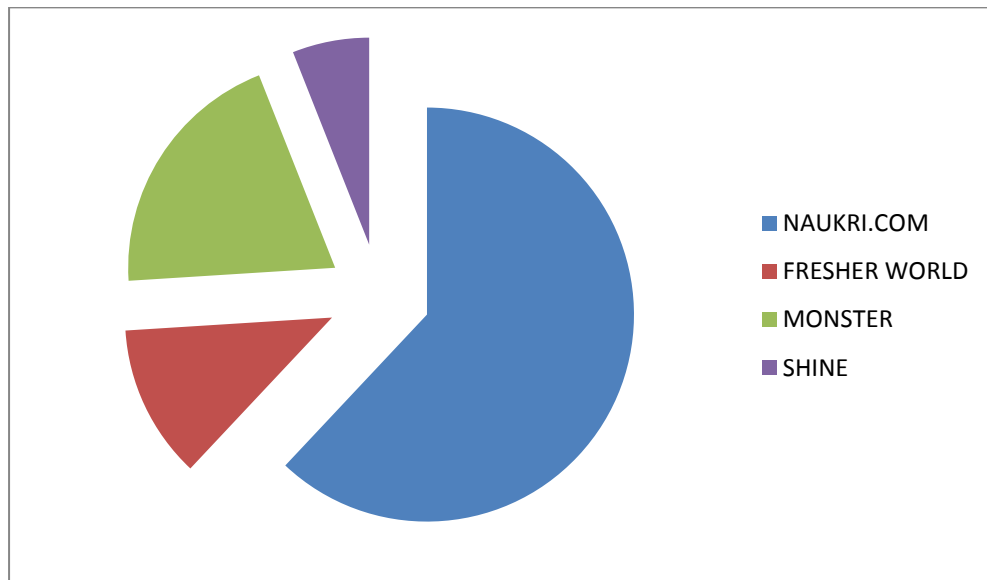
Table 7

JOB SITES	NO OF RESPONDENT	PERCENTAGE
Naukri.com	31	62
Fresher world	6	12
Monster	10	20
Shine	3	6
SUM	50	100

Analysis:

From the above table it is clear that the 62% of the employee say it hire from naukro.com. while 20% say day it hire from monster and 12% it hire from fresher world. While rest 6% of the employee say candidates get hire from shine.

Graph 7



Interpretation:

From the above graph it shows that company publish more about job on naukri. As most of the employees or candidate who are in search of job first preference is naurkri.com rather than fresher world/monster/shine.

8. Table showing walk-in a year.

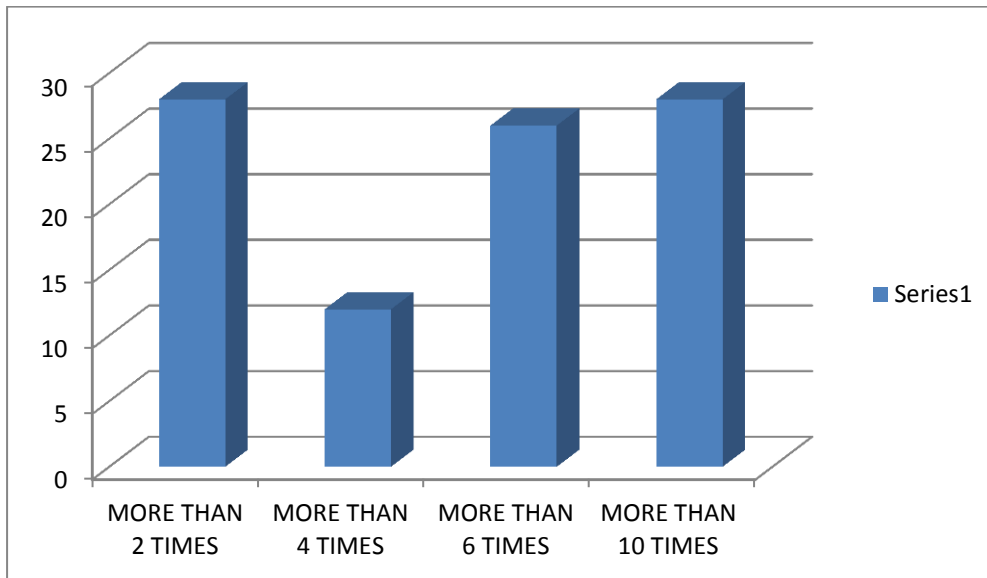
Table 8

WALK-IN A YEAR	NO OF RESPONDENT	PERCENTAGE
More than 2 times	14	28
More than 4 times	6	12
More than 6 times	13	26
More than 10 times	14	28
SUM	50	100

Analysis:

From the above table it is clear that 56% of the employee say that company conduct walk-in a year more than 2 and 10 times. While 26% of the employees say that company conduct walk-in a year more than 6 times. Rest 12% of the employee say that company conduct more than times.

Graph 8



Interpretation:

From the above graph it shows that TIEI mostly conduct walk-in a year. To fill the position of the employee whose contract period is over or the employees who are being terminated in a supervisory level. Mainly the company hire the diploma candidates for apprenticeship for one year from campus.

9. Table showing the existing database.

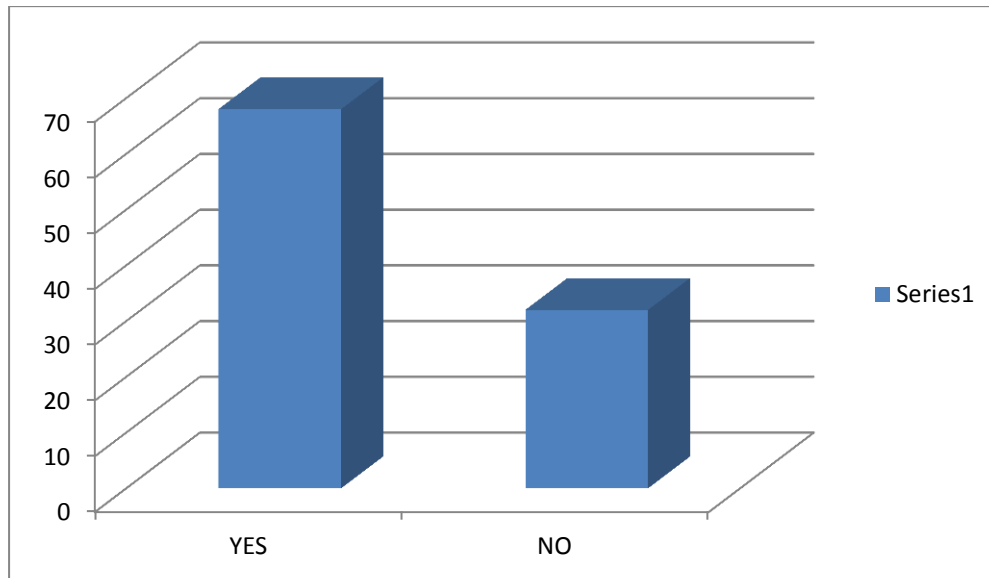
Table 9

EXISTING DATA BASE	NO OF RESPONDENT	PERCENTAGE
Yes	34	68
No	16	32
SUM	50	100

Analysis:

The above table indicates that 68% of the employee Say that TIEI hire from existing data base. While 32% of the employees say that TIEI doesn't hire from existing data base.

Graph 9



Interpretation:

The above graphs demonstratethat TIEI in general hire the candidate from existing data base. As the majority of the apprenticeship employee who are not satisfied with the job leave in between. On the other hand Company fills the position by calling the candidate who have concluded their contract period/left the organization and enthusiastic to work again. They call them back from existing database.

10. Table showing the no of applicant being hired from advertisement.

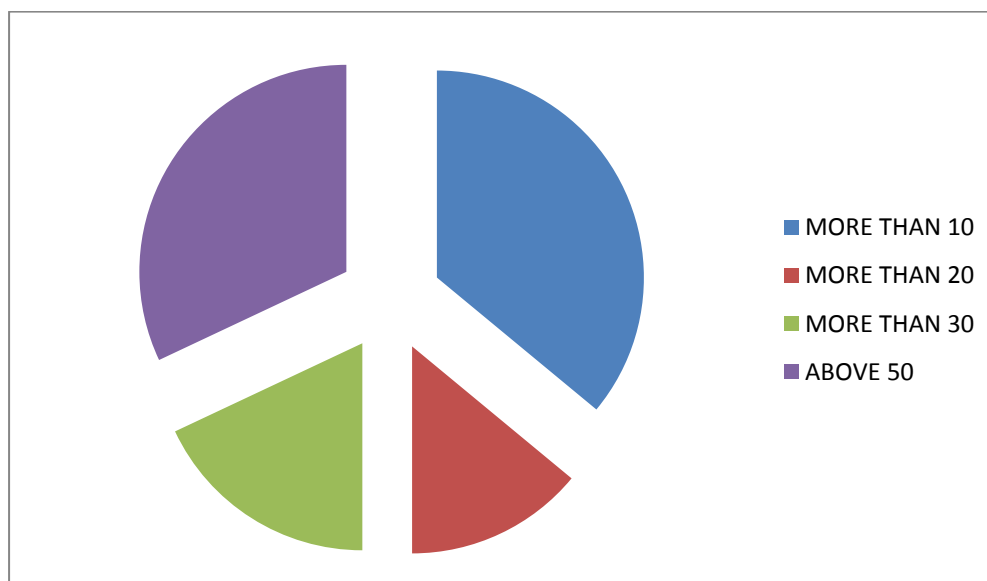
Table 10

NO OF APPLICANT	NO OF RESPONDENT	PERCENTAGE
More than 10	18	36
More than 20	7	14
More than 30	9	18
Above 50	16	32
SUM	50	100

Analysis:

The above table indicates that TIEI mainly get the application more than 10 as 36% of the employees say that. 32% of them say they more than 50 applicants from advertisement. 18% of the people say that more than 30 applicant, 14% say that more than 20 applicant.

Graph 10



Interpretation:

The above graph expresses that TIEI get more of interviewee from advertisement. There is for the reason that many people refer career sites more for job which is the well-organized way of knowing about the profession.

11. Table showing the no candidates being hired from job fair.

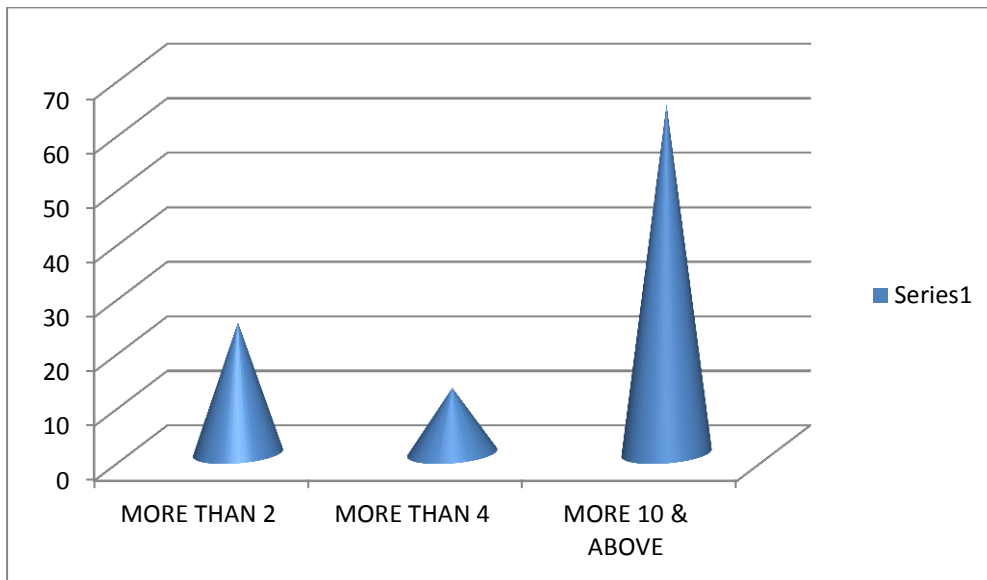
Table 11

NO OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
More than 2	12	24
More than 4	6	12
More 10 & above	32	64
SUM	50	100

Analysis:

From the above table it is clear that 62% of the employee say that company hire more than 10 & above from job fair. While 24% of the employee say that they hire more than 2 and 12% say that they hire more than 4 from job fair.

Graph 11



Interpretation:

The above graph shows that Company smoothly hire from job fair. However it doesn't hire additional candidate from job fair. There is a limit set by the company to select the candidates. They commonly go to the fair to make the candidate aware of TIEI which is subsidiary of Toyota.

12. Table showing the percentage of candidate getting into the company in call back.

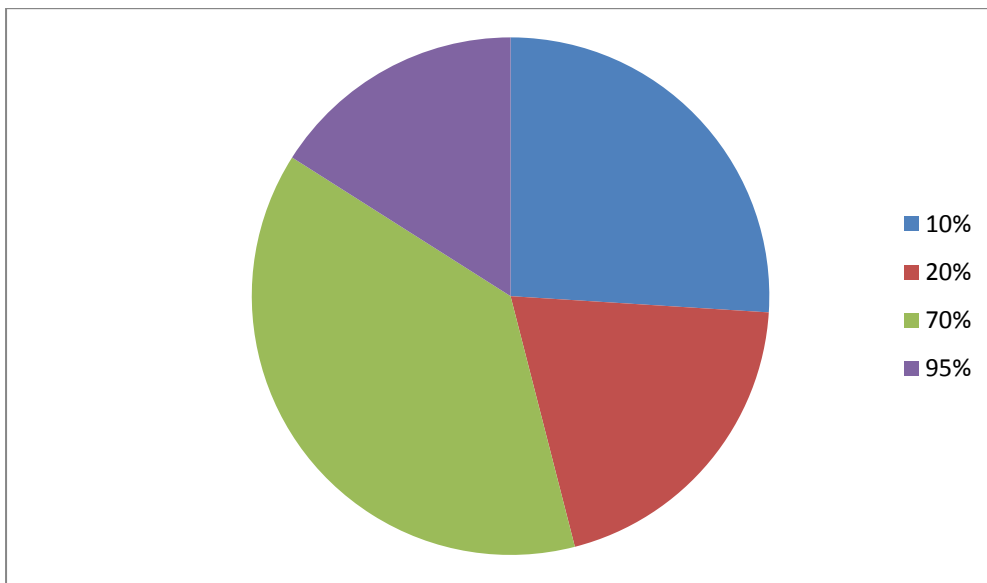
Table 12

PERCENTAGE OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
10 percent	13	26
20 percent	10	20
70 percent	19	38
95 percent	8	16
SUM	50	100

Analysis:

38% of the employee says that candidate getting into the call back is 70 percent. 26 of the employee say it is 10 percent, 20% of the employee say that it is 20 percent, whereas rest 16% say it is 95 percent they get into the company.

Graph 12



Interpretation:

The above graphs demonstrate that TIEI in general call the candidate in the company. To fill the position of the employees terminated retention etc. So there is chance of the candidate in to get into the company again.

13. Table showing the test that TIEI conduct for hiring

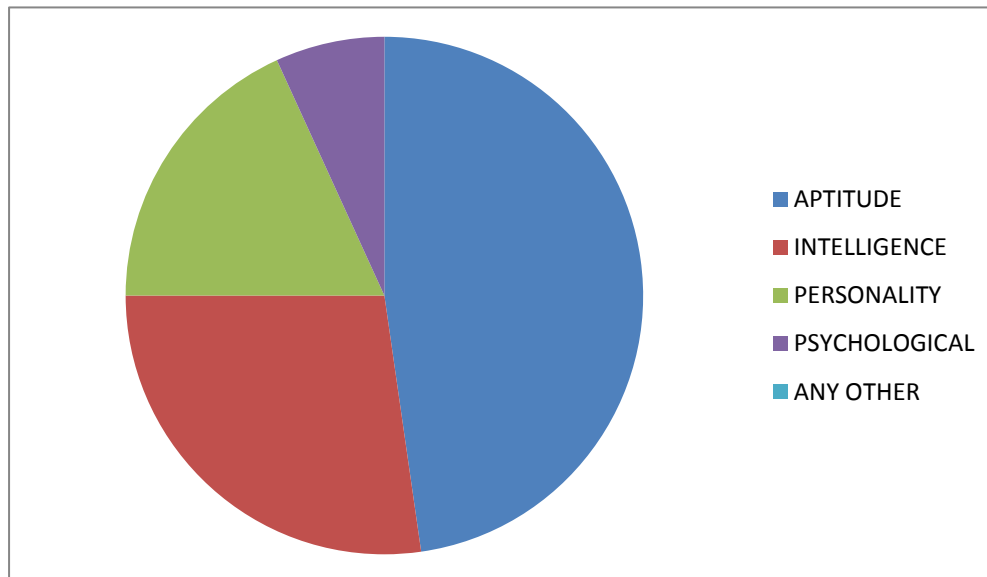
Table 13

TEST	NO OF RESPONDENT	PERCENTAGE
Aptitude	21	42
Intelligence	12	24
Personality	8	16
Psychological	3	6
Any other	6	12
TOTAL	50	100

Analysis:

42% of the employees say that TIEI conduct aptitude test for hiring. 24% of the employees say that TIEI conduct of Intelligence test, 16% of the people say that TIEI conduct personality test, 12% say some other they conduct while rest 6% of the employees say that TIEI conduct personality test.

Graph 13



Interpretation:

From the above graph it demonstrates that company mainly conduct aptitude test to hire the employee. As conducting these test company gets the suitable person who has more ability and skills being required for the particular position rather than conducting Intelligence, personality, psychological etc.

14. Table showing whether TIEI conduct medical examination or not.

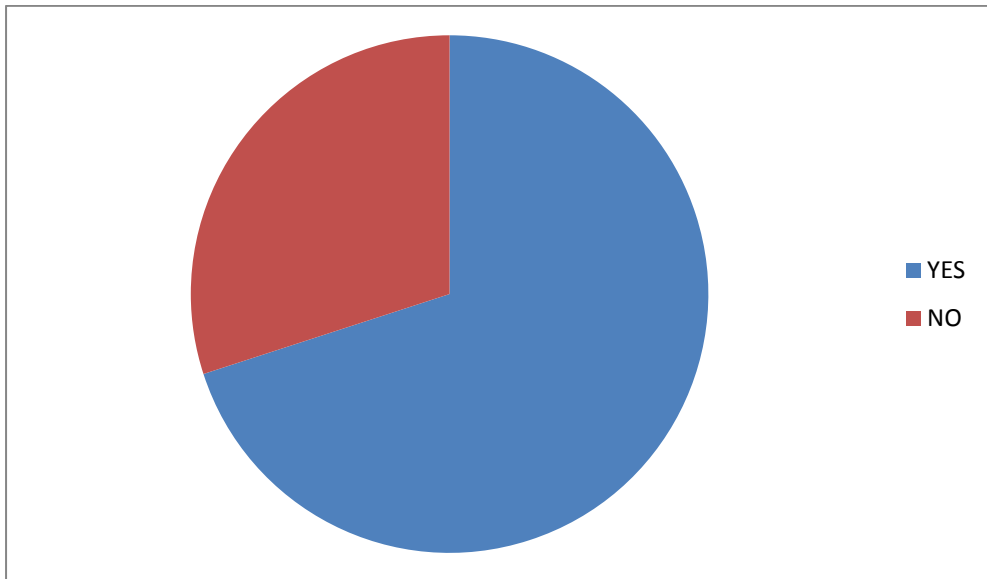
Table 14

MEDICAL EXAMINATION	NO OF RESPONDENT	PERCENTAGE
Yes	35	70
No	15	30
SUM	50	100

Analysis:

From the above table it is clear that TIEI conduct medical examination as 70% of the employee say. Whereas rest 30% say TIEI doesn't conduct medical examination.

Graph 14



Interpretation:

From the above graph it shows that company conducts a medical examination so that they can hire an employee who can work efficiently in shop floor, production, maintenance etc

15. Table showing reason candidate not joining after selection.

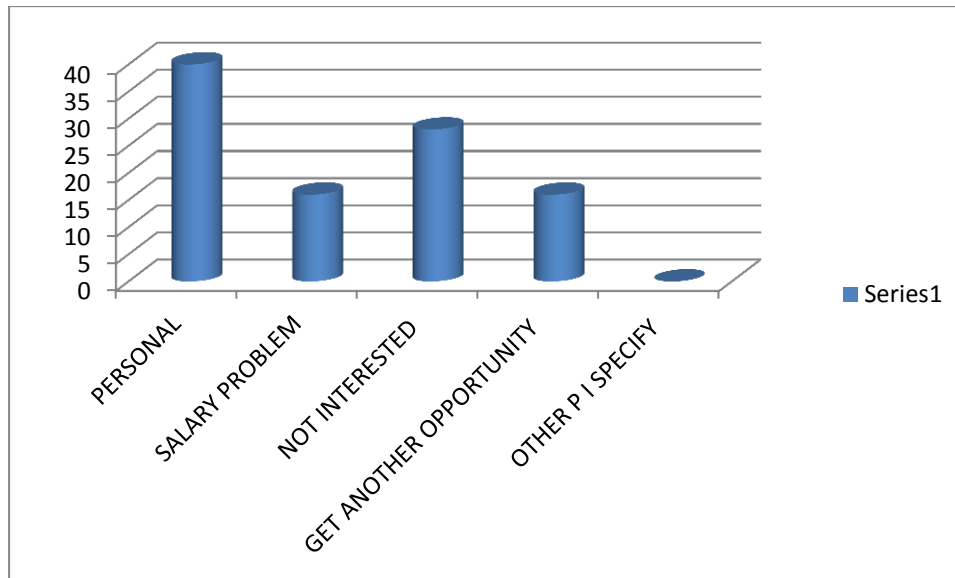
Table 15

REASON	NO OF RESPONDENT	PERCENTAGE
Personal	20	40
Salary Problem	8	16
Not Interested	14	28
Get Another Opportunity	8	16
Other PI Specify	0	0
SUM	50	100

Analysis:

From the above table it is clear that 40% of the employee mainly candidate doesn't join after selection due to personal problem. While rest 285 of the employee say that they are not interested, 16% of the employees say that they get the opportunity, 16% say that they have salary problem.

Graph 15



Interpretation:

From the above graph it indicates that many of the candidates they do not join due to of personal problem. At the same time other candidate are not satisfied with the salary being offered by the company. While many get candidates get the good opportunity while other are not interested to join the company. The above dilemma indicates that they are not fulfilled with the job or the position being offered by TIEI.

16. Table showing the genre of interview conducted by TIEI

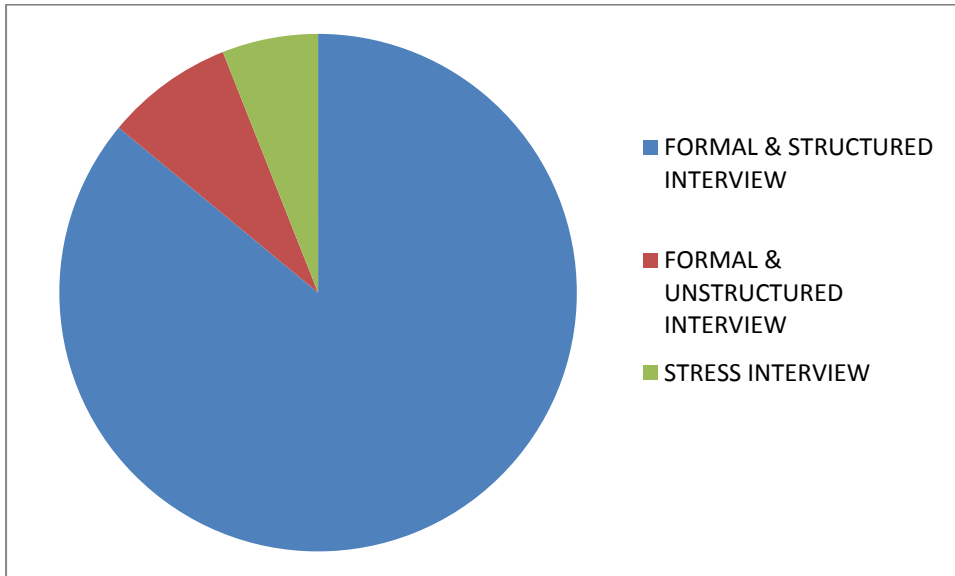
Table 16

INTERVIEW	NO OF RESPONDENT	PERCENTAGE
Formal & Structured Interview	43	86
Formal & Unstructured Interview	4	8
Stress Interview	3	6
None of the above	0	0
SUM	50	100

Analysis:

From the above table it is clear that 86% of the employee faced structured interview while other 8% say that they faced unstructured interview, 6% say that they faced Stress interview.

Graph 16



Interpretation:

The above graph interprets that company mainly take a structured interview with a candidate so that they can attract a suitable candidate. Although they even conduct a stress interview with a candidate to know how much a candidate can work under pressure. They even conduct a unstructured interview so that they can know more about the candidate in a informal way.

17. Table showing the satisfaction level of promotion/internal hiring.

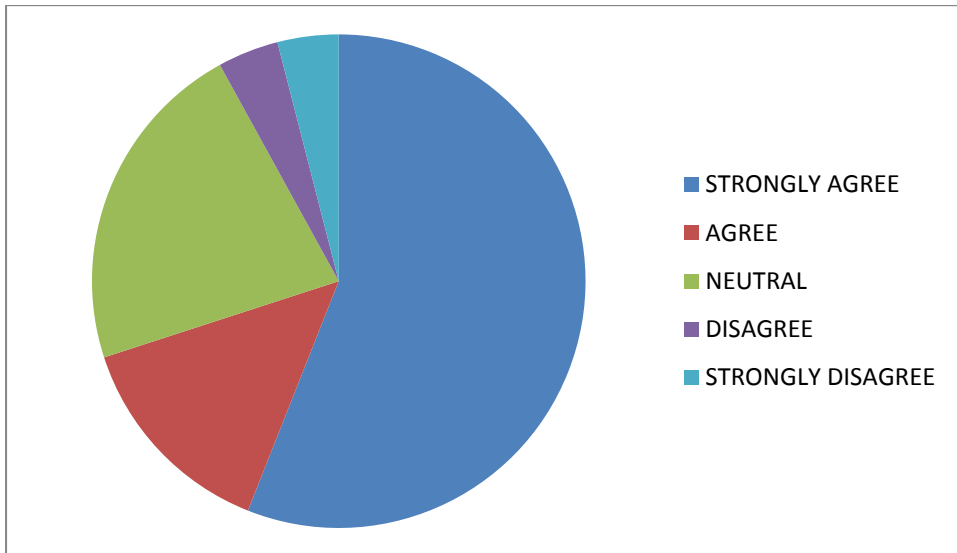
Table 17

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	28	56
Agree	7	14
Neutral	11	22
Disagree	2	4
Strongly Disagree	2	4
SUM	50	100

Analysis:

Above table indicates that 56% of the people are strongly agree, 22% of people are neutral, 14% of the people are agree, 4% of the people are disagree and another 4% of the people are strongly disagree that internal hiring/promotion helps the employee to motivate.

Graph 17



Interpretation:

The above graph demonstrate that large no of people are strongly agree/neutral with the promotion/internal hiring of the employee that it motivates. However less disagreed that internal hiring/promotion help them to motivate.

18. Table showing the effectiveness of innovative techniques

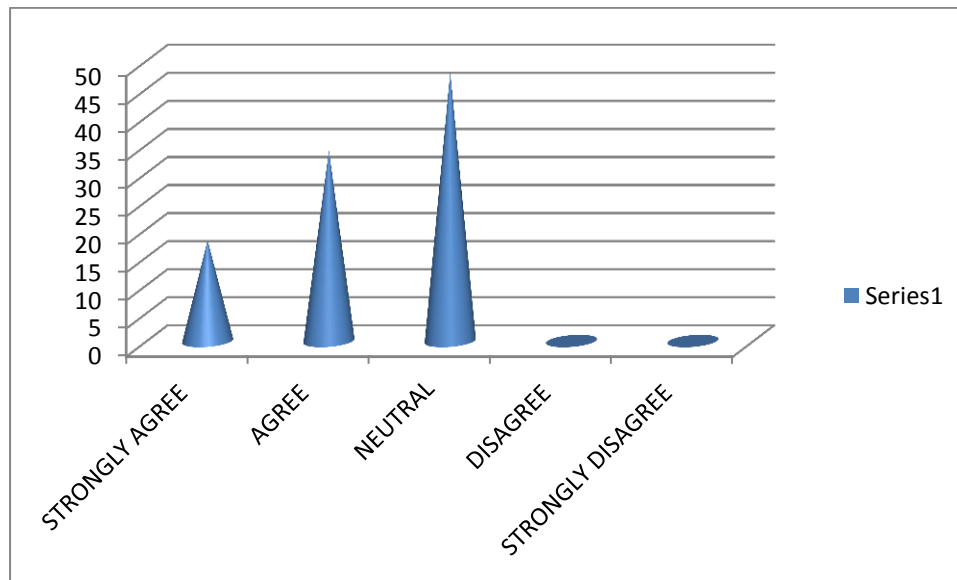
Table 18

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	9	18
Agree	17	34
Neutral	24	48
Disagree	0	0
Strongly Disagree	0	0
SUM	50	100

Analysis:

48% of the people say neutral they think that innovative technique like stress interview and psychometric tests will be not that much effective. Whereas rest of the people say that this technique could be effective

Graph 18



Interpretation:

The above graph interprets that all of the employee agree, strongly agree that effective technique will help in hiring process. None of the employees disagreed with the effectiveness of the hiring process. However more than half of the respondents are neutral.

19. Table showing the advance tools and techniques in hiring

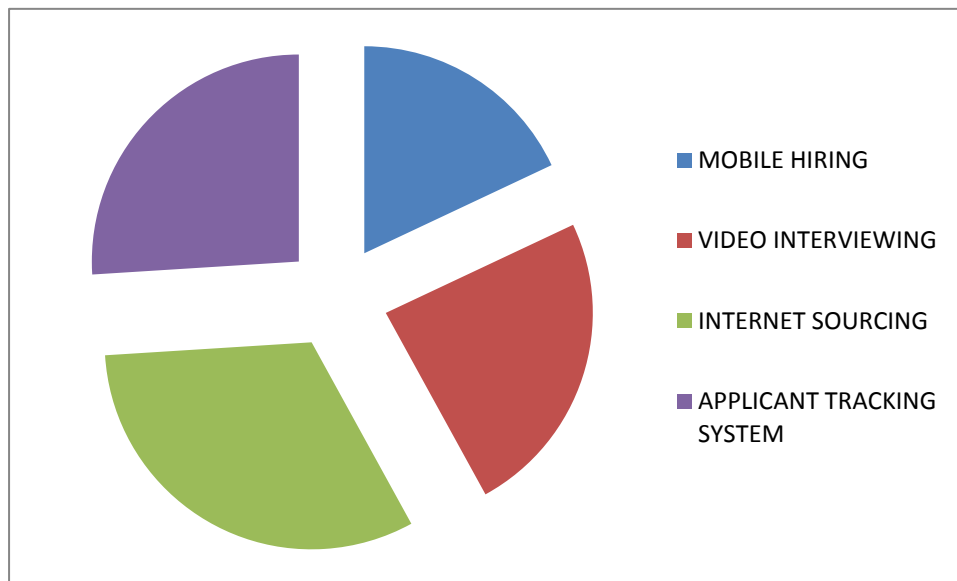
Table 19

TOOLS	NO OF RESPONDENT	PERCENTAGE
Mobile Hiring	9	18
Video Interviewing	12	24
Internet Sourcing	16	32
Applicant tracking System	13	26
SUM	50	100

Analysis:

32% of the population say that internet sourcing could be the advance tool and technique which can enhance the success rate of hiring. Whereas 26% say applicant tracking system can be the advance tools and technique that will enhance the success rate of hiring. 18% and 24% say that mobile hiring and video conferencing will be the technique that will enhance the success rate of hiring

Graph 19



Interpretation:

The above graph interprets that mainly internet sourcing help to get the best and enthusiastic candidate in the company. However video conferencing, applicant tracking system, mobile hiring can be used to hire but this tools won't be that much helpful to get the success to hire the right candidate

20. Table showing the satisfaction level of selection procedure

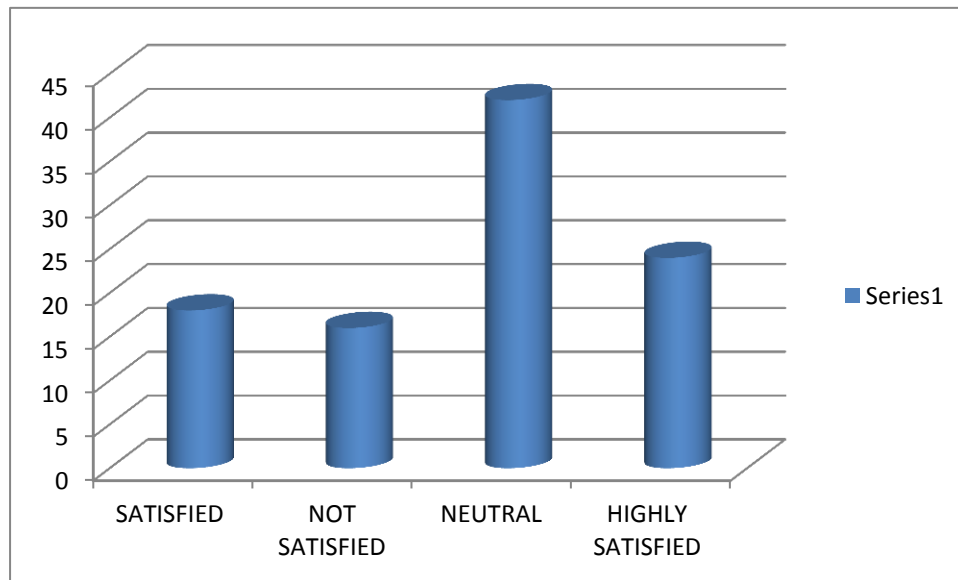
Table 20

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Satisfied	9	18
Not satisfied	8	16
Neutral	21	42
Highly Satisfied	12	24
SUM	50	100

Analysis:

42% of the people say that selection procedure followed by TIEI is neutral. Whereas 24% are highly satisfied and rest 16% and 18% are satisfied and not satisfied.

Graph 20



Interpretation:

From the above graph it demonstrates that most of the employees are neutral and highly satisfied by the selection process conducted by the company. However few respondents are not satisfied with the level of selection procedure followed by TIEI. As they hire the employee principally in a contract period.

21. Table showing the hiring policy plays a crucial role.

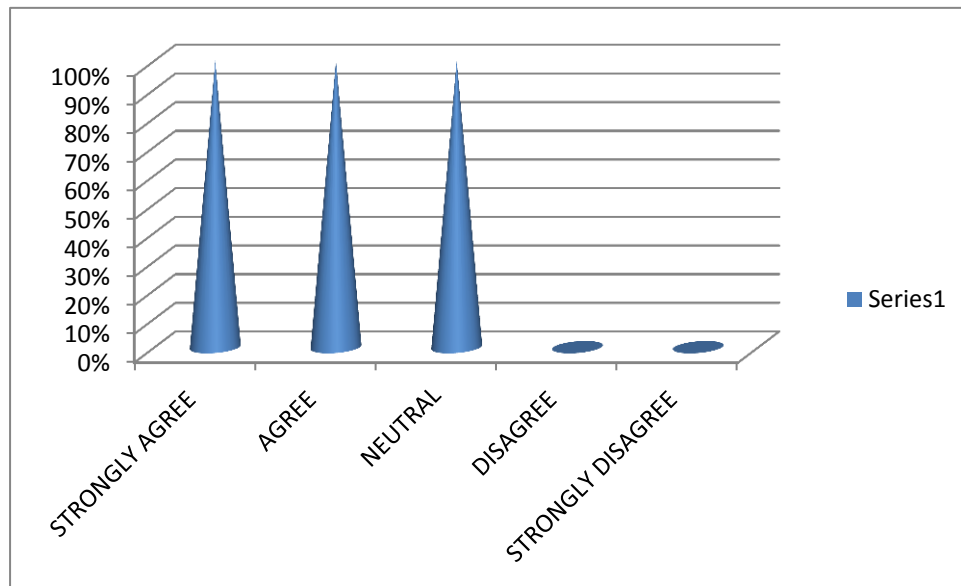
Table 21

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	27	54
Agree	19	38
Neutral	4	8
Disagree	0	0
Strongly Agree	0	0
SUM	50	100

Analysis:

54% of the people strongly agree that hiring policy is a crucial factor in working of an organization. Whereas 38% of the people agree that hiring plays a crucial factor in working of an organization and 8% are neutral

Graph 21



Interpretation:

The above graph interprets that none of the respondent disagree/strongly disagree that hiring plays a crucial role in hiring. However all the employees are satisfied that hiring policy plays one of the most crucial parts in hiring.As it leads to attract a right candidate for a right job in a right place.

22. Table showing whether the TIEI take candidate feedback.

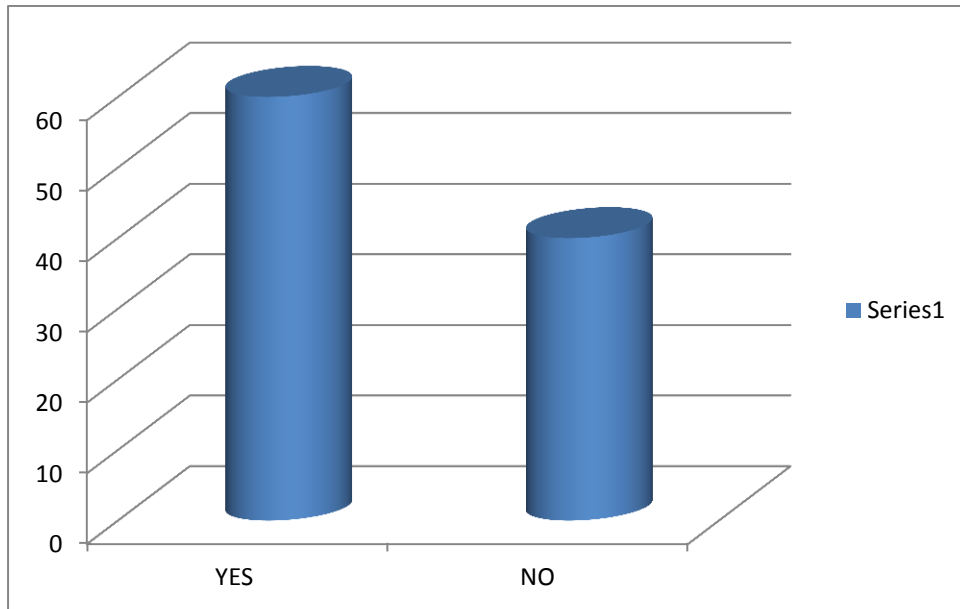
Table 22

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	30	60
No	20	40
SUM	50	100

Analysis:

60% of the people say that TIEI take candidate feedback on recruitment. Whereas rest 40% of the people say that TIEI doesn't take candidate feedback on recruitment

Graph 22



Interpretation:

From the above graph it demonstrate that organization take the feedback from the candidate to improve the hiring process and to know the reviews from the candidate. Whereas few of the respondents say that they do not take feedback of the candidate.

23. Table showing whether the TIEI take candidate feedback.

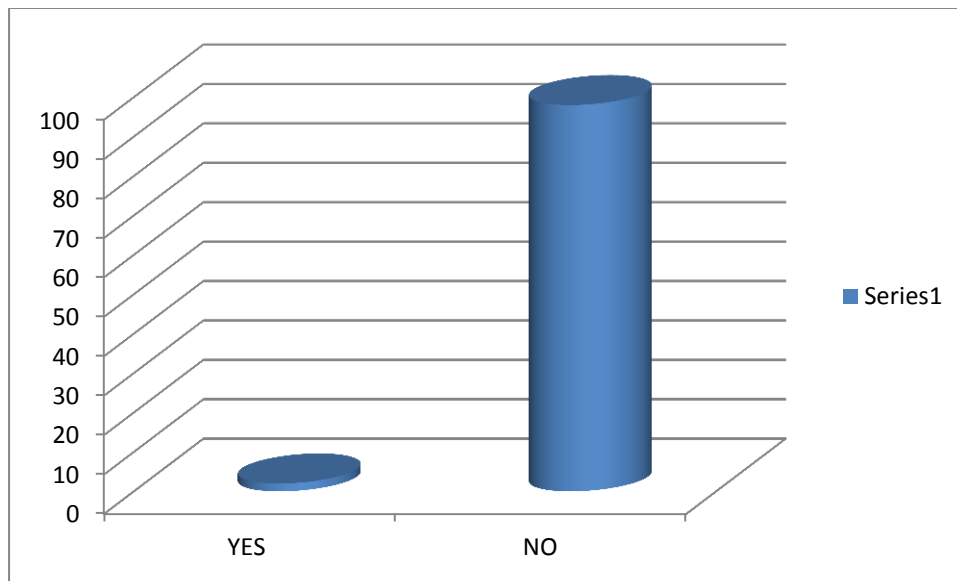
Table 23

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	1	2
No	49	98
SUM	50	100

Analysis:

98% of the people say that TIEI doesn't provide accommodation for the new entrants. Whereas 2% of the people say that TIEI doesn't provide accommodation for the new entrants

Graph 23



Interpretation:

The above graph interprets that all the respondents say that TIEI doesn't provide accommodation to the new entrants. As this is a new subsidiary company of the Toyota it turnover revenue is less compared to other Toyota subsidiaries.

24. Table showing whether TIEI take background verification or not.

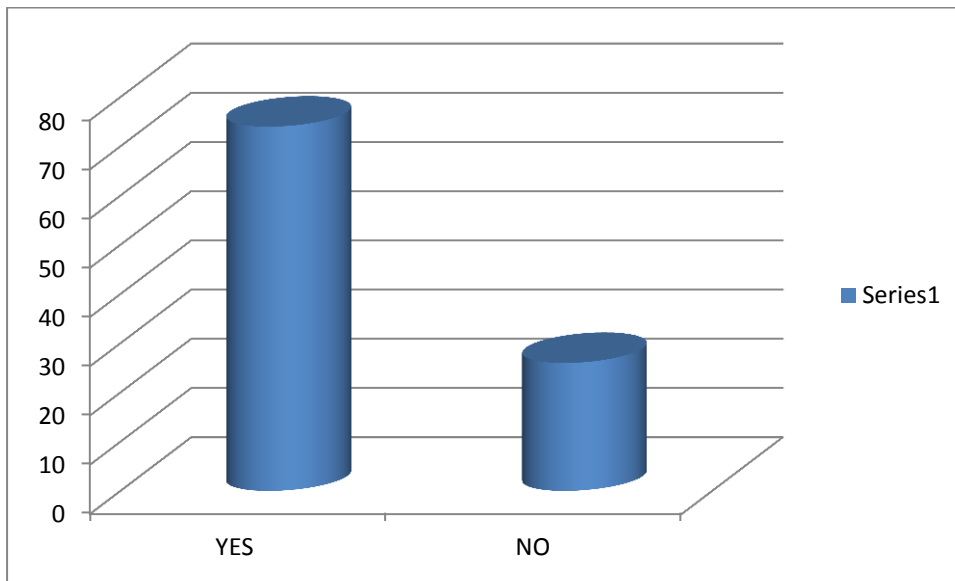
Table 24

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	37	74
No	13	26
SUM	50	100

Analysis:

74% of the people say that TIEI conduct background verification. Whereas 26% of the people say that TIEI doesn't conduct background verification.

Graph 24



Interpretation

The above graph interprets that company check the background verification of the candidate so that they shouldn't hire an illegal employee for the job which can lead to loss of the company. However few say didn't check background verification.

4.2 STATISCAL TOOLS:

Hypothesis

HO: Opinion about internal recruitment remains the same across all age group.

H1: Opinion about internal recruitment varies across all age group.

ANOVA

Do you agree that internal recruitment/promotion helps in motivating the employee?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.342	3	.114	.117	.950
Within Groups	44.778	46	.973		
Total	45.120	49			

Interpretation:

Opinion about internal recruitment doesn't vary across all age group with a significant value of 0.95 (Insignificant). It means the opinion about internal recruitment which helps in motivating the employee doesn't get influence by age group.

CHAPTER 5

SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTIONS

5.1 FINDINGS:

The analysis has contributed a brilliant knowledge in finding the evaluation of the questionnaire that was distributed and collected from the respective individuals.

- Employees are being working in the company from 1-2years more
- Majority of the respondents are under 20-25 ages.
- Mostly TIEI source from Campus, consultant.
- Company mainly short list top universities, reputation and less with relationship with lecturer.
- Majority of the respondent say TIEI doesn't have referral policy.
- Majority of the candidate say that TIEI generally hire more than 30 candidates from consultant.
- Majority of the respondent say that TIEI mainly hire from naukri.com
- Mainly company conducts walk in more than 6 times in a year.
- Most of the respondents say that TIEI hire the candidate from existing data base.
- Most of the respondent says that TIEI hire the candidate more than 10 from advertisement.
- Majority of the respondent say that TIEI hire the candidate more than 10 & above from job fair.
- There is 70 percent of chance of getting into the company in call back.
- Company mainly conduct aptitude test to test the ability of the student for the position.
- TIEI conduct a medical examination of a candidate after selection.
- Mainly candidate are not interested to join the company after selection or they get another opportunity.
- Most of the respondent have faced structured & formal interview.

- Majority of the employee agree that internal recruitment & promotion will motivate the employee.
- Most of the respondents are neutral that innovative techniques will be effective in hiring process.
- Internet sourcing is the finest way to hire the candidate.
- Most of the respondents are neutral with the selection process of TIEI.
- Hiring policy plays a decisive role in hiring a candidate.
- TIEI doesn't take candidate feedback.
- TIEI doesn't provide accommodation to new entrants.
- TIEI check the background verification of the candidate.

5.2 CONCLUSION:

From the beginning to the end this project attempts to study the Campus Connect Hiring process at Toyota Industries Engine India Pvt ltd. The objective that has laid down prior for this study has been concluded so far.

Campus Connect Hiring the stage plays a crucial part in any organization. It is the method of stimulating the candidate to apply for the specific job. Campus connect Hiring has an energetic role in this situation. The right procedure of hiring the pool of candidate increase of productivity and lead to overall success in the organization.

In every organization effective hiring is a must. After deciding total number and kinds or types of personnel required for job, the human resource department proceeds to start with identification of various sources of hiring and finds the suitable candidate who are fit for the job. In this study, it is identified that the company has effective hiring policy.

5.3 SUGGESTIONS:

Using this analysis consecutive recommendation may be contemplated

- The hiring process through campus has been take place in a way that the personal level of satisfaction of the workforce must be checked.
- Company can go for mass hiring over the branches to hire efficient candidates.
- Company can reduce competencies from 3 to 2, for passing the psychometric test.
- The hiring process should not be lengthy.
- Try to make hiring procedure more efficient as possible.
- Company can take the feedback of the employee.
- Company can provide accommodation to the new entrants for a week or a month
- Company can use the web portals and websites to hire the candidates.
- Company can hire the employees from professional networking sites like LinkedIn
- They can encourage employee referral.
- Company can hire the candidate from through company website.
- TIEI can introduce company nature of work related videos.
- TIEI can introduce wave technology for sourcing profiles.
- Head hunt can be prepared for senior position
- There can be a creative screening method.
- TIEI can give permanent job opportunity to good performance candidate.

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ANNEXURE:



QUESTIONNAIRE ON CAMPUS CONNECT HIRING

EMPLOYEE NAME:

DEPARTMENT:

1. From how many years you have been working in aligned company/TIEI?

1 year- 2 year	
2 year – 3 year	
3 year – 4 year	
4 year – 5 year	

2. What is your age?

20-25	
25-30	
30-35	
35-40	

3. Which of the following TIEI choose for sourcing?

Campus	
Employee Referral	
Consultant	
Walk-in	
Existing Data Base	
Advertisement	
Job Fairs	
Portals	
Websites	
Call Back	

4. How TIEI short list colleges for hiring?

Reputation	
Relationship with the Lecturer	
Top University	

5. Does TIEI have referral policy?

Yes	
No	

6. What is the average no of candidate from consultant TIEI Recruit?

Less than 10	
Less than 20	
Less than 30	
More than 30 & above	

7. What are the job sites from which TIEI sources resume?

Naukri.com	
Fresher world	
Monster	
Shine	

8. How many times TIEI conduct Walk-In in a year?

More than 2 times	
More than 4 times	
More than 6 times	
More than 10 times	

9. Do TIEI recruit from existing database?

Yes	
No	

10. What are the no of applicant from advertisement TIEI Receive?

More than 10	
More than 20	
More than 30	
Above 50	

11. How many candidates does TIEI hire from a Job Fair?

More than 2	
More than 4	
More 10 & above	

12. What is the percentage of candidate getting into the company call back?

10 percent	
20 percent	
70 percent	
95 percent	

13. Following which test does TIEI conduct for selection of candidate?

Aptitude	
Intelligence	
Personality	
Psychological	
Any other	

14. Does TIEI conduct physical medical examination during the selection process?

Yes	
No	

15. What is the reason behind candidate not joining after selection?

Personal	
Salary Problem	
Not Interested	
Get Another Opportunity	
Other PI Specify	

16. What Genre of interview was conducted for you?

Formal & Structured Interview	
Formal & Unstructured Interview	
Stress Interview	
None of the above	

17. Do you agree that internal recruitment/promotion helps in motivating the employee?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	

18. Do you think innovative technique like stress Interview and Psychometric tests etc, helps in the effective hiring process?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	

19. What advance tools and technique will enhance the success rate of Hiring?

Mobile Hiring	
Video Interviewing	
Internet Sourcing	
Applicant tracking System	

20. What is the extent of your satisfaction with selection procedure followed by TIEI?

Satisfied	
Not satisfied	
Neutral	
Highly Satisfied	

21. Do you agree that hiring policy plays a crucial factor in working of an organization?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Agree	

22. Do TIEI take candidate feedback on recruitment?

Yes	
No	

23. Does TIEI provide accommodation for new entrants?

Yes	
No	

24. Does TIEI conduct background verification for the new entrants?

Yes	
No	



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

INTERNSHIP WEEKLY

REPORT (16MBAPR407)

Name of the Student: Megha Priya

Internal Guide: Prof. Mahak Balani

USN No: 1AZ16MBA38


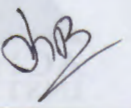
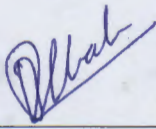
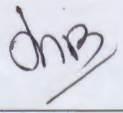

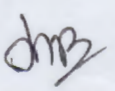
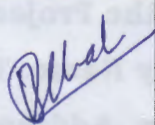
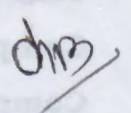
Specialization: Finance & HR

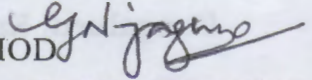
Title of the Project: Campus Connect Hiring

Company Name: Toyota Industries Engine India Pvt Ltd

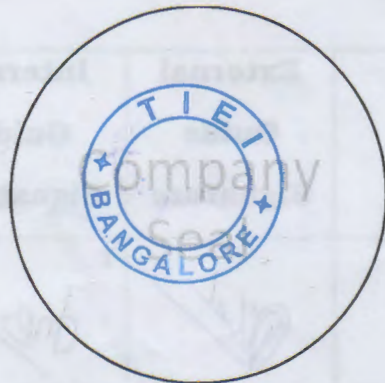
Company Address: Plot No 9, Jigani Industrial Area Phase II, Jigani,
Bangaluru, Karnataka 560105

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Introduction About TIEI and its Operation		1
22-01-18 to 27-01-18	Learning about different operations and products by TIEI		2
29-01-18 to 03-02-18	Orientation and gathering information about the growth of the company		3
05-02-18 to 10-02-18	Analysis of the position of the company		4
12-02-18 to 17-02-18	Research Problem Identification		5
19-02-18 to 24-02-18	Population of the Research instrument for data collection		6

26-02-18 to 03-03-18	Theoretical background of the study		7 
04-03-18 to 10-03-18	Data collection and Data analysis		8 
12-03-18 to 17-03-18	Interpretation of data gathered during the survey		9 
19-03-18 to 24-03-18	Final report preparation and submission		10 


HOD

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EXECUTIVE SUMMARY

This review was attempted for a length of ten weeks on the theme “Campus Connect Hiring” at Toyota Industries Engine India Pvt Ltd which is also known as KTTM Kirloskar Toyota Textile Machinery Pvt Ltd.

The hiring process tends to be considered and disregarded as a simple activity that ends with a quick “you are head” partnered with a routine handshake. However, this isn’t quite the case. The hiring process has and is one of the most complicated processes of the organization. To start this process the first step is deeming it’s necessity, which is done through the determination that the positions need to be filled, as known as a requisition being opened. After a requisition has been opened, this is stated kicks off the true hiring process.

While developing a job description it is crucial that to be fully knows what it is, and how it is utilized. A occupation picture is a formal written account expected job duty, requirements of an employee. A job description becomes especially crucial as a rubric for the employee and management team when determining the employee’s performance.

Recruitment, selection, hiring and interviewing also rely on this job description because it provides a future candidate with the knowledge to determine their qualification, and desire for the role.

The basic and fast growth process of hiring is pretty much the same for most companies. They hire the people with much ability and skills to achieve the goal

CHAPTER – 1

INTRODUCTION

1.1 INTRODUCTION

This project was undertaken for a period of 10 weeks in Toyota Industries Engine India PVT LTD, Bangalore which is commonly known as KTTM Kirloskar Toyota Textile Machinery Pvt Ltd. This project is tells the importance of “Campus Connect Hiring” and their functionalities.

The employment marketplace is more reliant on the adolescent capacity than ever before. According to the 2015 COU university works report, being without a job rates are bachelor grade holder, graduate degree holders and college graduates are the lowest among in Ontario’ & labour force.

More and more companies are becoming are realizing the necessity for a solid campus recruitment strategy. Apart from accomplishment leg up on shifting demographics, campus recruit allow to engage with rising talent, right on their own turf. This can be invaluable to the future of the company.

Campus hiring creates a pipeline of intern; collective student and entrance stage hires so as to will lend a hand to grow the company. It can also improve retention rates, an ever more significant improvement as employees switch careers more regularly than ever before, averaging three years with one employer.

The most common done by the company is hiring without a work plan for student and assume they can handle the menial task in the office. Students are smart, creative, and ambitious. They have a lot to contribute, and by giving they access to meaty project.

To do a research of the Campus Hiring SPSS software is being used and hypothesis has been set to find the error in hiring the student from campus. The methodology used for research is descriptive research. Sample size for survey is taken 50 to know the opinion about different age group people in the company.

1.2 INDUSTRY PROFILE

AUTOMOBILE INDUSTRY:

Toyota industries it is a manufacturing Japanese creator company. It manufactures automobiles, the theatre corporation or after which Toyota Motor firm residential has. It's single leading world's manufacturer of forklifts trucks as it have been measured by revenues.

Kind: Municipal business

Production: Auto & trucks Parts

Found: 1926, 92 years ago

Initiator: Sakichi Toyoda

HQ: Kariya, Aichi, Japan

Explanation People: Tetsuro Toyoda (Chairman)

Akira Imura (President)

Goods: Fabric Machinery, automobile, Textile handling equipment, Electronic devices.

Figure of workforce: 39,500

Father: Toyota group

Subsidiary: Aichi corporation, Tokaiseiki, Toyota company (Kunshan), Toyota industry Automotive part (Kunshan), Toyota Industries North America, Toyota Material Handling group, Toyota Industries Europe, Kirloskar Toyota textile machinery, Bangalore, India.

Toyota transformed hooked on rest up in 1926 as Toyoda programmed loom works, Ltd by using Sakichi Toyoda, the journalist the series of labour-intensive, appliance motorized looms. The popular evoke be uncertain of this turned into the 1924 Toyoda automated Loom. Types G, a total repeated towering velocity come into view function the capability to transform travel different of forestall and dozens of preceding innovation. At the existing it's far a world's better loom, with the motive of deliver a dramatic boom fee and twenty fold enhance in output.

CORPORATE GOVERNANCE:

Toyota's headquarter is in Aichi. The elementary headquarter is mortal work in 4 story office block. In 2006 head bureau has the "toyopet" Logo and the dispatch "Toyota Motors". The business has dedicated centre of 14 story functioning in honsha plant Toyota in addition to it has subsequent major formation in mass and name as koromo plant. Which is in close proximity a further in an area close to home office The Toyota specialized focus, a 14-story assembling, the honsha plant. Toyota is the subsequent largest in great level built-up and once in the what went before name the koromo plant, which is neigh unexciting all previous in an district shut to middle station working as "inconspicuous". Amid 2013 society head Akio Toyoda announce with the intention of readily available numerous challenge in investment remote legislative body in headquarter due to deficiency of fascinating or caring part or office of a working in the city.

Its workplace is positioned in bunkyo, Tokyo. Its Nagoya workplace positioned in Nakamura-Ku, Nagoya. In genuine path of action of adding together to tug collectively cars, Toyota makes available utilization of money associated administration through its Toyota budgetary management department, and not withstand develops robots

Leaders of Toyota engine agency

- Rizaburo Toyoda (1937-1941)
- Kiichiro Toyoda (1941-1950)

In 1981, Toyota engines Co., ltd positioned forth a professional open word to mix with its enterprise essence Toyota engine offers Co., Ltd. Since 1950, the two unmistakable had existed as separated into agencies as a critical for adulthood in after war Japan.

TOYOTA GROUP:

1. TOYOTA INDUSTRIES CORPORATION



TOYOTA INDUSTRIES CORPORATION

Toyota business it is an assemble Japanese creator association. It make auto linger the institute from which Toyota Motor joint venture created

has. It is individual worlds' & creator of forklifts trucks as it has been fairly accurate by income. It is go-ahead in five business zone i.e.

- Automotive
- Material trade with
- Electronics
- Logistics
- Textile hardware

2. AICHI STEEL:



In metalworking, rolling is a metallic influential choice of success in which metallic increase stocks is from starting to quit as a minimum certainly one of pass to decrease the breadth and to make the intensity uniform. The inspiration is just like the heart-rending of hammer. Rising and diminishing is institution by the temperature of the metal rolled. The capacity that the excessive temperature of the metallic is greater than re-crystallization warmth, that aim the course of feat is known is warm growing and falling. In the affair that the warmth of the steel is beneath its re crystallization temperature, the route of motion is called icy progressing. As extended way-off as, warm coronary heart-rending movements. Budge stand wonderful function sets of rolls are get collectively in somebody's theatre business enterprise into miserable scrub than can in a rush choice of fulfilment steel, on a regular basis metallic into gadgets, as an example, simple metal division that change over the semi-got completed with throwing items into terminated.

FORGINGS

3. TOYOTA TSHUSHO:



Toyota tsusho is a sogoshosha (Trade Company) part of the Toyota business enterprise. Toyota tsusho has a commonplace existence via its plenty of subsidiary and operating division, which encompass over 100 fifty workplaces, and 900 subsidiaries and buddies round the area. Its most important business is assisting Toyota motor' & automobile enterprise is assisting Toyota motors car enterprise and exceptional Toyota institution companies, but Toyota Tshusho' & corporation may be very numerous, spanning business, business and client sectors. Business regions run the gamut, together with uncooked substances, agriculture merchandise, and excessive generation..

4. DENSO:



Established in 1949

Denso conglomerate is a entire automotive machinery producer headquartered in the municipality of kariya, aichi prefecture, Japan.

After fetching sovereign from Toyota motors, Nippon denso co.ltd the former name of denso, was founded in 1949. With reference to 25% of the corporation is own by Toyota motors. even though organism a division of Toyota cluster of company, at the same time as of year finished march 2016, sales to Toyota group financial records for a reduced amount of than 50 % of the whole income. At present, denso lines the instant biggest auto part provider in the world.

5. TOYOTA BOSHOKU CORPORATION



Established in 1950

It is a Japanese factor producer. It is the associate of the Toyota collection of companies. Toyota Boshoku Corporation enters the North-American bazaar via Toyota boshoku America. It engages in expansion inner system; construct and sale of automotive interior goods. It also assemble and automotive filters and control train gears. Even produce fabric goods.

1.3 COMPANY PROFILE



Business Name: Toyota Industries Engine India Pvt Ltd.

Registered Address: Plot no 9; phase II, Jigani Industrial Area, Jigani, Bangalore 560105

Chairman: Mr.Taku Yamamoto

Business Activities: Manufacturing of Auto parts and Diesel Engine

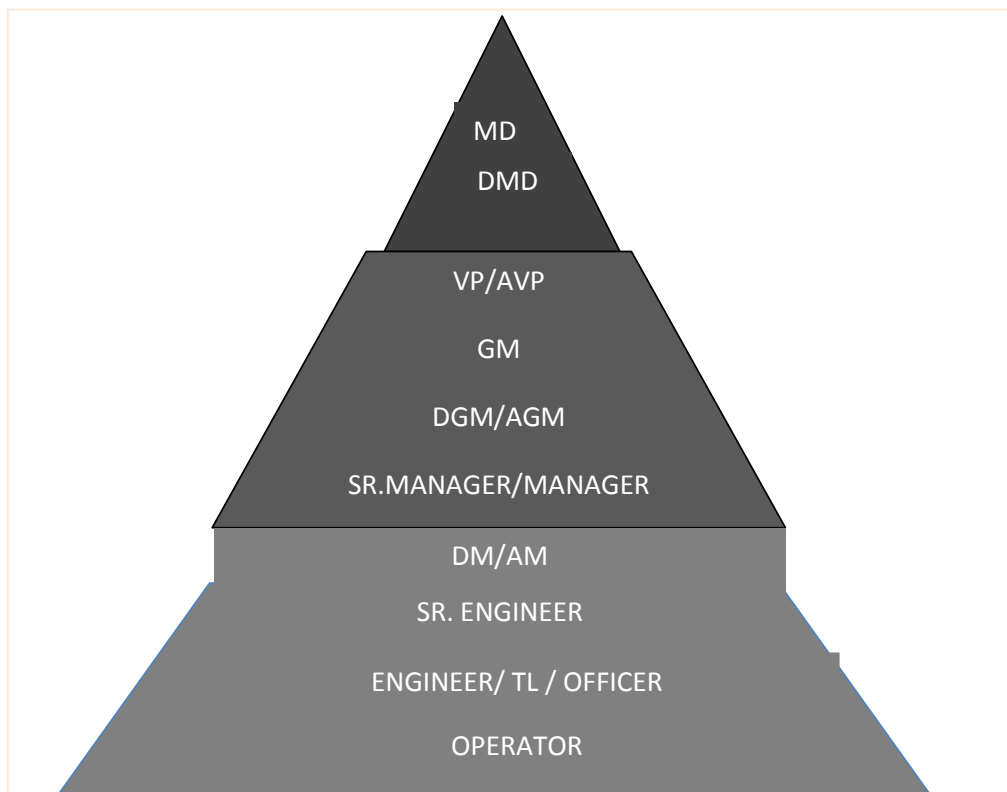
Money: Rs. 6712.8 Millions (As on March, 2018)

Share holding: Toyota Industries Corporation, Japan- 98.85%

Kirloskar System ltd, India -1.15%

This business typically manufacture engine. Toyota industries India Private Limited is a Japanese theatre business enterprise Founded in 2016 for India, internationally it's miles the third plant for the time being country wide. The merely plant for India, the web site is being expand crossways 60 acres place and manufacture Diesel Engine, Auto elements and

Transmission, TIEI enterprise was a united corporation among Toyota Industries Corporation Group and Toyota Kirloskar India Private Limited, the beyond of the theatre institution begun in India as 1995 whilst Toyota Industries Corporation became in complete swing the large commercial enterprise inside the fashion of Kirloskar Toyota Textile Machinery Private Limited, observed with the aid of Toyota Kirloskar Motor Private Limited, Denso Kirloskar Industries Private Limited, Toyota Tusho India Private Limited in unique years. At present the plant is head with the aid of Mr.Taku Yamamoto as Chairman and Mr.KiyotsuguKurimoto as Managing Director.



MD – Managing Director

DMD – Deputy Managing director

VP/AVP – Vice President/ Assistant Vice President

GM – General Manager

DGM/AGM – Deputy General Manager/ Assistant General Manager

Senior Manager/Manager

DM/AM – Deputy manager/Assistant Manager

1.3.1 PROMOTERS:

TICO is the promoter company of Toyota Industries Engine India Pvt ltd. It is also known as the mother company of Toyota.

Toyota Industries Corporation is a Japanese appliance creator. Formerly a producer of mechanical, loom, it is the business as of which Toyota Motor business developed. The world's leading producer of forklift trucks slow by revenues. Toyota Industries is dynamic in five production area: automotive, yard goods handling, electronics, logistics and textile machinery.

1.3.2 VISION, MISSION AND QUALITY POLICY:

The Mission Statement

To become No. 1 Engine manufacturing company in India by 2020 through technical innovation

The Vision Statement

To contribute to a comfortable society and enriched lifestyle.

Quality policy of TIEI

“We will strive to meet customer’& expectation by providing world-class products and services through total employment commitment and continuous improvement”.

1.3.3 PRODUCT & SERVICES:

TIEI manufactures a three variety of product that are smaller part of the machinery, larger part of the machinery and engine.

Small Part Machinery

Retainer Bearing Front, Retainer control shift- BIG, Housing Shift Lever-MN

- In Smaller part in every 78 seconds one set of small part is being produced. E.g. Fork 1, Fork 2.
- Induction hardening & broaching are the critical operations in machining.
- Weight of the smallest part (HSL-MN) is 0.13kgs.

Large Part Machinery

Housing Clutch

Housing Extension

Case Transmission

Engine

1GD-FTV

2GD-FTV

- In every 115 seconds one engine is assembled.
- No of parts used in assembly 1267 parts.
- Smallest part used in assembly is cotter pin which weighs around 0.5 gms
- Largest part used in assembly is a block which weighs around 80 kgs.
- Total weight of engine is 282 kgs.

The Values of TIEI

1. Sense of Service
2. Sense of Creation
3. Sense of Steadiness
4. Sense of thoughtfulness
5. Sense of gratitude

1.3.4 AREA OF OPERATION

Area of operation is not only restricted to Bangalore but worldwide. Toyota conducts its tradeuniversal with 51 in far-off country built-up companies in 28 countries and regions. Its engine is being sold in more than 170 countries.

TIEI operates in manufacturing sector. They manufacture

Engine, Small parts of engine etc

1.3.5 INFRASTRUCTURE FACILITY:

The TIEI layouts on the campus:

Engine Plant

SPM Plant Housing shift leaves – MM

LPM -Transmission case

Canteen facility

Medical facility (OHC)

Common room

Rest rooms

1.4 COMPETITORS INFORMATION:

Tata Motors

Mahindra

Siemens

Ford India

Maruti Suzuki

Yamaha Motors

TVS Motors

1.5 SWOT ANALYSIS:

STRENGTHS	WEAKNESSES
<ul style="list-style-type: none"> • Well-built gratitude on study and maturity (R&D) • The most precious car emblem within the international. • Toyota manufactures scheme. • Competence in hybrid car production. • Research and improvement functionality. • Advanced era implemented. • Qualified and professional manpower. • Complying with the global fashionable 	<ul style="list-style-type: none"> • Be short of ability in sovereign vehicle. • Negativity exposure because of huge automobiles recollects. • Weak presence in china. • Poor logo portfolio. • Lack of enjoy in device integration. • Poor infrastructure for deliver chain and exports. • High price of training and labor retention.
OPPORTUNITIES	THREATS
<ul style="list-style-type: none"> • Fuel price be expected to upward push inside the near outlook. • Demand for autonomous motors. • Timing and frequency of new version release. • Localization of all the goods. • Acquisition of overseas markets. 	<ul style="list-style-type: none"> • Rising Japanese yen alternate price. • The automotive enterprise is challenge to diverse governmental rules. • Increasing competition in the international extensive car market. • Toyota may be adversely affected by natural disasters. • Free alternate agreement. • Exchange price fluctuation. • Huge opposition from low price agency like china. • Subject to diverse authorities rule.

1.6 FUTURE GROWTH & PROSPECTS:

1. Manufacturing's position is changing. The manner it contributes to the economic system shifts as international locations mature: in ultra-modern superior economies, production promotes innovation, productiveness, and change more than increase and employment.
2. Production also has started to eat more offerings and to depend greater closely on them to operate.
3. Manufacturing is not monolithic. It is a numerous zone with 5 distinct groups of industries, every with unique drivers of achievement.
4. Manufacturing is getting into a dynamic new segment. As a brand new international eating class emerges in developing nations, and innovations spark additional call for, global producers may have good sized new possibilities—but in a far greater uncertain surroundings.

1.7 Financial statement

(Rs. In lakhs)

Particulars		31-3-2016		31-3-2017
Share capital	162986		1900222	
Reserves and surplus	7648317	7861340	9833951	10074210
Loans				
Secured loans				
Unsecured loans		83063		59854
Deferred tax liability				
Application of funds		7944403		10134064
Fixed assets	1555527		1583657	
Less: Depreciation	988106		1109268	
Capital work in progress	28165		40173	

		595586		514562
Investment				
Total		6833241		8935793
Current assets				
Inventories	1413669		1579024	
Sundry debtors	2786065		3551552	
Cash and bank balance	2540		91404	
Other current assets				
Loans and advances	237360		285772	
	4440634		5507752	
Less:				
Current liabilities and provisions				
Liabilities	3305560		4147180	
Provisions	619498		676864	
	3925058		4824044	
Net current assets		515576		683708
Misc. Expenses				
Total		7944403		10134064

CHAPTER- 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORITICAL BACKGROUND:

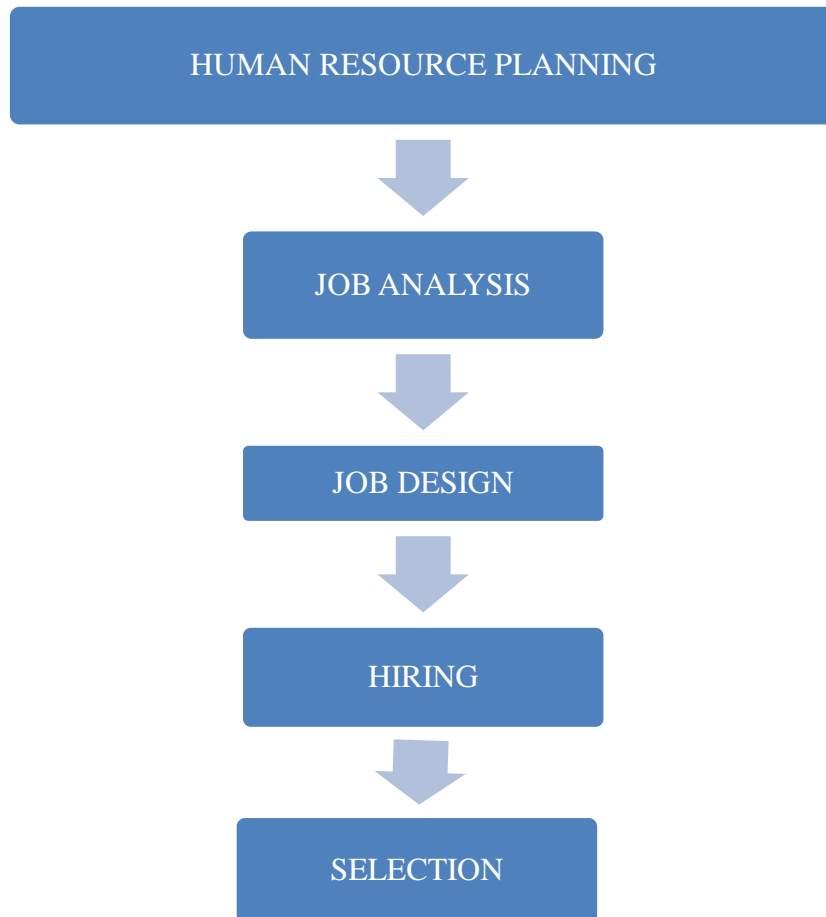
HUMAN RESOURCE PLANNING:

Human resource planning helps the organization to identify present and prospect human beings source want. Human resource planning performs as a connecting link between human resource management and in general strategic preparation of the business.

Through human resource planning one will come to know whether the employees in the organization are surplus or adequate or deficit.

Review:

- If the workforces in the business are surplus they can be removed by retrenchment or through transfers.
- If the employees in the organization are deficit then the organization fill the vacant positions through hiring

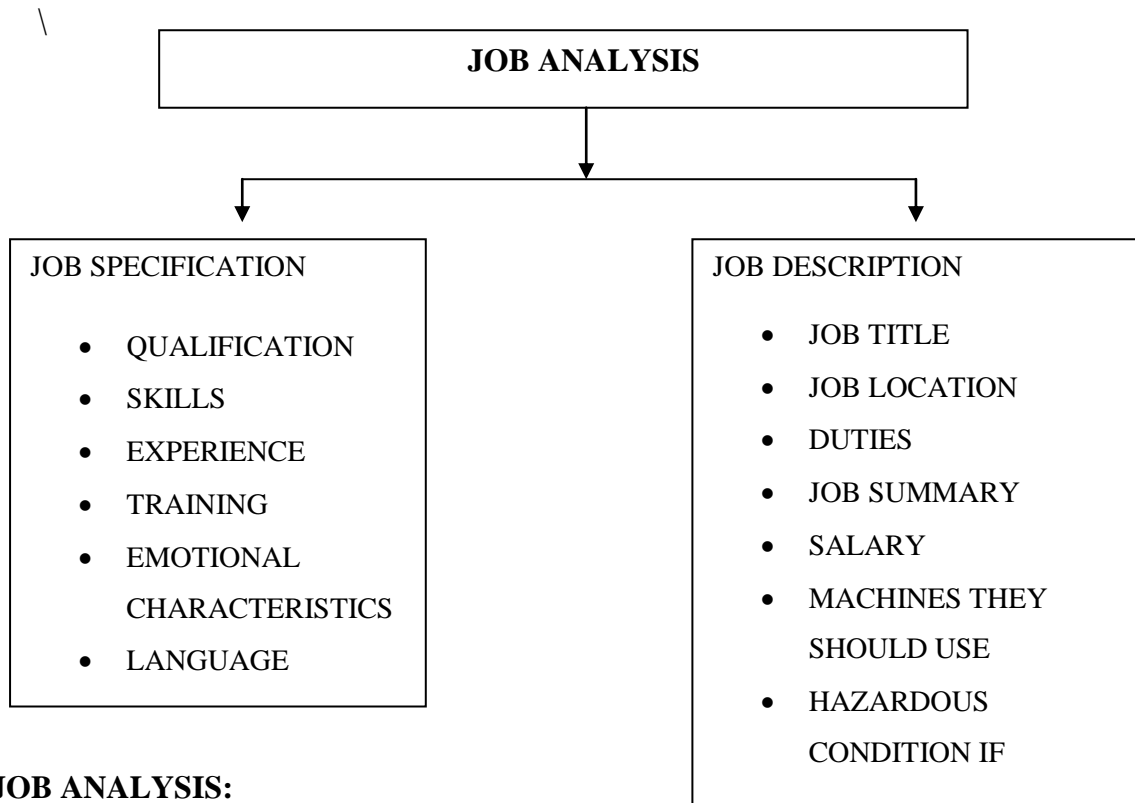


- After human resource forecast the next step is occupation analysis

JOB ANALYSIS

Occupation investigation is the procedure of collecting and scrutinizing the information about a particular job.

Occupation analysis is done to know the minimum human qualities required to carry out a trade i.e. job specification and also to know the formal account of roles and responsibilities to be performed by employees.



JOB ANALYSIS:

- To fill the position in an appropriate manner.
- To benchmark the particular position.
- For doing performance appraisal.
- To provide training to the employees if required.
- To avoid overlapping of responsibilities.
- To perform day to day activities.

JOB DESIGN:

Job design is a process of designing the contents of the job description and job specification.

There are four different types of job plan, they are:

Methods of job design

- Job rotation
- Job enlargement
- Job enrichment
- Job simplification

JOB ROTATION:

Job rotation is the process of changing the employees from one position to another position with the department or outside the department or within the function or outside the function of the organization.

JOB ENLARGEMENT:

Job enlargement be the way of adding together up the task to employee within the same position. It is a more and more scope of a occupation to extend the collection of its job duties and responsibilities usually within the same level and outside edge.

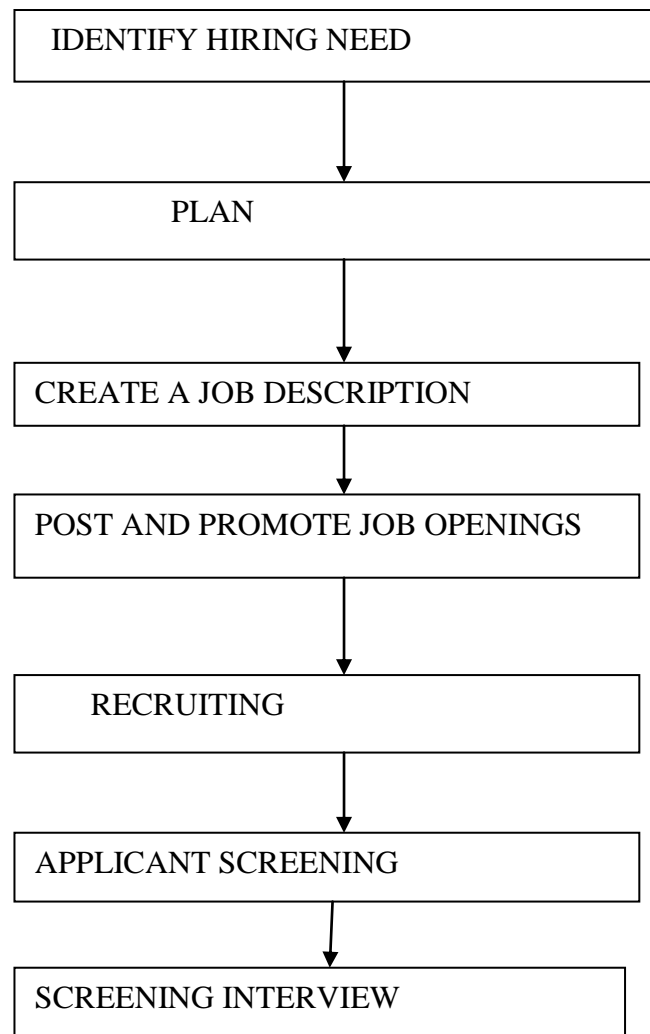
JOB ENRICHMENT:

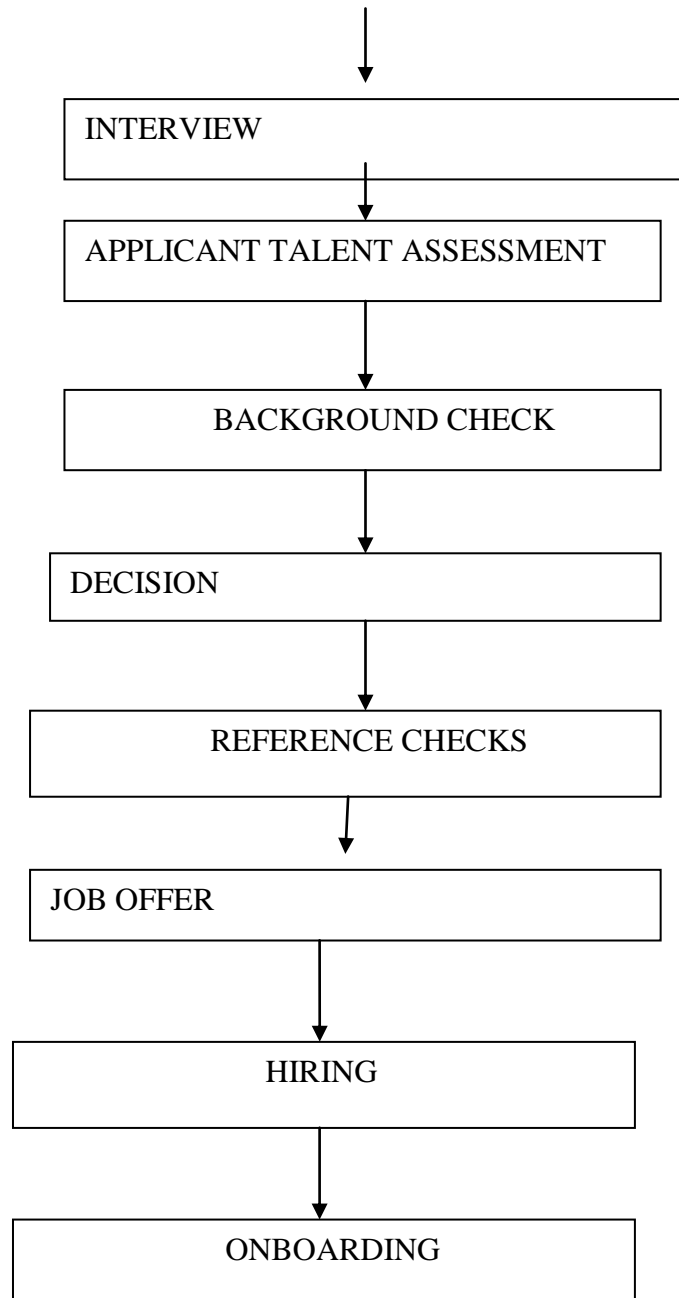
Job enrichment means adding together of responsibilities to the workers within the same job. It is a approach to motivate the workers by creating their work has importance and is significant to the company.

JOB SIMPLIFICATION:

Breaking up of the responsibility to make the work easy and to complete the work within the specified time period.

HIRING PROCEDURE:





SOURCES OF HIRING:

INTERNAL SOURCES

Internal sources of hiring where the organisation hires the candidate or employee within the organisation. It motivates the employee to work more efficiently and effectively to attain the ambition of the organisation. Vacancy is being informed to the employees in the organisation. It is being informed to the employees through emails, notices, circular, words of mouth etc.

Organization uses this practice to motivate the skilled employees to reduce turnover, to reduce cost.

TYPES OF INTERNAL SOURCES:

EMPLOYEE REFERRAL

In this employee refer to their known ones for the particular position. They even refer their friends, relatives whom they believe they be relevant for the specific position.

PROMOTION

In this method employer promote or provide the worker a reward to be in a higher position as per their performance. It helps to fill the vacancy inside the organisation only which even helps to reduce the cost and retention of the employee.

TRANSFERS

Transfers refer here to the employee moving from one place to another or moving from one department to the other in the same organization. This helps the organization to import new ideas and new techniques in that particular place or department.

ADVANTAGES OF INTERNAL SOURCES OF HIRING

- Internal source of hiring help the employee to work more efficiently and effectively.
- An internal source even helps the organization to motivate the employee.
- It helps to decrease worker turnover.
- It helps to reduce cost.
- It helps in maximizing job security and job satisfaction.

DISADVANTAGE OF INTERNAL SOURCES OF HIRING

- It creates conflicts between employees in the organization.
- It enables to enters the fresh blood in the organization who is more skilled
- The new ideas cannot be enabled in the organization.

EXTERNAL SOURCES:

External sources of hiring include hiring the candidate from outer the group. This helps the organization to hire more skilled and more efficient candidate.

It is being informed to the candidate by media, journal, newspaper, advertisement, job portals, job fairs, job portals etc.

TYPES OF EXTERNAL SOURCES:

ADVERTISEMENT

The company advertise the job position in the TV, radio etc to attract the new candidate. They ads in the newspaper, radio, journals etc give the details about the position, organisation, type and nature of the job position.

JOB PORTALS

The company even hires from the job portals like LinkedIn, naukri, fresher, shine etc. They advertise about the job description on the job portals and attract a suitable candidate for the position.

CASUAL CALLERS

Casual callers are the person who drop their mail or resume through email seeking for the job opportunity. They are the unsolicited job seekers.

WALK-INS

These are the candidate those who are called for the interview from the applicant applied in the websites, job portals etc. They are being called for the direct interview.

ADVANTAGES OF EXTERNAL HIRING:

- Organization will get more no skilled and qualified employee.
- New ideas and new strategies can be implemented in the organization.
- More no of profitability will be there.

DISADVANTAGES OF EXTERNAL HIRING:

- The employee in the organization gets demotivated.
- More no of existing employee turnover.
- Conflicts between employees and less coordination.

2.2 LITERATURE REVIEW:

1. **Alderfer, C. P., & McCord, C. G. (1970).** Investigate the effect of a mixture of superficial employment interviewer developments, behaviours & attitudes on process applicant discussion opinions and slanted probability to accept profession. It becomes base totally on 112 1st- and 2nd-yr grasp's diploma student by the side of graduate college enterprise in addition to community management. Grades display with the aim compare most unpleasant interviewers; the satisfactory ones have an effect such with the aim of applicant professed: hobby problem commencing the interviewer, argument of the candidate strength obstacle, a younger winning guy interview, chance of a elevated earnings.
2. **Richard J. Tobin and Edward Keynes (1975)** While modern-day research of biased staffing highlight sociological and intellectual variables, this test stresses the relative linking structural variables and the position of political occasions in recruiting a kingdom's legislators. To catch a gaze at their hypotheses, the authors have a look at and compare the position of political events in 4 states in recruit and sponsor law-making candidate. Statistically large versions amongst nominating systems are determined.
3. **Rynes S.L & Miller, H. E. (1983)** Videotapes of mock interviews, built so that recruiter have an effect on and recruiter expertise of the pastime have been diverse, were proven to 133 undergraduates. In Exp II with 178 Ss, recruiter has an effect on and technique beauty was diverse. Reliable outcomes of recruiter performance and procedure attribute on Ss' propensity to follow the project were obtained. Results suggest that recruiter behaviour become continuously interpreted by the use of Ss as a sign regarding their possibilities of having a interest provide, whilst interest attributes exerted clean have an effect on perceive interest of the approach. Results from Exp I suggest that recruiters can also enclose a consequence on the perceived desirability of the pastime.
4. **GARY N. POWELL, (1984)**, Previous research on the factors which affect applicant decisions regarding jobs has targeted on the results of both activity attributes or recruiting practices. The gift look at examined the simultaneous effect of occupation attribute and recruit practice at the possibility work reputation with the aid of actual process applicants
5. **M Susan Taylor, Thomas J Bergmann (1987)** Organizational recruitment sports had behypothesize to influence applicant reaction to the employer, impartial of results exert by using hobby attribute related to place (e.g., vicinity, revenue, call). Examine completed

correlation layout as well as grassland installing assess applicant response to five-level employment software program software. Employment sports deeds sports had been drastically associated with applicants' reactions handiest at the preliminary interview degree.

6. **Kikona G (1994)** With constrained numbers of clinical college students selecting a primary care forte, family practice residency applications have had to finish filling available residency positions. The cause of this take a look at become to decide the traits of the recruiting approach utilized by US family workout residencies and to observe recruiting techniques utilized by a hit and unsuccessful software
7. **Turban Daniel B. Campion James E. Erying Alison (1995)** We investigated elements associated with system recognition picks of college recruits who visited a huge petrochemical company. We extended earlier recruitment research with the useful resource of surveying subjects following internet page visits as opposed to campus interviews, by using way of measuring real pastime offer selections as opposed to fine intentions, and collecting data in the course of 2 years. In famous, typical critiques of the website visit, perceptions of the location, and host likableness had been associated undoubtedly to interest recognition choices. Additional analyses recommended that similar variables prompted each activity attractiveness intentions and choices and that aim mediated the relationship among the predictors and venture provide alternatives.
8. **James A Breugh (2000)** James A Breugh (2000) Over the final thirty years of lifetime, the quantity of investigate on employment topic has expanded considerably. This raise, contemporary-day review of the employment narrative regularly enclose truly gloomy tone. Reviewers have concluded that we nevertheless do no longer understand a excellent deal approximately why recruitment sports activities have the outcomes they do.
9. **LARS BEHRENZ (2001)** In the literature of hard work economics we find many examples of studies analyzing process seekers seek behaviour, however few examples of the corresponding evaluation of the employment actions of employer. This paper offers a photograph of the staffing performance of Swedish employers. The evaluation is based totally on approximately 800 telephone interviews with employers concerning the final man or woman that they had employed. This paper relates the lemon's problem in Akerlof with the Spence signalling model, and then it proceeds to narrate indices and indicators to the hiring behaviour of employers. Employers especially recruit personnel which will amplify a sure hobby of their company. On a mean the overall recruitment method takes about a month.

10. **Peter H. Becker, J. Stuart Bradley (2007)** Recruitment to the breeding populace is single of the maximum critical and complex steps inside the life records of long-lived animals, with wonderful consequences for his or her reproductive career. Longitudinal data on humans has furnished new facts on recruitment to the natal colony. We method recruitment from the person degree, and deal with intrinsic elements affecting the danger of recruitment.
11. **Martin H Ritchie & Susan Norris Huss (2008)** Group counselling with minors requires unique concerns inside the employment and transmission method. Recruiting contributors includes advertising the organization and solicitor referral. Suggestion is supplied to guarantee with the intention of functionality contributors are not labelled for the duration of recruitment. Pre organization screening may also contain individual or group interviews. Ethical and prison troubles concerning informed permission, privacy, and parental attachment are discuss as they communicate to treat minor in corporations.
12. **Debra H (2008)** Group counselling with minors requires unique concerns inside the recruitment and screening way. Recruiting contributors includes advertising the organization and soliciting referrals. Suggestions are supplied to ensure that functionality contributors are not labelled for the duration of recruitment. Pre organization screening may also contain individual or group interviews. Counsellors ought to make certain that capability members will cooperate with each different and benefit from organization counselling. Wide-ranging and exceptionalsort meant for transmission are referred to, as are contraindications for business enterprise counselling with kids and teenagers.
13. **Janet Bonk MPH, RN (2010)** Cost-powerful recruitment of past grown-up study members is critical to geriatric research. Because this age group is in particular tough to recruit, careful planning and ongoing assessment is important for a success participant recruitment and retention. Experienced recruitment personnel need to be concerned in a test from the earliest making plans tiers via the energetic recruitment phase to the ultimate randomization or enrolment visit. A extensive variety of participant burdens are specific to the elderly populace.
14. **Dineen, B. R., & Soltis, S. M (2011)** Specifically, our dreams are to (a) gift a detailed model of the recruitment system; (b) provide a selective evaluate of new research touching on the context, techniques, and techniques associated with the degrees depicted; and (c) advise numerous future avenues for recruitment research. We view recruitment as a method and therefore outline it because the actions corporation seize to

produce aspirant swimming pools, preserve viable applicants, and encourage desired candidates to enroll in those corporations

15. **Marius Claus Wehner, Rüdiger Kabst (2012)** This observe examines how successive outsourcing of recruitment sports to an outside company—additionally known as recruitment technique outsourcing (RPO)—affects graduates' reactions. Using an experimental situation technique, a complete of 158 graduates participated in four hypothetical situations that have been advanced as an experimental among-issue layout. Results offer manual for negative effects of the amount of RPO on graduates' pride with the recruitment procedure and employer splendour.
16. **Sudhamsett, Naveen N M Raju (2014)** In their perspectives have investigated that powerful enlistment and resolution practices are the principle segments of any affiliation. Proficient enrolment in any affiliation will dependably decorate the hierarchical consequences. The assessment brings out to research and notice how enlistment rehearses influence the hierarchical efficiency, they have finished up pronouncing viable and sound enrolment association is an unconditional requirement used for an affiliation to make long haul development
17. **Martin humburg (2015)** In this swot up us bring out employers' possibilities for diffusion of CV attribute & type of abilities when recruit academia former students. Using distinct option experiment, we suggest the two ordinary ladder of the measure off recruitment system: (1) the collection of appropriate candidates for method interviews primarily base on CVs, and (2) the hire of former students primarily base mostly on determined skill. Explain that inside the foremost action, employer add most rate to CV attributes which sign a excessive inventory of career-precise human capital indicating low training charges and brief adjustment periods; attributes along with relevant work revel in and a extremely good healthy many of the area of have a examine and the mission obligations
18. **Daniel B. Turban and Thomas W. Dougherty (2017)** In the scenario of site recruiting used for managerial position, this study the influences of recruiter behaviours, kind convention awareness and shape on applicants' attraction to firms. Recruiters and candidates finished surveys after campus interviews. We measured enchantment to the agencies as expectancy and valence perceptions. Results indicated that applicant perceptions of recruiter behaviours, specifically the interest shown in applicants, had the maximum effective have an effect on enchantment

19. **Cynthia D. Fisher, Daniel R. Ilgen, and Wayne D. Hoyer (2017)**, The effect of the favourability of data approximately a technique and the supply of facts upon applicant notion of supply credibility and upon task provide recognition have become examine. Grades confirmed that interviewers are the smallest amount probable supply and so as to charitable horrible hobby information advanced because credibility but decreased method offers popularity.
20. **Cynthia kay Stevens (2017)** This test explored whether or not applicant pre interview task philosophy exaggerated their dialogue behaviour and situation interview reactions. I acquired 106 pre- and publish interview applicant survey and audiotapes of 24 interviews. Results indicated that applicant pre conference expectancies correlated definitely with their have an effect on manipulate strategies, positive question, and perception of recruiters. Perceptions of recruiters in part mediated pre- to publish interview undertaking-perception relationships. Job-know-how self belief and the anticipated general variety of system offers moderated results of pre interview ideals on confirmatory questions. Research and sensible implications are stated.

RESEARCH GAP:

Much of studies have been taken in cost effective recruitment, planning the influence of the recruiter, behaviours, interview, structure of applicant and attraction to firms (Janet Bonk MPH, RN 2010, Daniel B. Turban and Thomas W. Dougherty, 2017). However readily available is a lack of the study that companies are not able to attract good colleges to hire the candidate and because of which many companies are lacking behind it.

CHAPTER-3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM:

The problem is to identify the problem allied with the proficiency gap hiring in the TIEI. Indeed, even with all advances in order technology that is easily reached to manager ineffective communication, less of co-ordination, more of work pressure for which management is not capable to be a focus for the good colleges and students. It prompts to poor result in hiring, dissatisfaction and poor service to students for which they are accepting other offers after selection procedure. The current research study is an endeavour to study the significance of campus hiring in today's scenario and to impact it on the hiring procedure.

3.2 NEED FOR THE STUDY:

The project study was conducted on the topic "Campus Connect Hiring" in Toyota Industries Engine India Pvt Ltd. An organization today relies on its personal or its main force for a competitive advantage. It is the human beings who are the backbone of the organization. The human resources need to be managed efficiently and effectively. For this purpose, every organization tries to attract and select the best talented and skilful personnel available in the market. Thus Campus Connect Hiring is the foremost task carried out in any organization. If the process of Campus Connect hiring of personnel efficient as it leads to the better work performance and overall success of the organization. Moreover Campus Connect Hiring is a continuous process. It finds out the difference source used by the organization in the campus hiring process. Helps to know the opinion of the employee in campus hiring. Identify the necessity and improve the campus hiring procedure.

3.3 OBJECTIVE OF THE STUDY:

- To understand the internal hiring process of TIEI
- To Study the various factors affecting campus connect hiring in TIEI.
- To know opinion about the employees of different age group.
- To offer valuable suggestions to improve campus connects hiring

3.4 SCOPE OF THE STUDY:

The scope of research is limited to Toyota Industries Engine India Pvt Ltd. The parameters taken for current research study are limited which includes effective hiring process for campus and opinion about internal recruitment. Therefore the study is limited to Toyota Industries Engine India Pvt Ltd.

3.5 RESEARCH METHODOLOGY:

Toyota Industries Engine India Pvt Ltd is having more than 500 employees in Bangalore branch. To examine the definite methodology used to impose the topic in a clear approach, this research design uses descriptive research method, which will rely on primary data.

SOURCES OF DATA:

- Primary data: The data is basically acquired from employees through survey by way of direct questionnaire.
- Secondary data: The secondary data was collected through several articles, journals, company prospects and internet.

SAMPLE DESIGN:

To choose the samples, random sampling method has been used.

SAMPLE SIZE:

Sample size 50 has been taken for survey.

3.6 HYPOTHESIS FRAMEWORK

HO: Opinion about internal recruitment remains the same across all age group.

H1: Opinion about internal recruitment varies across all age group.

3.7 LIMITATIONS:

- The study is restricted to Bangalore.
- The time span of the study was very short.
- Due to short span of time the sample size is restricted to 50 respondents only.
- Personal bias or attitude of the respondents may be an obstacle.

- Analysis of the information is done on the suspicion that the respondents have given the right information.

CHAPTER SCHEME:

Chapter 1 Introduction

In this chapter there is an Introduction about topic, industry profile, Company profile, Vision, mission, competitor's information, financial statement, future prospects of the company, promoters, swot analysis.

Chapter 2 Conceptual background and literature review.

In this chapter there is a theoretical background of the study related to topic and 20 literature review are there of different authors.

Chapter 3 Research Design

In this there is a statement of the problem, need for the study, objective, scope, hypothesis framework, limitations.

Chapter 4 Data interpretation and Data analysis

In this chapter there is a data analysis, interpretation and Statistical tool is there.

Chapter 5 Summary of findings, summary, conclusion and suggestion.

In this chapter there is a finding of a project, summary, conclusion, and suggestion given by the respondent.

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

4.1 DATA

1. Table showing the experience of employees in the aligned company/TIEI

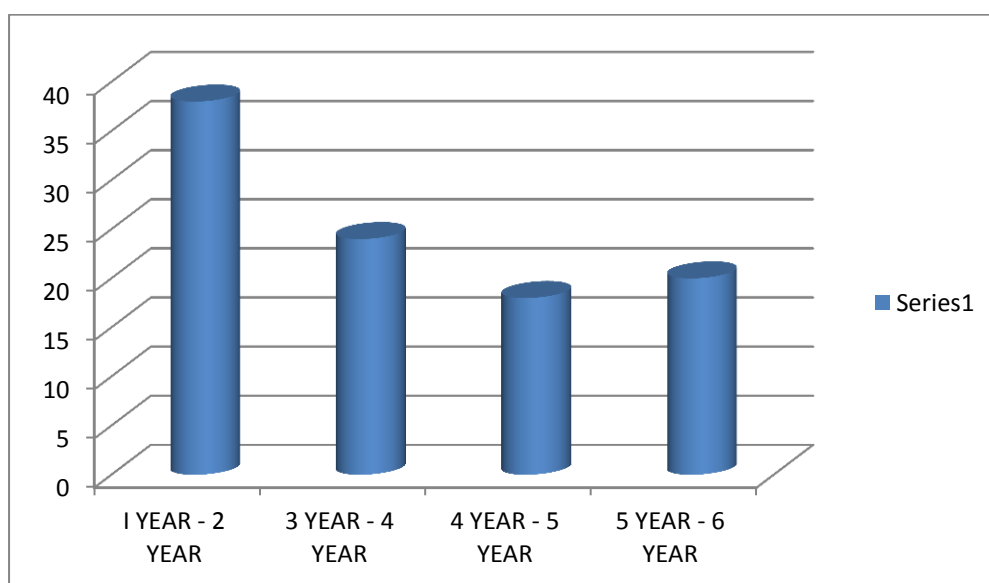
Table 1

WORKING YEARS	NO OF RESPONDENT	PERCENTAGE
1 year- 2 year	19	38
2 year – 3 year	12	24
3 year – 4 year	9	18
4 year – 5 year	10	20
SUM	50	100

Analysis:

From the above analysis it is clear that 38% of the employees have newly joined the company. Whereas rest 24% they have joined the company 2 years before. 18% and 20% of the employee are being working from 3 to 5 years as these employees are being transferred from KTTM.

Graph 1



Interpretation:

The above graph interprets that most of the employee have joined recently been working with TIEL. However few of the employees who have been working earlier in KTTM are being transferred to TIEL.

2. Table showing the Age group of the employee.

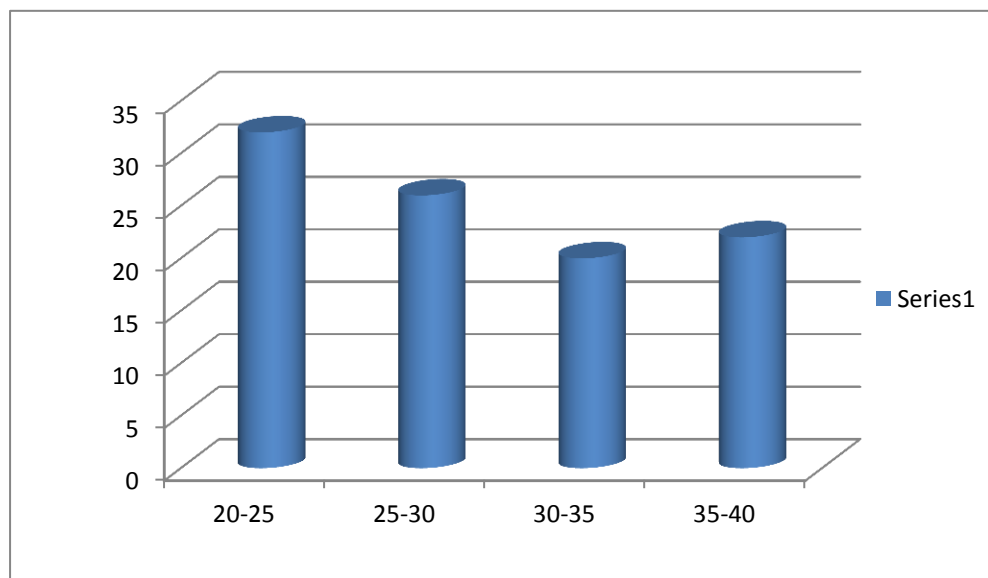
Table 2

AGE GROUP	NO OF RESPONDENT	PERCENTAGE
20-25	16	32
25-30	13	26
30-35	10	20
35-40	11	22
SUM	50	100

Analysis:

From the above analysis it is clear that 32% of the people are under 20-25 age group. This is the maximum proportion of folks functioning in TIEL. Whereas 26% of the people are under 25-30 age, 20% of are under 30-35 age and rest 22% of the people are under 35-40 group age.

Graph 2



Interpretation:

From the above graph it shows that the company is being formed recently. So most of the employees are under same age group as they are fresher.

3. Table showing the sources from which TIEI hire.

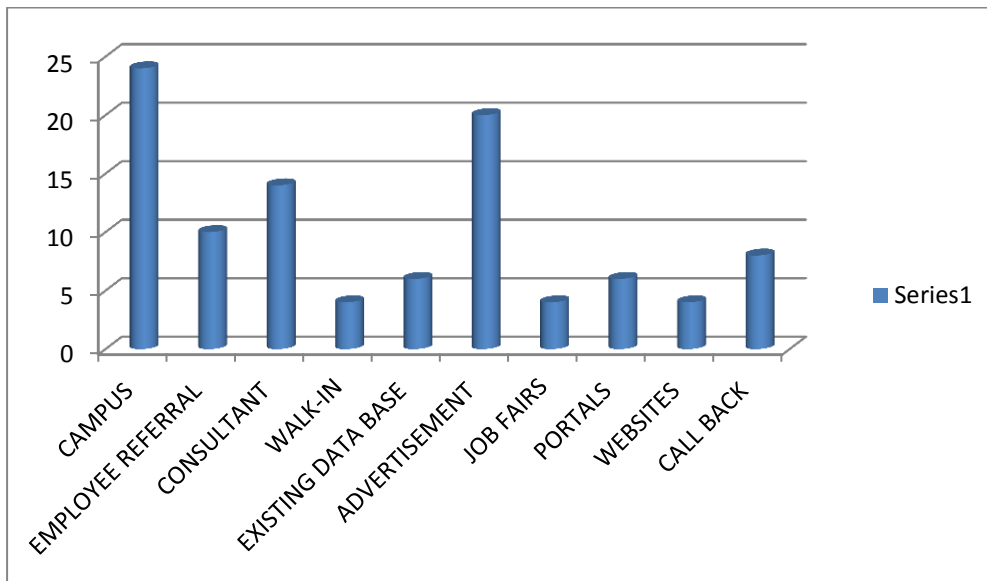
Table 3

SOURCES	NO OF RESPONDENT	PERCENTAGE
Campus	12	24
Employee Referral	5	10
Consultant	7	14
Walk-in	2	4
Existing Data Base	3	6
Advertisement	10	20
Job Fairs	2	4
Portals	3	6
Websites	2	4
Call Back	4	8
SUM	50	100

Analysis:

From the above table it shows that 24% of the employees say that TIEI source from a campus, 20% say that it source from advertisement. 14% of the employee say that they even source it from consultant while other 10% say it source from employee referral, 4% of the people say that it source from walk-in, 6% say it source from existing data base, 4% of the employee say that it from job fairs, 6% of the employees say that it source from portals, 4% of them say it source from website, and 8% say that it source from call back.

Graph 3



Interpretation:

The above graph demonstrates that TIEI mainly hire the candidate from campus, advertisement and consultant. This is because as TIEI is a new venture of Toyota in India to manufacture engine. They go to campus and advertise more to make people aware and to know more about the company TIEI. They even call the candidate from portals, job fairs, websites, and walk-in. But there is a less chance of getting the candidate into the company. However, there is even less chance of employee referral in the company.

4. Table showing the short listing of the colleges.

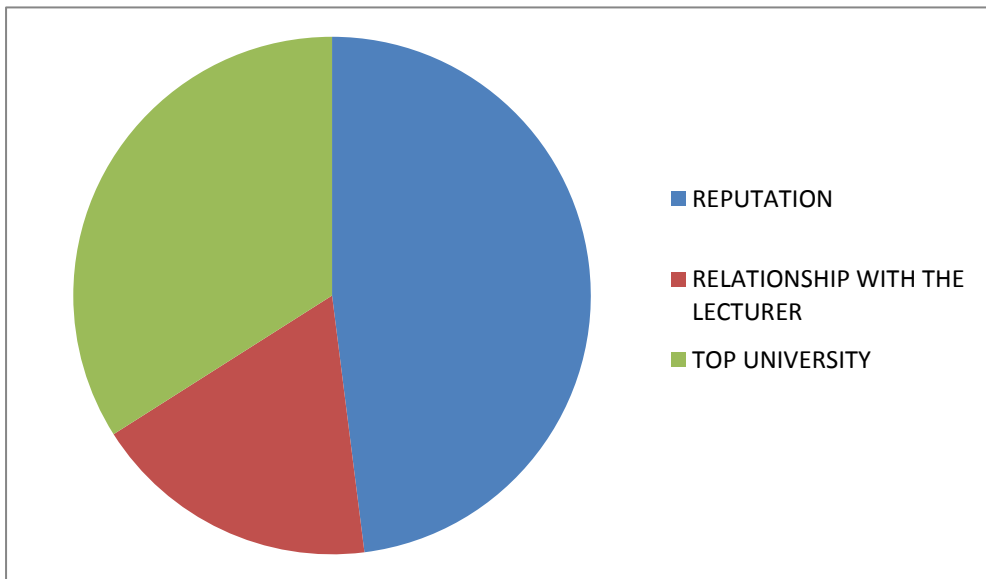
Table 4

SHORT LISTING	NO OF RESPONDENT	PERCENTAGE
Reputation	24	48
Relationship with the Lecturer	9	18
Top University	17	34
SUM	50	100

Analysis:

From the above table it is clear that 48% of the employee say that the company short list the college according to reputation of the college. 34% of the employee say that the it short list top university while rest 18% of the people say that it short list college from the relationship of the lecturer

Graph 4



Interpretation:

From the above graphit shows that TIEI mainly hire the colleges on the basis of reputation. However it goes for even top university or relationship with the lecturer to make TIEI as the finest industrialized business in India.

5. Table showing referral policy.

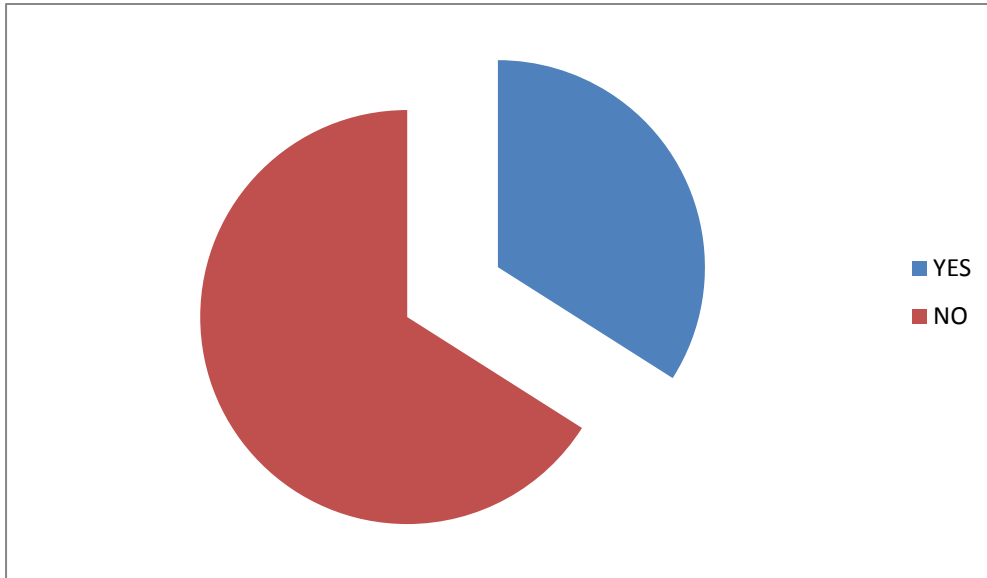
Table 5

REFERRAL POLICY	NO OF RESPONDENT	PERCENTAGE
Yes	17	34
No	33	66
SUM	50	100

Analysis:

33% of the employee says that TIEI have referral policy whereas large amount of employee i.e. 66% of the employee say that that TIEI doesn't have referral policy.

Graph 5



Interpretation:

From the above graph it shows that TIEI have a less chance of referral policy to get the candidate into the company as the company hire mostly the apprenticeship employee for one year from consultant, campus and advertisement. They hardly ever hire the supervisory level employees

6. Table showing the average no of candidate from consultant.

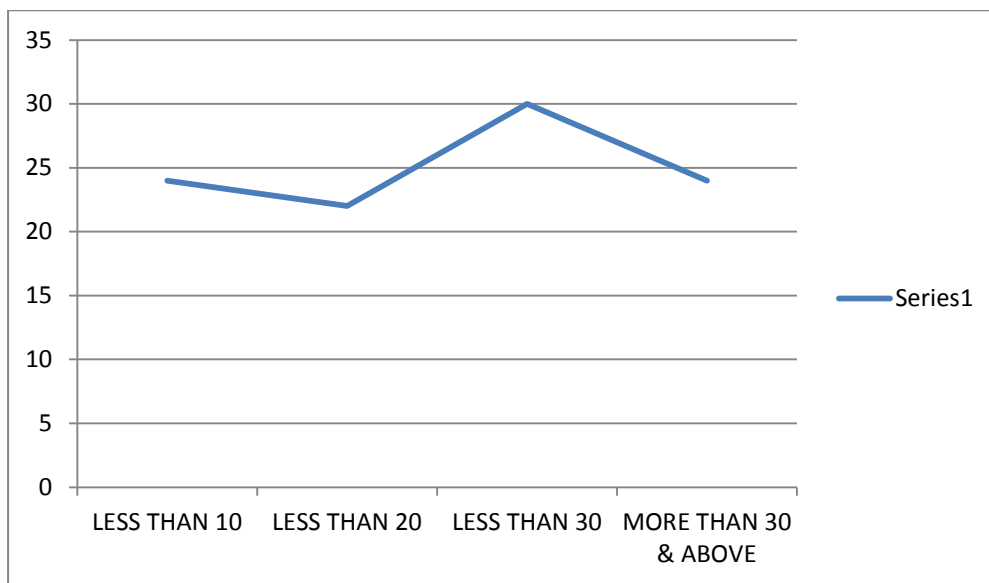
Table 6

AVERAGE NO OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
Less than 10	12	24
Less than 20	11	22
Less than 30	15	30
More than 30 & above	12	24
SUM	50	100

Analysis:

From the above table it is clear 30% of the candidate is being hired from the consultant. 24% of the employees say that it hires less than 10 candidate from consultant while another 24% say that it hire more than 30 & above from consultant. While rest 22% of the employee say it hire less than 20 from consultant.

Graph 6



Interpretation:

From the above graph it shows that the TIEI hire mostly from consultant. So most of the employees are being hired in a contract period i.e. for a stage of one year.

7. Table showing different job sites from which TIEI source resume.

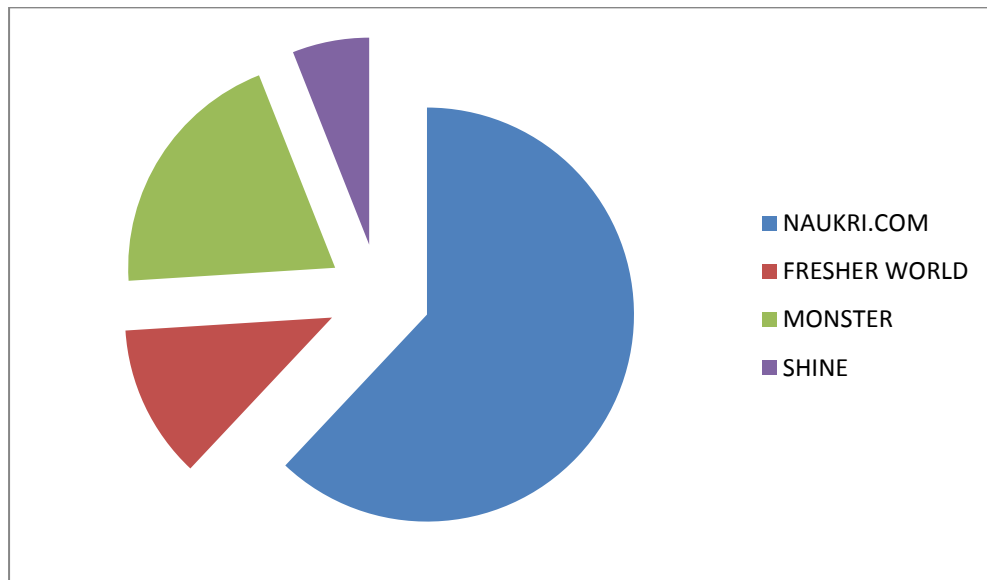
Table 7

JOB SITES	NO OF RESPONDENT	PERCENTAGE
Naukri.com	31	62
Fresher world	6	12
Monster	10	20
Shine	3	6
SUM	50	100

Analysis:

From the above table it is clear that the 62% of the employee say it hire from naukro.com. while 20% say day it hire from monster and 12% it hire from fresher world. While rest 6% of the employee say candidates get hire from shine.

Graph 7



Interpretation:

From the above graph it shows that company publish more about job on naukri. As most of the employees or candidate who are in search of job first preference is naurkri.com rather than fresher world/monster/shine.

8. Table showing walk-in a year.

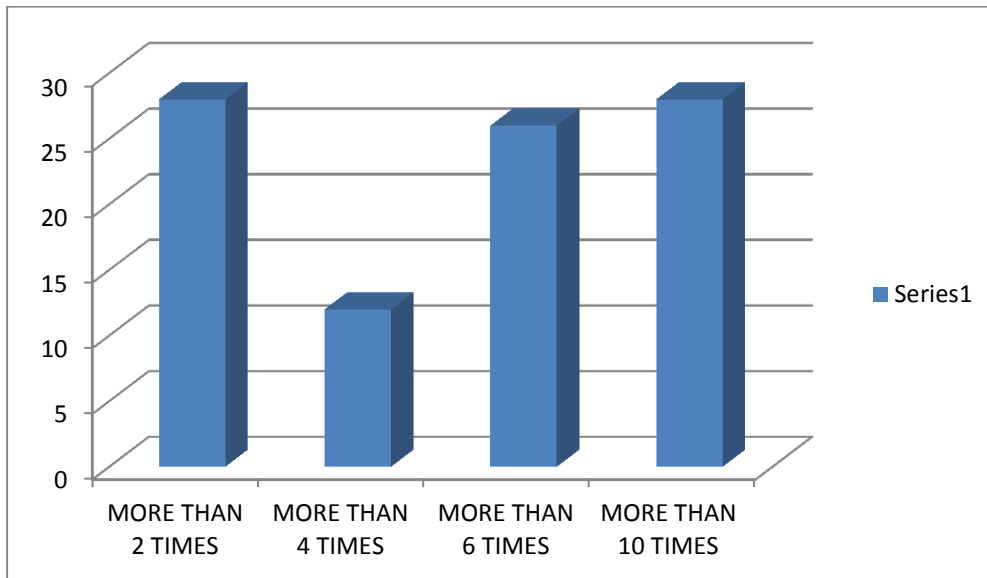
Table 8

WALK-IN A YEAR	NO OF RESPONDENT	PERCENTAGE
More than 2 times	14	28
More than 4 times	6	12
More than 6 times	13	26
More than 10 times	14	28
SUM	50	100

Analysis:

From the above table it is clear that 56% of the employee say that company conduct walk-in a year more than 2 and 10 times. While 26% of the employees say that company conduct walk-in a year more than 6 times. Rest 12% of the employee say that company conduct more than times.

Graph 8



Interpretation:

From the above graph it shows that TIEI mostly conduct walk-in a year. To fill the position of the employee whose contract period is over or the employees who are being terminated in a supervisory level. Mainly the company hire the diploma candidates for apprenticeship for one year from campus.

9. Table showing the existing database.

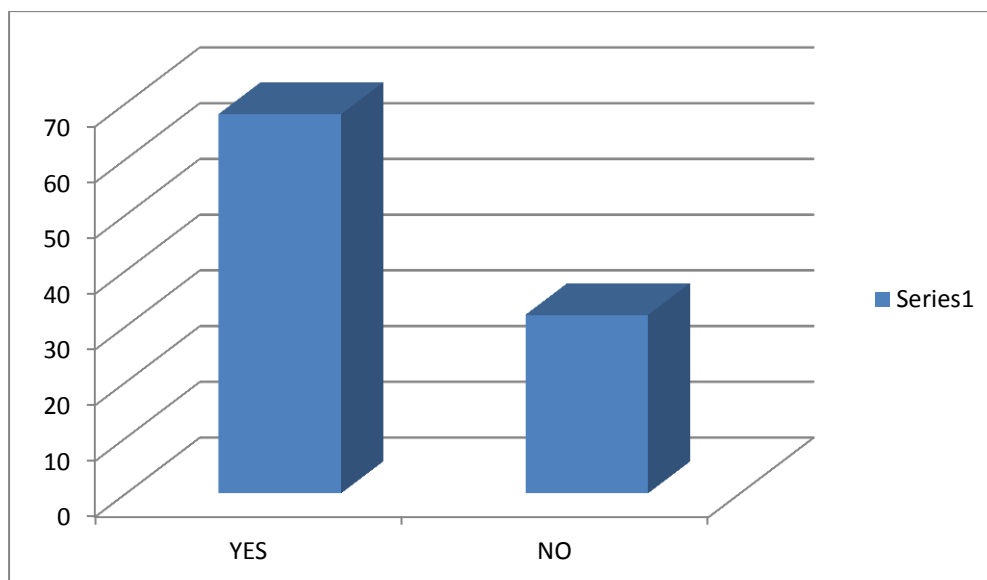
Table 9

EXISTING DATA BASE	NO OF RESPONDENT	PERCENTAGE
Yes	34	68
No	16	32
SUM	50	100

Analysis:

The above table indicates that 68% of the employee Say that TIEI hire from existing data base. While 32% of the employees say that TIEI doesn't hire from existing data base.

Graph 9



Interpretation:

The above graphs demonstratethat TIEI in general hire the candidate from existing data base. As the majority of the apprenticeship employee who are not satisfied with the job leave in between. On the other hand Company fills the position by calling the candidate who have concluded their contract period/left the organization and enthusiastic to work again. They call them back from existing database.

10. Table showing the no of applicant being hired from advertisement.

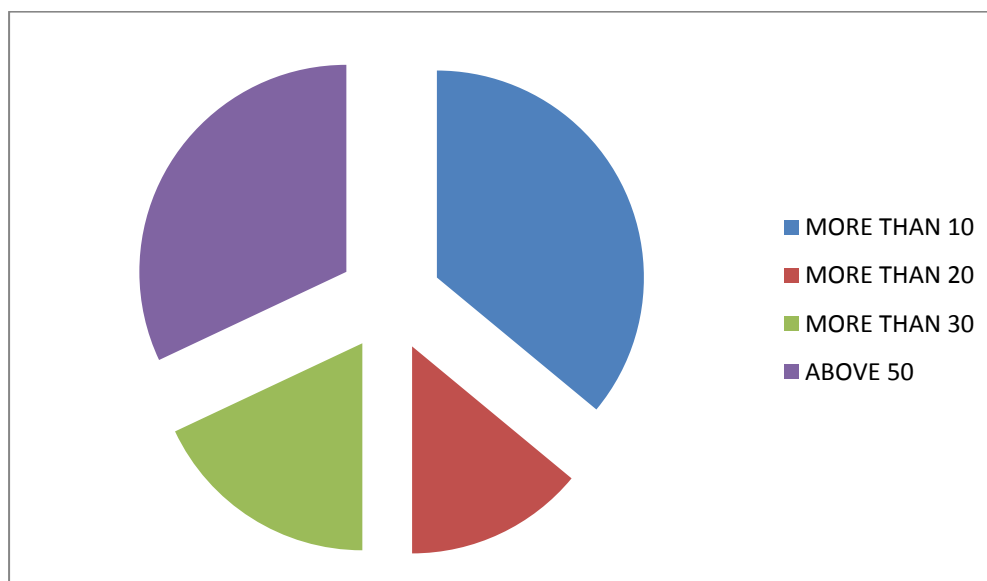
Table 10

NO OF APPLICANT	NO OF RESPONDENT	PERCENTAGE
More than 10	18	36
More than 20	7	14
More than 30	9	18
Above 50	16	32
SUM	50	100

Analysis:

The above table indicates that TIEI mainly get the application more than 10 as 36% of the employees say that. 32% of them say they more than 50 applicants from advertisement. 18% of the people say that more than 30 applicant, 14% say that more than 20 applicant.

Graph 10



Interpretation:

The above graph expresses that TIEI get more of interviewee from advertisement. There is for the reason that many people refer career sites more for job which is the well-organized way of knowing about the profession.

11. Table showing the no candidates being hired from job fair.

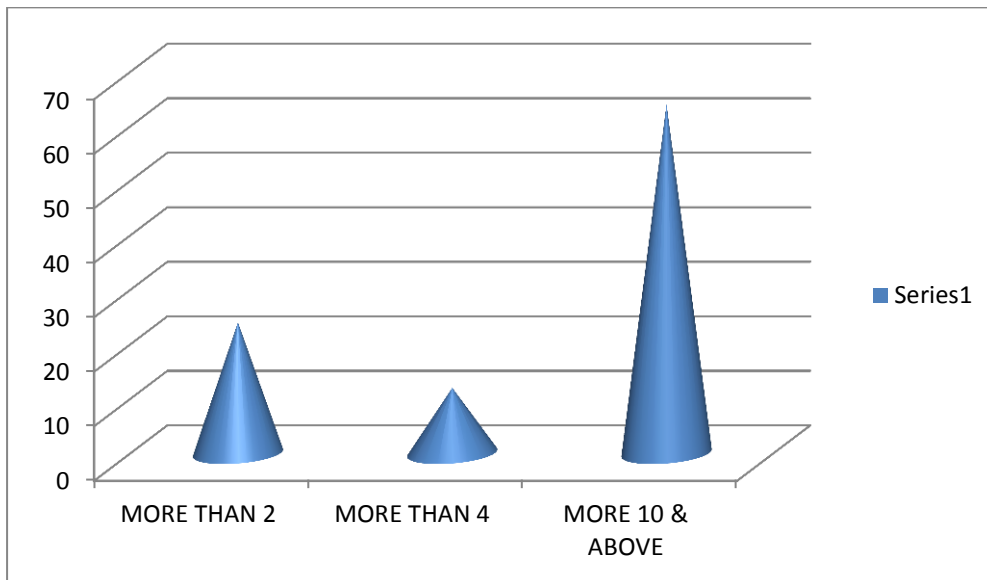
Table 11

NO OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
More than 2	12	24
More than 4	6	12
More 10 & above	32	64
SUM	50	100

Analysis:

From the above table it is clear that 62% of the employee say that company hire more than 10 & above from job fair. While 24% of the employee say that they hire more than 2 and 12% say that they hire more than 4 from job fair.

Graph 11



Interpretation:

The above graph shows that Company smoothly hire from job fair. However it doesn't hire additional candidate from job fair. There is a limit set by the company to select the candidates. They commonly go to the fair to make the candidate aware of TIEI which is subsidiary of Toyota.

12. Table showing the percentage of candidate getting into the company in call back.

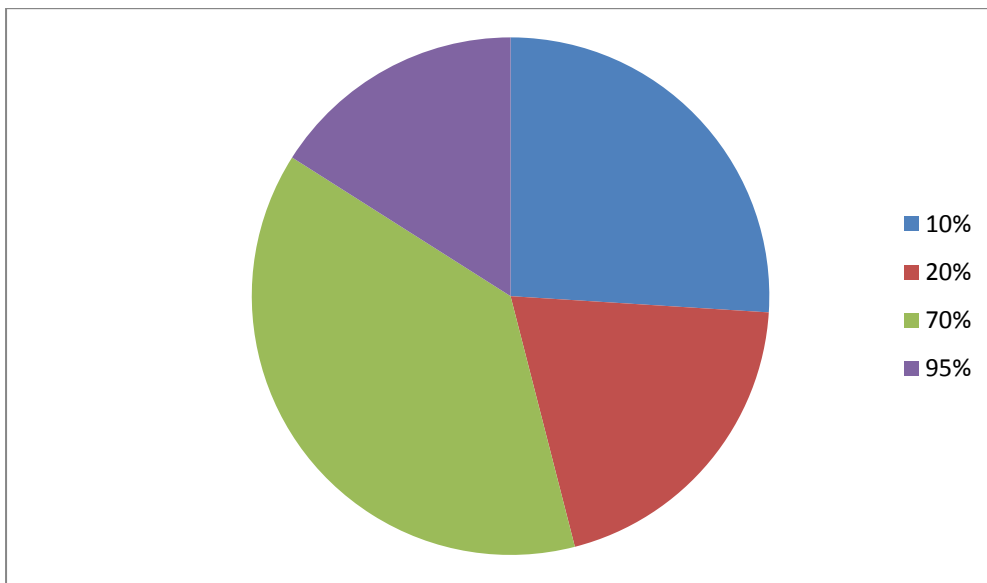
Table 12

PERCENTAGE OF CANDIDATE	NO OF RESPONDENT	PERCENTAGE
10 percent	13	26
20 percent	10	20
70 percent	19	38
95 percent	8	16
SUM	50	100

Analysis:

38% of the employee says that candidate getting into the call back is 70 percent. 26 of the employee say it is 10 percent, 20% of the employee say that it is 20 percent, whereas rest 16% say it is 95 percent they get into the company.

Graph 12



Interpretation:

The above graphs demonstrate that TIEI in general call the candidate in the company. To fill the position of the employees terminated retention etc. So there is chance of the candidate in to get into the company again.

13. Table showing the test that TIEI conduct for hiring

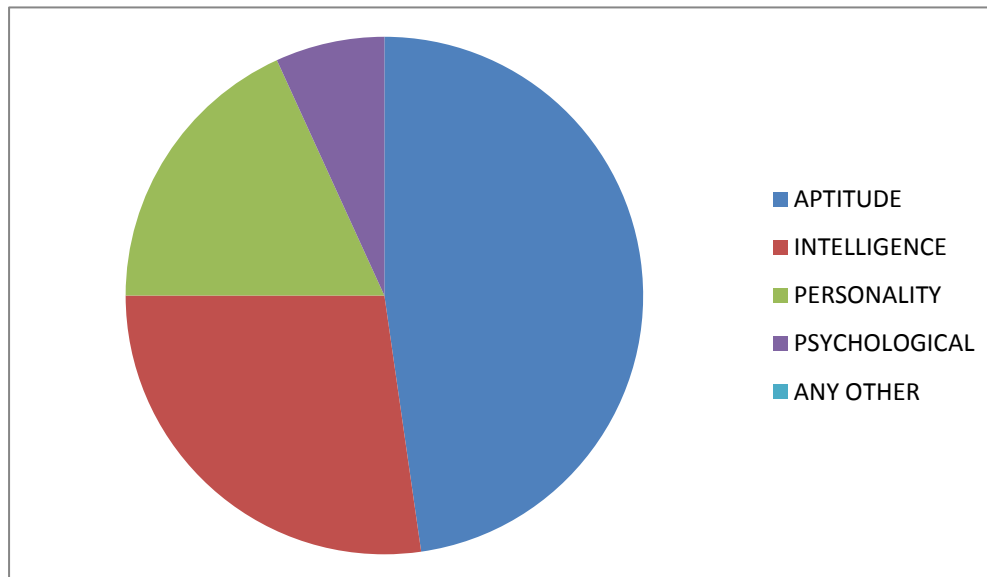
Table 13

TEST	NO OF RESPONDENT	PERCENTAGE
Aptitude	21	42
Intelligence	12	24
Personality	8	16
Psychological	3	6
Any other	6	12
TOTAL	50	100

Analysis:

42% of the employees say that TIEI conduct aptitude test for hiring. 24% of the employees say that TIEI conduct of Intelligence test, 16% of the people say that TIEI conduct personality test, 12% say some other they conduct while rest 6% of the employees say that TIEI conduct personality test.

Graph 13



Interpretation:

From the above graph it demonstrates that company mainly conduct aptitude test to hire the employee. As conducting these test company gets the suitable person who has more ability and skills being required for the particular position rather than conducting Intelligence, personality, psychological etc.

14. Table showing whether TIEI conduct medical examination or not.

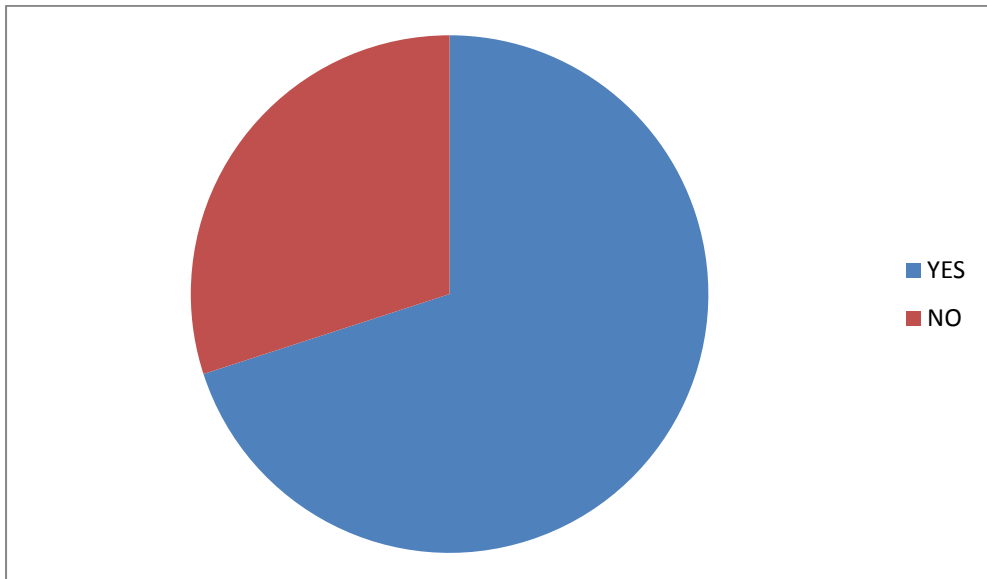
Table 14

MEDICAL EXAMINATION	NO OF RESPONDENT	PERCENTAGE
Yes	35	70
No	15	30
SUM	50	100

Analysis:

From the above table it is clear that TIEI conduct medical examination as 70% of the employee say. Whereas rest 30% say TIEI doesn't conduct medical examination.

Graph 14



Interpretation:

From the above graph it shows that company conducts a medical examination so that they can hire an employee who can work efficiently in shop floor, production, maintenance etc

15. Table showing reason candidate not joining after selection.

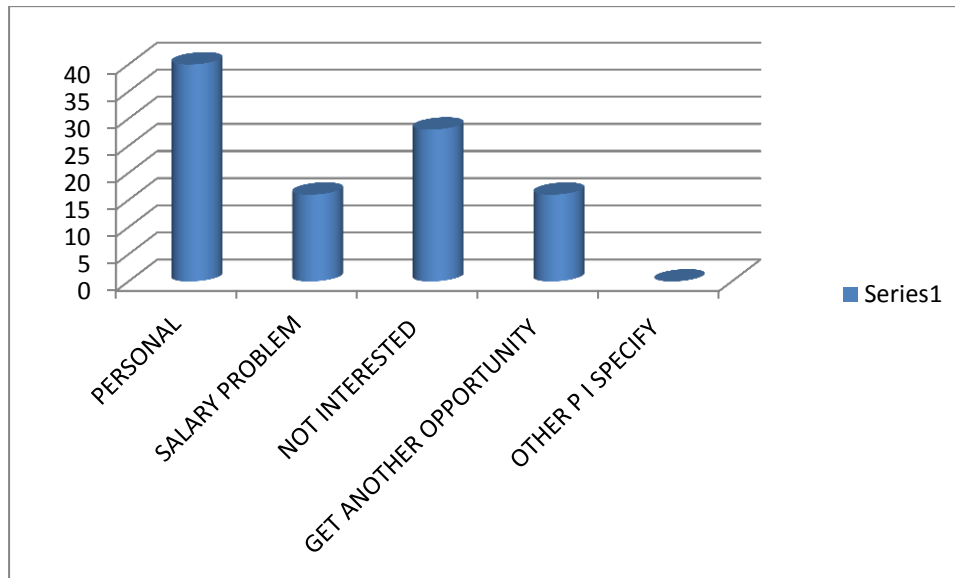
Table 15

REASON	NO OF RESPONDENT	PERCENTAGE
Personal	20	40
Salary Problem	8	16
Not Interested	14	28
Get Another Opportunity	8	16
Other PI Specify	0	0
SUM	50	100

Analysis:

From the above table it is clear that 40% of the employee mainly candidate doesn't join after selection due to personal problem. While rest 285 of the employee say that they are not interested, 16% of the employees say that they get the opportunity, 16% say that they have salary problem.

Graph 15



Interpretation:

From the above graph it indicates that many of the candidates they do not join due to of personal problem. At the same time other candidate are not satisfied with the salary being offered by the company. While many get candidates get the good opportunity while other are not interested to join the company. The above dilemma indicates that they are not fulfilled with the job or the position being offered by TIEI.

16. Table showing the genre of interview conducted by TIEI

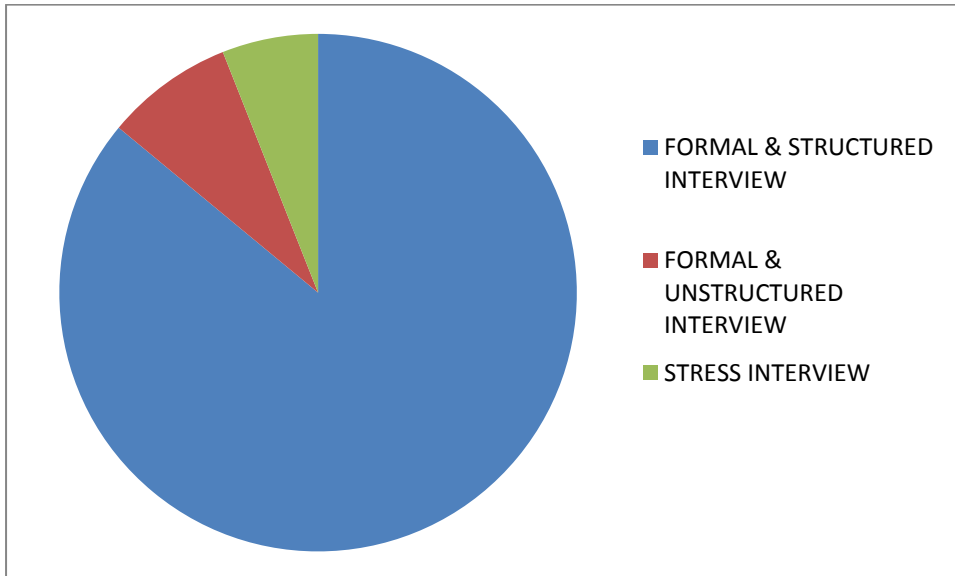
Table 16

INTERVIEW	NO OF RESPONDENT	PERCENTAGE
Formal & Structured Interview	43	86
Formal & Unstructured Interview	4	8
Stress Interview	3	6
None of the above	0	0
SUM	50	100

Analysis:

From the above table it is clear that 86% of the employee faced structured interview while other 8% say that they faced unstructured interview, 6% say that they faced Stress interview.

Graph 16



Interpretation:

The above graph interprets that company mainly take a structured interview with a candidate so that they can attract a suitable candidate. Although they even conduct a stress interview with a candidate to know how much a candidate can work under pressure. They even conduct a unstructured interview so that they can know more about the candidate in a informal way.

17. Table showing the satisfaction level of promotion/internal hiring.

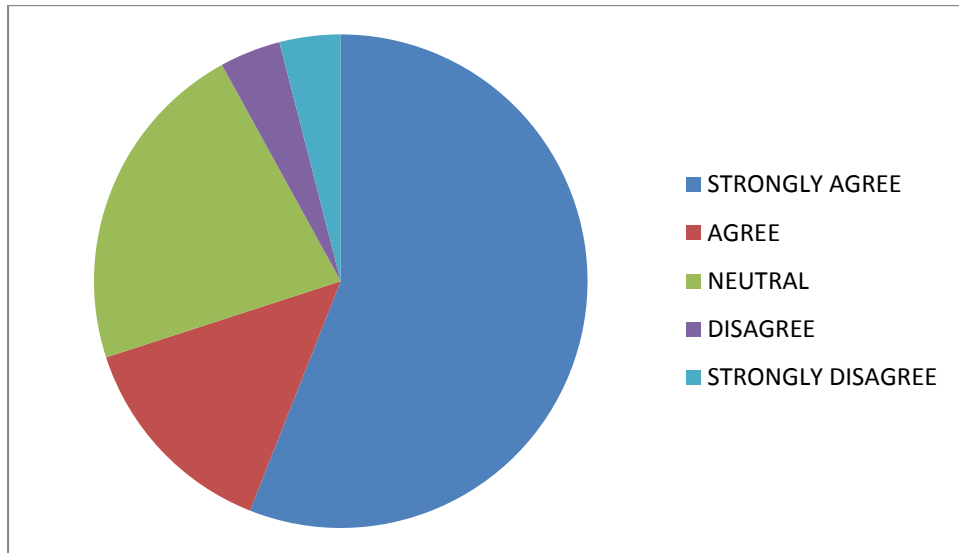
Table 17

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	28	56
Agree	7	14
Neutral	11	22
Disagree	2	4
Strongly Disagree	2	4
SUM	50	100

Analysis:

Above table indicates that 56% of the people are strongly agree, 22% of people are neutral, 14% of the people are agree, 4% of the people are disagree and another 4% of the people are strongly disagree that internal hiring/promotion helps the employee to motivate.

Graph 17



Interpretation:

The above graph demonstrate that large no of people are strongly agree/neutral with the promotion/internal hiring of the employee that it motivates. However less disagreed that internal hiring/promotion help them to motivate.

18. Table showing the effectiveness of innovative techniques

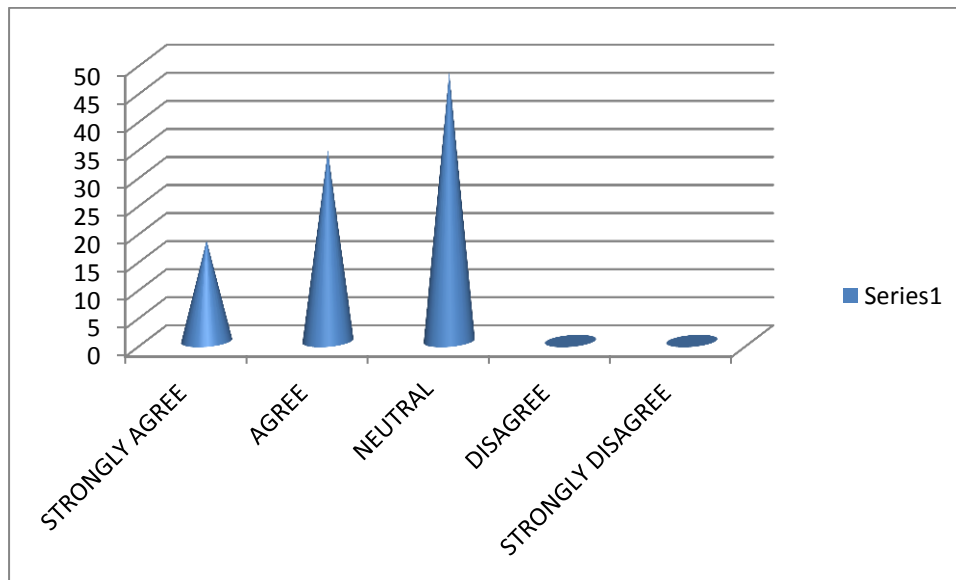
Table 18

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	9	18
Agree	17	34
Neutral	24	48
Disagree	0	0
Strongly Disagree	0	0
SUM	50	100

Analysis:

48% of the people say neutral they think that innovative technique like stress interview and psychometric tests will be not that much effective. Whereas rest of the people say that this technique could be effective

Graph 18



Interpretation:

The above graph interprets that all of the employee agree, strongly agree that effective technique will help in hiring process. None of the employees disagreed with the effectiveness of the hiring process. However more than half of the respondents are neutral.

19. Table showing the advance tools and techniques in hiring

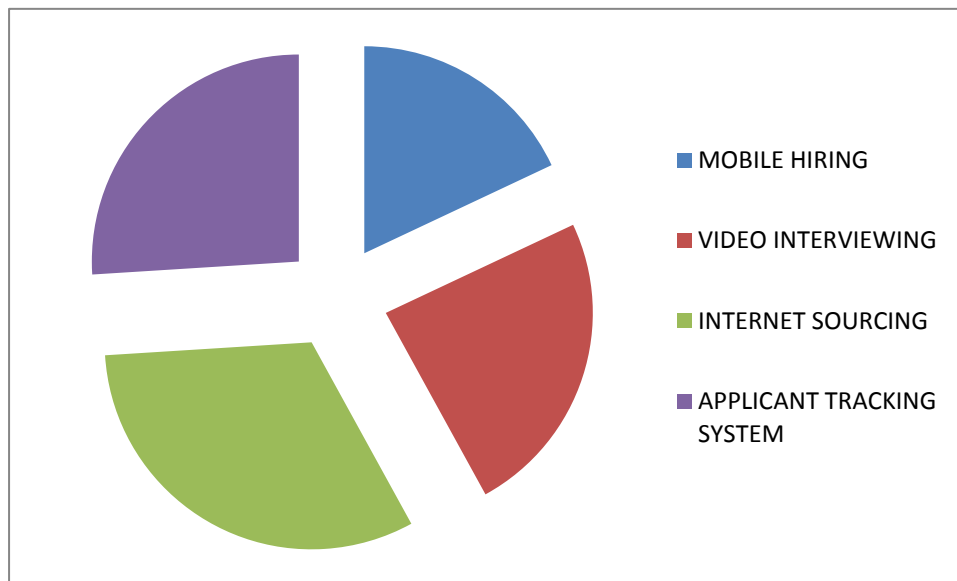
Table 19

TOOLS	NO OF RESPONDENT	PERCENTAGE
Mobile Hiring	9	18
Video Interviewing	12	24
Internet Sourcing	16	32
Applicant tracking System	13	26
SUM	50	100

Analysis:

32% of the population say that internet sourcing could be the advance tool and technique which can enhance the success rate of hiring. Whereas 26% say applicant tracking system can be the advance tools and technique that will enhance the success rate of hiring. 18% and 24% say that mobile hiring and video conferencing will be the technique that will enhance the success rate of hiring

Graph 19



Interpretation:

The above graph interprets that mainly internet sourcing help to get the best and enthusiastic candidate in the company. However video conferencing, applicant tracking system, mobile hiring can be used to hire but this tools won't be that much helpful to get the success to hire the right candidate

20. Table showing the satisfaction level of selection procedure

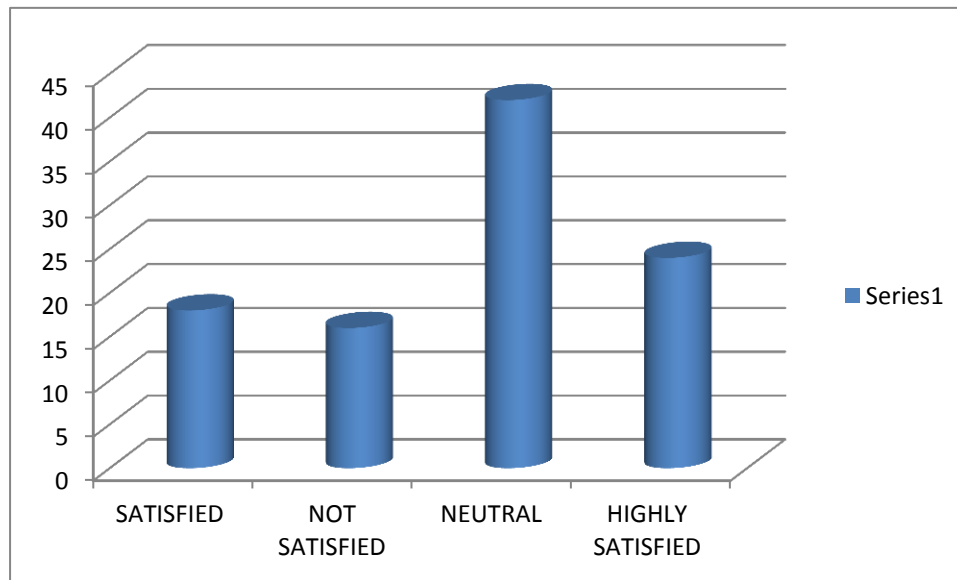
Table 20

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Satisfied	9	18
Not satisfied	8	16
Neutral	21	42
Highly Satisfied	12	24
SUM	50	100

Analysis:

42% of the people say that selection procedure followed by TIEI is neutral. Whereas 24% are highly satisfied and rest 16% and 18% are satisfied and not satisfied.

Graph 20



Interpretation:

From the above graph it demonstrates that most of the employees are neutral and highly satisfied by the selection process conducted by the company. However few respondents are not satisfied with the level of selection procedure followed by TIEI. As they hire the employee principally in a contract period.

21. Table showing the hiring policy plays a crucial role.

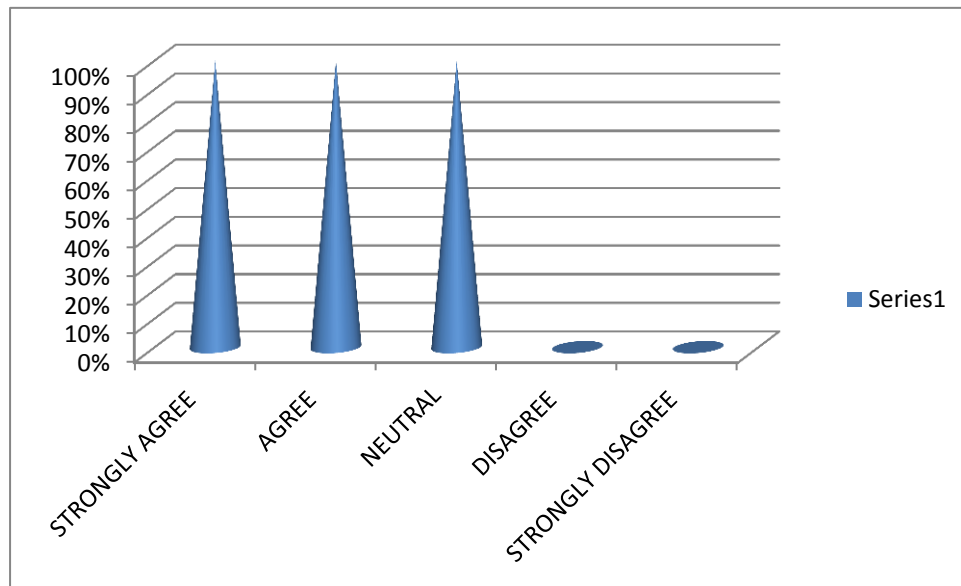
Table 21

SATISFACTION LEVEL	NO OF RESPONDENT	PERCENTAGE
Strongly Agree	27	54
Agree	19	38
Neutral	4	8
Disagree	0	0
Strongly Agree	0	0
SUM	50	100

Analysis:

54% of the people strongly agree that hiring policy is a crucial factor in working of an organization. Whereas 38% of the people agree that hiring plays a crucial factor in working of an organization and 8% are neutral

Graph 21



Interpretation:

The above graph interprets that none of the respondent disagree/strongly disagree that hiring plays a crucial role in hiring. However all the employees are satisfied that hiring policy plays one of the most crucial parts in hiring. As it leads to attract a right candidate for a right job in a right place.

22. Table showing whether the TIEI take candidate feedback.

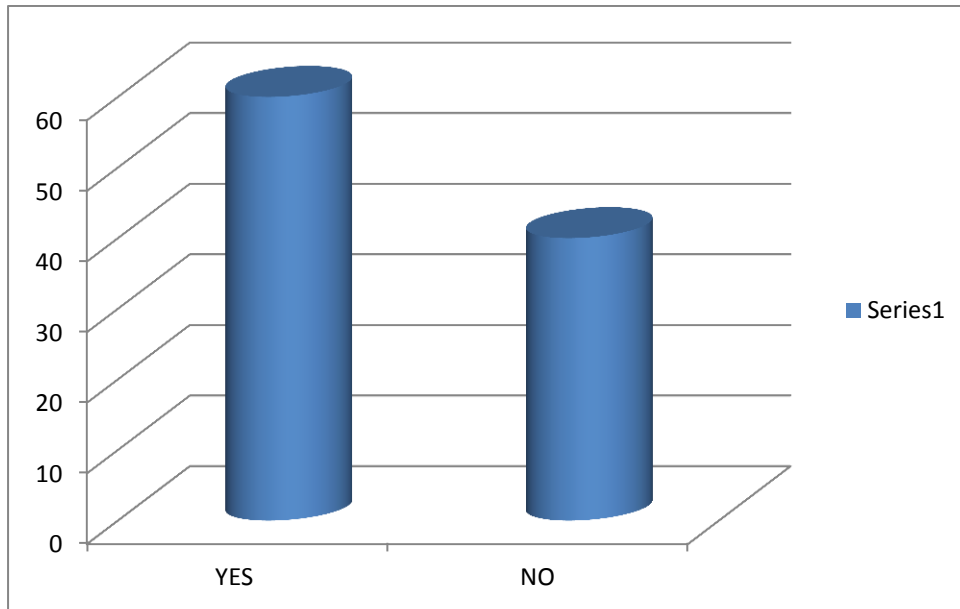
Table 22

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	30	60
No	20	40
SUM	50	100

Analysis:

60% of the people say that TIEI take candidate feedback on recruitment. Whereas rest 40% of the people say that TIEI doesn't take candidate feedback on recruitment

Graph 22



Interpretation:

From the above graph it demonstrate that organization take the feedback from the candidate to improve the hiring process and to know the reviews from the candidate. Whereas few of the respondents say that they do not take feedback of the candidate.

23. Table showing whether the TIEI take candidate feedback.

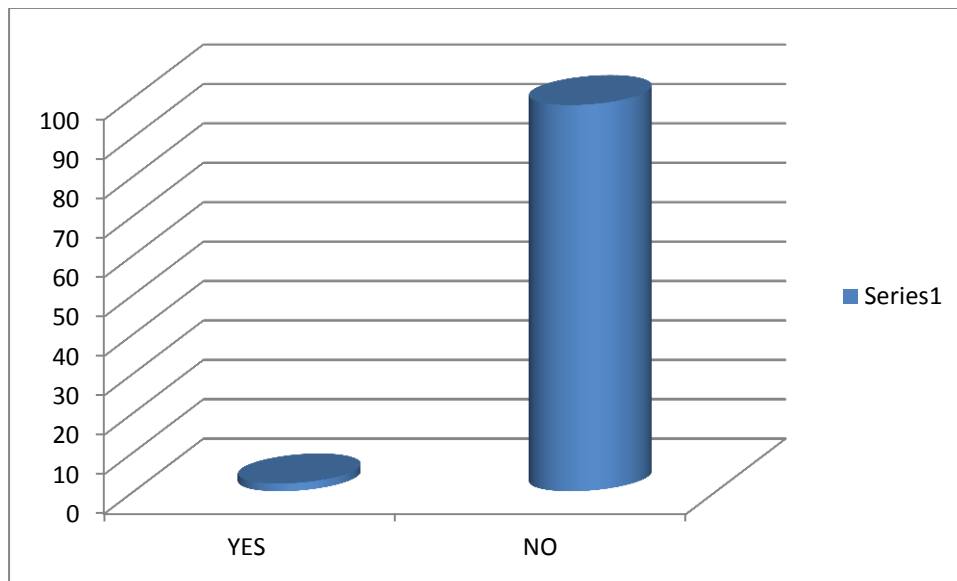
Table 23

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	1	2
No	49	98
SUM	50	100

Analysis:

98% of the people say that TIEI doesn't provide accommodation for the new entrants. Whereas 2% of the people say that TIEI doesn't provide accommodation for the new entrants

Graph 23



Interpretation:

The above graph interprets that all the respondents say that TIEI doesn't provide accommodation to the new entrants. As this is a new subsidiary company of the Toyota its turnover revenue is less compared to other Toyota subsidiaries.

24. Table showing whether TIEI take background verification or not.

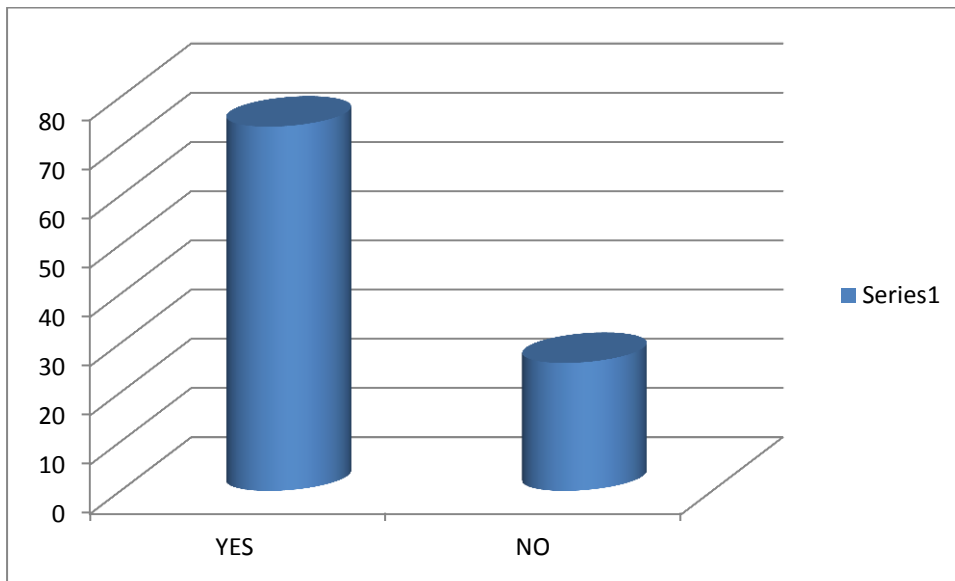
Table 24

COMPONENT	NO OF RESPONDENT	PERCENTAGE
Yes	37	74
No	13	26
SUM	50	100

Analysis:

74% of the people say that TIEI conduct background verification. Whereas 26% of the people say that TIEI doesn't conduct background verification.

Graph 24



Interpretation

The above graph interprets that company check the background verification of the candidate so that they shouldn't hire an illegal employee for the job which can lead to loss of the company. However few say didn't check background verification.

4.2 STATISCAL TOOLS:

Hypothesis

HO: Opinion about internal recruitment remains the same across all age group.

H1: Opinion about internal recruitment varies across all age group.

ANOVA

Do you agree that internal recruitment/promotion helps in motivating the employee?

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.342	3	.114	.117	.950
Within Groups	44.778	46	.973		
Total	45.120	49			

Interpretation:

Opinion about internal recruitment doesn't vary across all age group with a significant value of 0.95 (Insignificant). It means the opinion about internal recruitment which helps in motivating the employee doesn't get influence by age group.

CHAPTER 5

SUMMARY OF FINDINGS, CONCLUSION AND SUGGESTIONS

5.1 FINDINGS:

The analysis has contributed a brilliant knowledge in finding the evaluation of the questionnaire that was distributed and collected from the respective individuals.

- Employees are being working in the company from 1-2years more
- Majority of the respondents are under 20-25 ages.
- Mostly TIEI source from Campus, consultant.
- Company mainly short list top universities, reputation and less with relationship with lecturer.
- Majority of the respondent say TIEI doesn't have referral policy.
- Majority of the candidate say that TIEI generally hire more than 30 candidates from consultant.
- Majority of the respondent say that TIEI mainly hire from naukri.com
- Mainly company conducts walk in more than 6 times in a year.
- Most of the respondents say that TIEI hire the candidate from existing data base.
- Most of the respondent says that TIEI hire the candidate more than 10 from advertisement.
- Majority of the respondent say that TIEI hire the candidate more than 10 & above from job fair.
- There is 70 percent of chance of getting into the company in call back.
- Company mainly conduct aptitude test to test the ability of the student for the position.
- TIEI conduct a medical examination of a candidate after selection.
- Mainly candidate are not interested to join the company after selection or they get another opportunity.
- Most of the respondent have faced structured & formal interview.

- Majority of the employee agree that internal recruitment & promotion will motivate the employee.
- Most of the respondents are neutral that innovative techniques will be effective in hiring process.
- Internet sourcing is the finest way to hire the candidate.
- Most of the respondents are neutral with the selection process of TIEI.
- Hiring policy plays a decisive role in hiring a candidate.
- TIEI doesn't take candidate feedback.
- TIEI doesn't provide accommodation to new entrants.
- TIEI check the background verification of the candidate.

5.2 CONCLUSION:

From the beginning to the end this project attempts to study the Campus Connect Hiring process at Toyota Industries Engine India Pvt ltd. The objective that has laid down prior for this study has been concluded so far.

Campus Connect Hiring the stage plays a crucial part in any organization. It is the method of stimulating the candidate to apply for the specific job. Campus connect Hiring has an energetic role in this situation. The right procedure of hiring the pool of candidate increase of productivity and lead to overall success in the organization.

In every organization effective hiring is a must. After deciding total number and kinds or types of personnel required for job, the human resource department proceeds to start with identification of various sources of hiring and finds the suitable candidate who are fit for the job. In this study, it is identified that the company has effective hiring policy.

5.3 SUGGESTIONS:

Using this analysis consecutive recommendation may be contemplated

- The hiring process through campus has been take place in a way that the personal level of satisfaction of the workforce must be checked.
- Company can go for mass hiring over the branches to hire efficient candidates.
- Company can reduce competencies from 3 to 2, for passing the psychometric test.
- The hiring process should not be lengthy.
- Try to make hiring procedure more efficient as possible.
- Company can take the feedback of the employee.
- Company can provide accommodation to the new entrants for a week or a month
- Company can use the web portals and websites to hire the candidates.
- Company can hire the employees from professional networking sites like LinkedIn
- They can encourage employee referral.
- Company can hire the candidate from through company website.
- TIEI can introduce company nature of work related videos.
- TIEI can introduce wave technology for sourcing profiles.
- Head hunt can be prepared for senior position
- There can be a creative screening method.
- TIEI can give permanent job opportunity to good performance candidate.

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ANNEXURE:



QUESTIONNAIRE ON CAMPUS CONNECT HIRING

EMPLOYEE NAME:

DEPARTMENT:

1. From how many years you have been working in aligned company/TIEI?

1 year- 2 year	
2 year – 3 year	
3 year – 4 year	
4 year – 5 year	

2. What is your age?

20-25	
25-30	
30-35	
35-40	

3. Which of the following TIEI choose for sourcing?

Campus	
Employee Referral	
Consultant	
Walk-in	
Existing Data Base	
Advertisement	
Job Fairs	
Portals	
Websites	
Call Back	

4. How TIEI short list colleges for hiring?

Reputation	
Relationship with the Lecturer	
Top University	

5. Does TIEI have referral policy?

Yes	
No	

6. What is the average no of candidate from consultant TIEI Recruit?

Less than 10	
Less than 20	
Less than 30	
More than 30 & above	

7. What are the job sites from which TIEI sources resume?

Naukri.com	
Fresher world	
Monster	
Shine	

8. How many times TIEI conduct Walk-In in a year?

More than 2 times	
More than 4 times	
More than 6 times	
More than 10 times	

9. Do TIEI recruit from existing database?

Yes	
No	

10. What are the no of applicant from advertisement TIEI Receive?

More than 10	
More than 20	
More than 30	
Above 50	

11. How many candidates does TIEI hire from a Job Fair?

More than 2	
More than 4	
More 10 & above	

12. What is the percentage of candidate getting into the company call back?

10 percent	
20 percent	
70 percent	
95 percent	

13. Following which test does TIEI conduct for selection of candidate?

Aptitude	
Intelligence	
Personality	
Psychological	
Any other	

14. Does TIEI conduct physical medical examination during the selection process?

Yes	
No	

15. What is the reason behind candidate not joining after selection?

Personal	
Salary Problem	
Not Interested	
Get Another Opportunity	
Other PI Specify	

16. What Genre of interview was conducted for you?

Formal & Structured Interview	
Formal & Unstructured Interview	
Stress Interview	
None of the above	

17. Do you agree that internal recruitment/promotion helps in motivating the employee?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	

18. Do you think innovative technique like stress Interview and Psychometric tests etc, helps in the effective hiring process?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Disagree	

19. What advance tools and technique will enhance the success rate of Hiring?

Mobile Hiring	
Video Interviewing	
Internet Sourcing	
Applicant tracking System	

20. What is the extent of your satisfaction with selection procedure followed by TIEI?

Satisfied	
Not satisfied	
Neutral	
Highly Satisfied	

21. Do you agree that hiring policy plays a crucial factor in working of an organization?

Strongly Agree	
Agree	
Neutral	
Disagree	
Strongly Agree	

22. Do TIEI take candidate feedback on recruitment?

Yes	
No	

23. Does TIEI provide accommodation for new entrants?

Yes	
No	

24. Does TIEI conduct background verification for the new entrants?

Yes	
No	



ACHARYA INSTITUTE OF TECHNOLOGY

DEPARTMENT OF MBA

INTERNSHIP WEEKLY

REPORT (16MBAPR407)

Name of the Student: Megha Priya

Internal Guide: Prof. Mahak Balani

USN No: 1AZ16MBA38

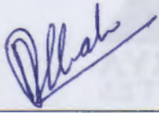
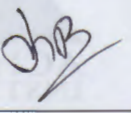
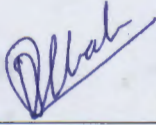
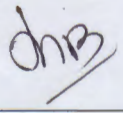

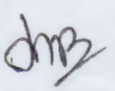
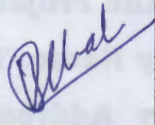
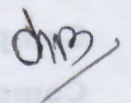
Specialization: Finance & HR

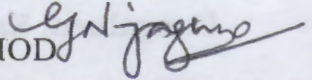
Title of the Project: Campus Connect Hiring

Company Name: Toyota Industries Engine India Pvt Ltd

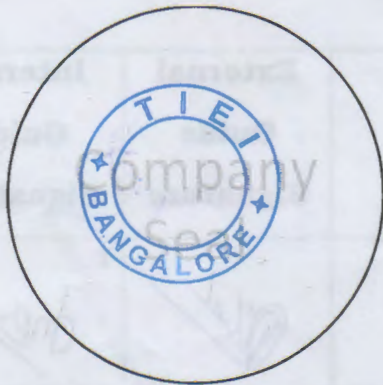
Company Address: Plot No 9, Jigani Industrial Area Phase II, Jigani,
Bangaluru, Karnataka 560105

Week	Work undertaken	External Guide Signature	Internal Guide Signature
15-01-18 to 20-01-18	Introduction About TIEI and its Operation		1
22-01-18 to 27-01-18	Learning about different operations and products by TIEI		2
29-01-18 to 03-02-18	Orientation and gathering information about the growth of the company		3
05-02-18 to 10-02-18	Analysis of the position of the company		4
12-02-18 to 17-02-18	Research Problem Identification		5
19-02-18 to 24-02-18	Population of the Research instrument for data collection		6

26-02-18 to 03-03-18	Theoretical background of the study		7 
04-03-18 to 10-03-18	Data collection and Data analysis		8 
12-03-18 to 17-03-18	Interpretation of data gathered during the survey		9 
19-03-18 to 24-03-18	Final report preparation and submission		10 


HOD

Head of the Department
Department of MBA
Acharya Institute of Technology
Beldevanahalli, Bangalore-560 102



			26-02-18
			03-03-18
			04-03-18
			10-03-18
			12-03-18
			17-03-18
			19-03-18
			24-03-18