A STUDY ON EMPLOYEE LIFE CYCLE MANAGEMENT

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ABSTRACT

This research paper aims to provide a comprehensive analysis of the employee life cycle, exploring its various stages, strategies, and the impact it has on organizational success. By examining recruitment and onboarding, performance management, development and training, and offboarding or separation, this paper seeks to shed light on the importance of effectively managing employees throughout their tenure. Through case studies and real-life examples, this research paper aims to provide practical insights into optimizing employee performance and engagement.

1. INTRODUCTION:

1.1 General

The employee life cycle and its various stages, strategies, and organizational impact, this research paper aims to provide valuable insights for organizations seeking to enhance their workforce management practices. This research talks about Recruitment and Onboarding, Performance Management, Development and Training, Offboarding and Separation, Technology in Employee Life Cycle Management, Challenges and Best Practices and Organizational Impact and Benefits. An activity designed by individuals to produce and sell, to attract or objects that satisfy the needs and desires of people. The company will be an organization that seeks to benefit the people who work to achieve a common goal.The purpose of the business will vary depending on the type and system of commercial use. Regardless of the good approach, organizations must provide better management, adapt or say about some of the problems or problems thatexist in the community.

1.2 Study purpose

The purpose of this study and this topic is to see what changes we have had in our business from the past to the present. At that time, we used a charging system to change the land and our businesses and we recorded these activities onpaper to record all the important data of eachbusiness, now using the Internet, applications, and portals. Headache, nausea, etc. record all information and information. Therefore, we must know what factors affect the performance of yourbusiness and how insurgents relate to the past. This report is a collection of written actions from the past to the present. The journey will tell thereafter. We see how these changes affect business and transparency around the world. Here we find innovations and investments that can be made for different jobs within an organization.

1.3 Evolution of business

Business growth begins with growth, growth, and development, which expands in various fields to support the nation's economy. Business development has gone through several stages and these steps have been described as pillars of continuous development that have improved in

previous stages. It is clear that these forms widen the scope of their activities and widen their channels of communication.

OBJECTIVE OF THE RESEARCH

The purpose of the study is the results that researchers have investigated at the end of the study. What the researcher will be able to achieve at the end of the study. The purpose of the research project is to provide a summary of what can be accomplished through reading.

Primary objective:

• Promote the development of the employee's life.

Secondary objective:

• Know-how such changes in the business environment led to revolutionary levels.

2. LITERATURE SURVEY

Three basic elements of the research must be considered: participants, materials, and tools.

1. Participants: gives you an idea that invites reflection. To experiment experimentally, researchers should try to use mathematical models used to generate population samples, e.g. download methods and software examples. For qualitative analysis, the experiments involved are basic principles. However, choosing individuals, groups, and events based on the specification or behavior of an individual, group, or event may inform the researcher and the primary investment in the research.

2. Materials and Instrumentation: for experimental analysis, the implementation of differentiation is the focus of the image, that is, fields that cover the spectrum of medical conditions and how living conditions differ. Investigators should consider accountability (test size) and accuracy (if the test is tested). The

appearance of experimental conditions poses a danger to the internal and external passages. Investigators should be very good at establishing that the anorexia ratio is not influenced by other factors, and the joint investigator should monitor how analytical results increase in the population on this basis. color as an example in this study below.

3. For qualitative analysis, the problem was measured in terms of temporal sources, regardless of where the researcher would place the data and what strategies he would use to access that data. Quality analysis is sometimes collected on oral data from interviews, surveys, documents, or cultural arts. Poor quality of qualitative analysis is the intelligence involved in the organization. The popularity of this study provides a parallel interpretation of data, analytical methods, which considers the use of multiple sources, methods, researchers, and theories to test the reliability of the analysis.

3. Procedures

How to request the IRB approval form, how participants can analyze or the industry, how to pass exams or identify and interview, and how to prepare for writing. A review of methods and time can facilitate analysis.

4. Identify Analysis Procedures

Detailed research on research questions and plans includes a variety of research methods. The study design uses the study data to determine agreement drawings based on independent flow and protection factors and to determine the validity of the difference if the required factors are determined by visual factors. Once again, independent birds use semantic research to identify subjects, classes, processes, and models and create rich images of the ultimate goal of building a deeper understanding of the human system.

3.   RESEARCH METHODOLOGY

3.1   Introduction

Understand the basics of all research on why credentials have been created and what methods (research) are appropriate for generating knowledge in a case study. Therefore, to conduct and evaluate all studies, it is important to know what these estimates are.

Before beginning the investigation, the investigator must provide a research structure that will serve as the research leader and will assist throughout the process. Understanding is a clear concept for understanding the importance, role, and purpose of research design. Researchers need to understand what the research structure is and what it is not. Researchers must also be aware of the structure throughout the research process, from the processing of questions to the analysis and communication of the data from which they originate. This is the purpose of this chapter. This section discusses the research structure as the basis for research that is in the retirement process that is tested and discussed; and a new section of the conference theme was evaluated to add to the baseline. The section also discusses the methods and processes described in the analytical and analytical methods and the methodology used by the researcher, as well as the methods and methods for collecting information and analytical methods. The results have strengthened this position since the result is to promote long-term relationships between your company and its employees while promoting your place and recognizing that it is an appropriate decision. The purpose of this study is to analyze the current conceptual processes within the organization and determine the most important period for conference processes in the organization.

3.2   Research Design

A research design system and research program designed to find the answer to a research question. The research design defines the types of teaching (descriptions, combinations, semi-experiments, experiments, perspectives, meta-analyzes), and these methods and data collection and statistical mapping. Assemble research projects. It provides the basis for research, showing how all the key components/tools are used in the research model, measurement, treatment, and research methodology to change the research problem. Research can be divided into three classes; measurable, clear, and convincing. Each category deals with different points and needs to work in various ways.

3.2.1   Descriptive Research

Translation researchers, unlike researchers, can be predicted and designed in such a way that the information collected is not statistically separated. The basic idea behind this type of research is to better define the ideas, behaviors, or behaviors that a group of participants has for specific comments.

3.2.2   Exploratory Research

The researcher focuses on concepts and ideas such as real knowledge of the opposition. It is usually used to identify problems, potential development potential, alternatives, and to promote areas that do not require statistical research. The researchers suggest two types: whether new editions or new dimensions in theory. New themes are often dubious and surprisingly shocking. For example, human resource consultants use employee information before arriving at the office or store. They can search for something in

theory or in a practical way to measure something.

3.2.3   Causal Research

As in the previous analysis, factor analysis becomes a factor and is still expressed as a forecast and done in style. For this, a final analysis is also expected. The reasons for analyzing the differences in your scheme of the impact and effect relationship between objects, this may be related to the strongest way to analyze insults, as a result of investigating whether the relationship is triggered by the experiment. Finally, factor analysis:

- Understand that destruction andconsequences
- Note the nature of the relationship between the causes of the change and the expected effects.

3.2.4   Exploratory research

My research is based on research and this is the first research focused on theoretical or theoretical ideas. Researchers have come up with ideas or ideas and are trying to understand more about them. Researcherstry to explain the basic concepts that theresearch is about or to know what is clear and what the theories are. This researcher is also an attempt to integrate ideas to understand causes and influences. It is an attempt to discover the causes and effects of   alcoholism,beliefs, personal communication, problem-solving, and politics as an investigation to provide thefirst basis for future research. Efforts have been made to explain what is happening indifferent companies in the assembly process.

The section concludes with a presentation of the research methods, promotions, and methodologies used in the research. The benefit of scientific research is that it will provide readers with statistical and statistical information about the overallwork of new organizations on the go. At the same time, it will give you some ideas to make the speaking process more precise.

3.3.   Sampling   Design   & Technique

Sampling is a technique used to collect data, for example. It is a procedure that has been followed to identify the respondent from a particular population to give examples of freedom and a realistic picture of the possibility of society. Collecting a good model is time-consuming and expensive.

3.3.1   Sample Size

The survey was conducted with a variety of interviews and telephone interviews. The target people are 50 of them with response of all. Therefore, the size is taken from the 20 new. The result of the survey is that the majority of the respondents are not satisfied with the current internal process within the organization. The level of satisfaction of new employees is only good for phase I, which is during the communication phase. Therefore, the level of success of the confidence level is reduced.The results also indicate that the most important step is the second step, that is. On the first day of work, the satisfaction rate of new employees has been reduced from Phase I to 30% in Phase II, which is a serious case and called anxiety. If employees don't see the behavior on day 1, the organization's position improves in a few months to a year. The advantage of this research project is that it

will provide readers with data and statistics on the overview of new staff from existing institutions regarding the conference process. At the same time, it will give you some ideas to make the speaking process more precise.

3.3.2   Data Collection Method

Data collection methods are broadly divided into values and value paths. The choice of path is related to the research questions, the basic philosophy, and the needs and abilities of the researcher.

Important data collection is implemented through data analysis. This information can be analyzed and evaluated with the help of statistical analysis, which allows researchers to dig deeper into the data and gain greater meaning. Continuous data was created quantitatively and analyzed using statistical and statistical methods. If there are no numbers, this is not the number of ways to collect data. There are two ways to compare qualitative data.

1.   Direct contact with individuals individually
2.   or communicate directly with people in group relationships

These methods/methods are quite short, so data from small jobs are generally collected and this makes valuable qualitative research. This approach provides a better and deeper understanding of the phenomena under consideration.

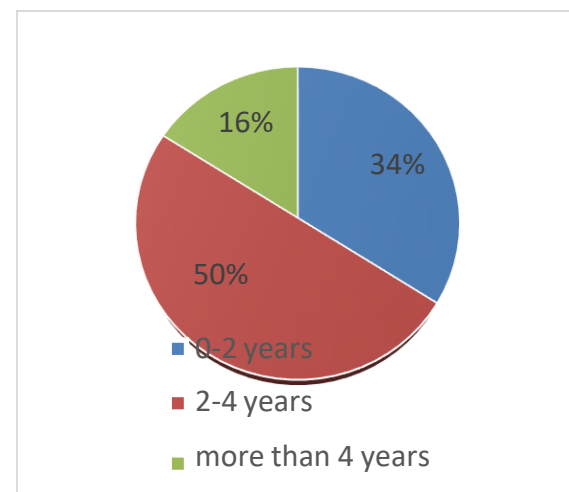The main methods for collecting qualitative data are:

1.   Individual interviews

2.   Focus groups

3.   Observations

4.   Action Research

Qualitative and competent approaches provide a balance between depth and depth and between public opinion (sometimes a little). As discussed in the previous section, data was obtained from new members of the organization. Positive pixels related to business interviews with selected new participants.
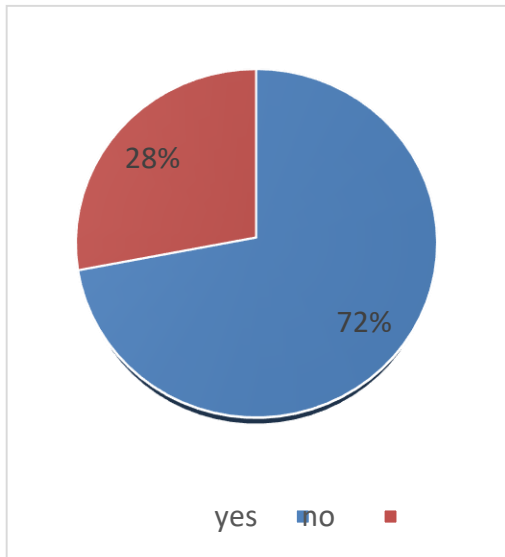
Interviews with respondents answered selected to answer questions at the store's front door before responding to the respondent. The business environment has shown that it is best calculated by the respondent's attention to the lines that are important to them when evaluating the meeting process. After the response was consistent with our proposal, the questionnaire was issued, indicating that a brief interview after the shopping experience indicates satisfaction rather than the quality of service.
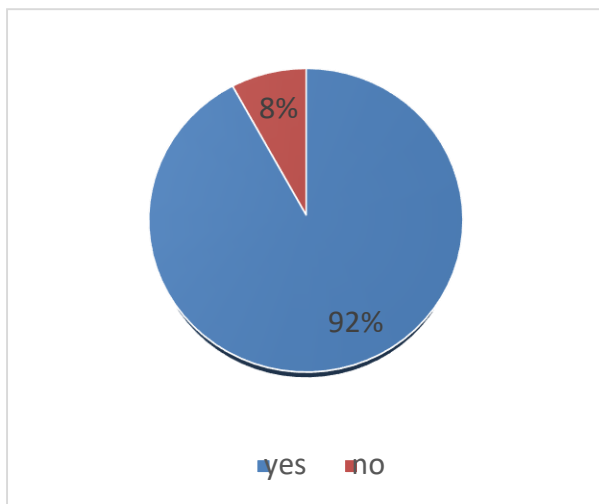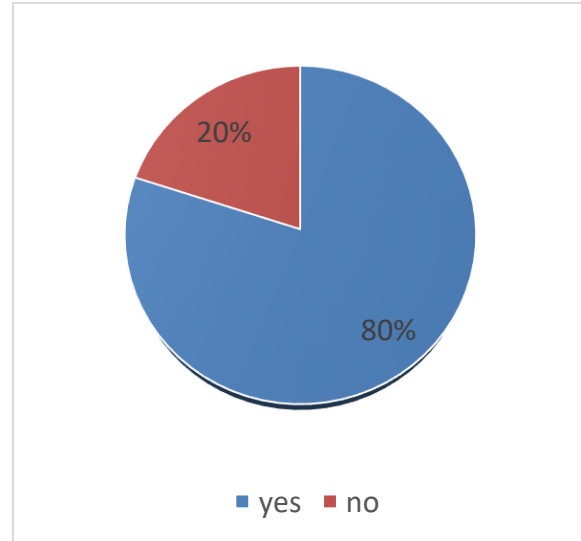
4.   DATA ANALYSIS & INTERPRETATION

► How many years have you worked with this organization?

► Do you have the authority to do your job effectively?

► What does your organization preparefor employee counseling programs?

▶ How does the human resources sector positively affect employee selectionpolicies?

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5.   FINDINGS OF THE STUDY

- The manual process for recording employee information adds time, cost, and community effort.

- During this time of competition, technological innovation in operations was needed to make the loss of Randstad.

- Authorities must manage their businesses effectively.

- 50% of the jobs work from 2 to 4 years.

- It is estimated that 50% of employees work from 2 to 4 years, while 16% work from 0 to 2 years and 34% of organizations work most of them in four years.

- 60% of the work environment can be included.

- It was found that 60% of the organization's work environment is 40% of autonomous participation.

6.   CONCLUSION

- It is said that by adopting updated technologies to record the living conditions of employees, it improves efficiency, productivity, and responsibility and makes the organization faster and more efficient.

- If they are online, they do not have to submit their participation information to the Commissioner's office, as there is a connection between the programs.

- Automation helps the paper industry and helps them save more money.

- Document loss methods have also been invented so that they can save a great deal of time and effort.

- Information centers must be distributed, filtered, clear, fully compatible, accessible, and responsible in the future when it is not possible to lose data and get confused.

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