

ASTUDY ON RECRUITMENT PROCESS IN VERZEO PVT. LTD

CH.Anuja

MBA

Guide: Dr.Nirmal Dayanand Raj (Associate Professor)

MALLA REDDY UNIVERSITY

Maisammaguda, Dulapally, Hyderabad-500043, Telangana State.



ABSTRACT:-

Better recruitment and selection strategies result in improved organizational outcomes. Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from among the applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. In today's Competitive business environment, organizations have to respond to the requirements for people. It is important for an organization adopt well structured recruitment policy this study focus on understanding recruitment and selection process.

Convenient sampling is used in this study. The sample size for the study is 100. The tools that are used in this study are Percentage analysis and Chi square test is used. Keywords: Recruitment, Selection, Employee.

Introduction



Learn here lead anywhere

- ☐ Human resources Is the department within a business that is responsible for all things workerrelated
- ☐ Verzeo is the one stop solution for top notch internship programmes,certification programmes and live industrial projects in India.
- ☐ Verzeo is a organistaion which provides employee profiles to many Mnc's ,and helps inthe process of recruitment.
- ☐ Verzeo is the India's Largest E-LearningPlatform

THE JOB

I Started my job in intern in Verzeo services pvt limited from 12th May 2022 and continuing since then. I always try my best job to achieve absolute Knowledge & experience form this job.I am working with the central communication and marketing team, Which is one of the domains of social marketing department. There are two ways of jobs.These are generally executed by the centralcommunication.

First one is recruiting & selection process forfreshers.

second one is providing internships from thiscompany.



Objectives of the study

- ☐ To analyse the process of recruitment in verzeo
- ☐ To know the gap between online and offline
- ☐ To scrutinize about the fake profiles
- ☐ To know the scope of verzeo in providing profiles to IBM(international business machines)

✧ Vision

Help students identify their interests & navigate them towards the right direction

✧ Mission

Bridge the gap between students and the latest technological trends

✧ Goal

Nurture the young minds of today, to make them efficient leaders for tomorrow

Steps to recruiting & selection

Research Methods in Human Resource Management is a key resource for anyone undertaking a research report or dissertation. It covers the planning and execution of HRM research projects, from investigating and researching HR issues to designing and implementing research and then evaluating and reviewing the results.

Step One: Analyze Organizational Objectives. ...

Step Two: Inventory Current Human Resources. ...

Step Three: Forecast Demand. ...

Step Four: Estimate Gaps. ...

Step Five: Formulate the Human Resource Action Plan. ...

Step Six: Integrating/Implementing the Plan. ...

Step Seven: Monitoring, Control, and Feedback

- The lecturers delivered by the superintendents of respective departments.

The Brochures and material provided by VERZEOEDUTECH PVT.LTD •

The data collected from the magazines of the NSE, economic times, etc.

- Various books relating to the research process Business Research methodology and other related topics

METHODOLOGY

1. Primary: based on questionnaire, sample size: 50
2. Secondary data, various news papers, mnc's, prior projects.

QUESTIONNAIRE

1. How many rounds were in the interview.?
 - 1.1
 - 2.2
 - 3.3
 - 4.4

2. How many minutes gap was there between each round.?

1. 10min 2. 15min 3. 30min 4. 1 hour

3. What kind of tests did you have to go through during the interview.?

1. Psychometric test 2. Group discussion 3. Aptitude 4. Personal interview 5. Others

4. Is the organization doing timeliness recruitment and selection process.?

1. Yes 2. No

5. Identify the source from where you came to know about the job.?

1. Consultant 2. Campus

3. E-recruitment 4. Personal reference

6. What are the sources for recruitment and selection.?

1. Internal 2. External 3. Both

7. How was the approach of management during the recruitment.?

1. Serious & positive 2. Casual 3. Negative

8. Was there any physical/medical examination that was conducted during the recruitment.?

1. Yes 2. No

9. Was there any training given to you after you were selected.?

1. Yes 2. No

10. How would you rate the company's interview panel.?

1. Excellent 2. Good 3. Satisfactory 4. Poor

11. What do you think about the recruitment & selection process.?

1. Satisfactory 2. Unsatisfactory

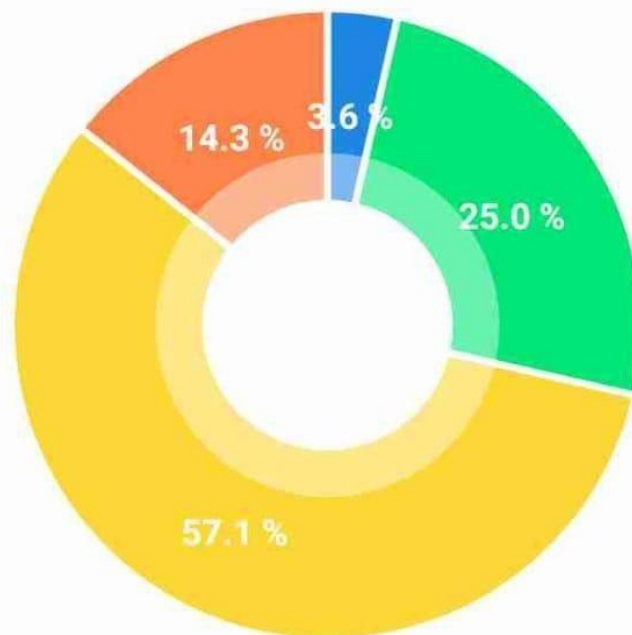
12. Would you refer your friends/relatives to work with this company.?

1. Yes 2. No

How many rounds were there in the interview

PIE CHART

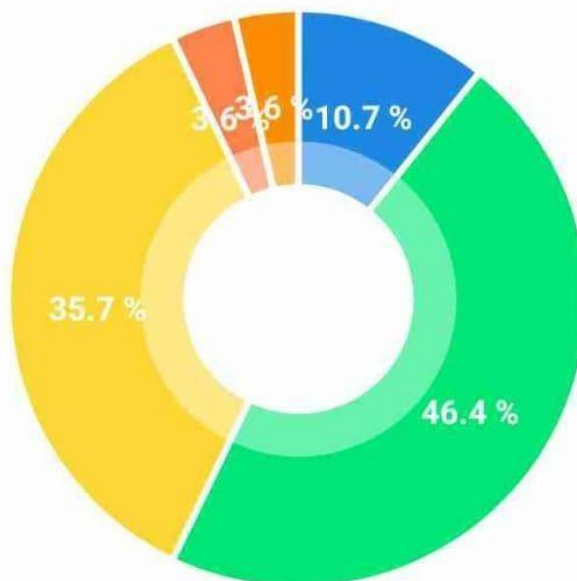
- 1 - 1
- 2 - 7
- 3 - 16
- 4 - 4



How many minutes gap
was there between each
round?

PIE CHART

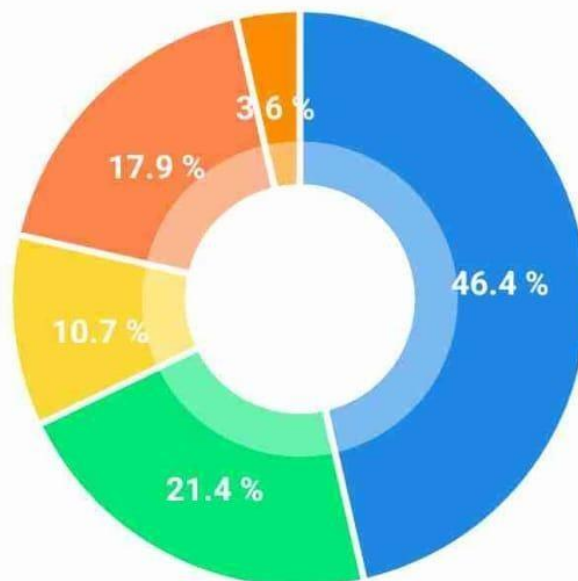
- 10minutes - 3
- 15minutes - 13
- 30minutes - 10
- 1hour - 1
- others - 1



what kind of tests did
you have to go through
during the interview?

PIE CHART

- Psychometric test - 13
- Group discussion - 6
- Aptitude - 3
- Personal interview - 5
- others - 1

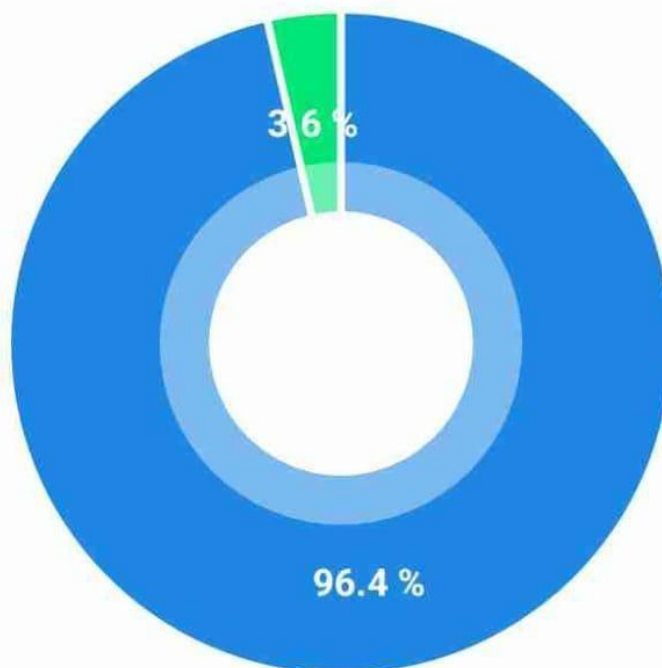


Is the organization doing
timeliness recruitment
and selection process

PIE CHART

yes - 27

no - 1



Identify the source from
where you came to
know about the job?

PIE CHART

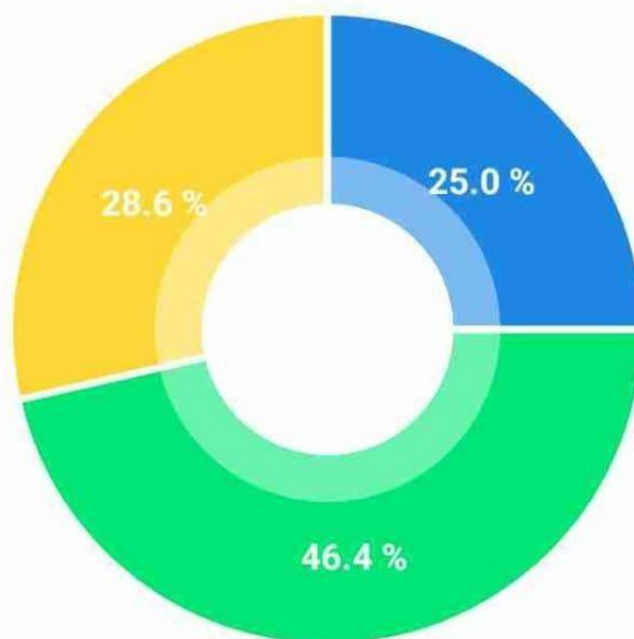
- Consultant - 9
- Campus - 7
- E-recruitment - 3
- personal reference - 9



what are the sources for recruitment and selection

PIE CHART

- internal - 7
- external - 13
- both - 8

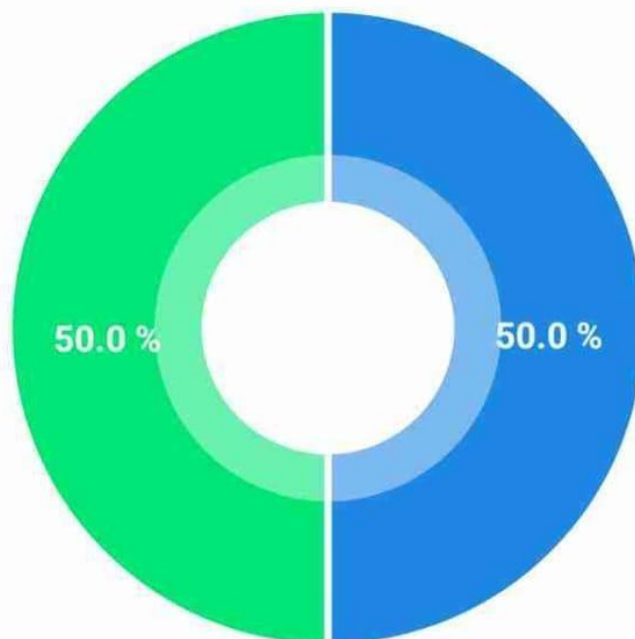


Was there any physical/
medical examination
that was conducted
during the recruitment

PIE CHART

■ Yes - 14

■ No - 14

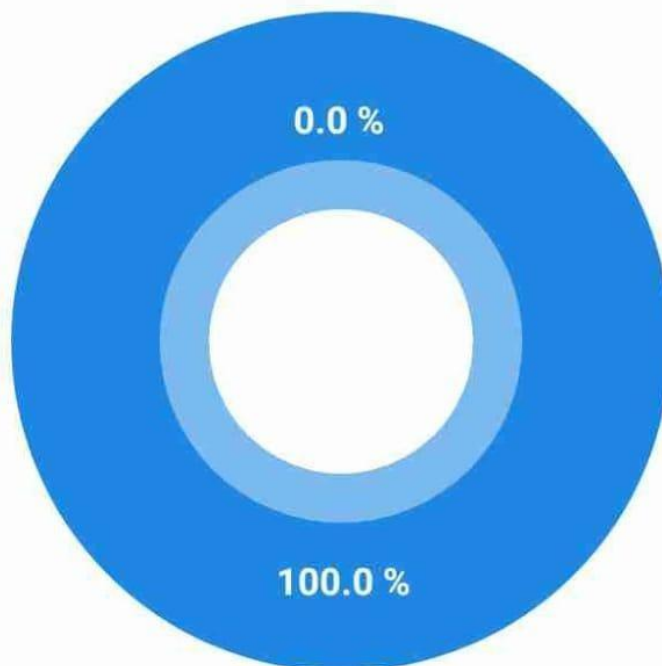


was there any training
given to you after you
were selected

PIE CHART

Yes - 8

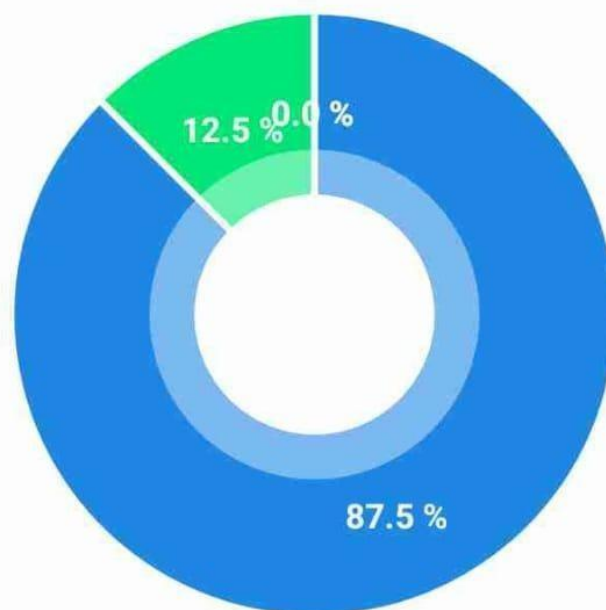
No - 0



How would you rate the company's interview panel

PIE CHART

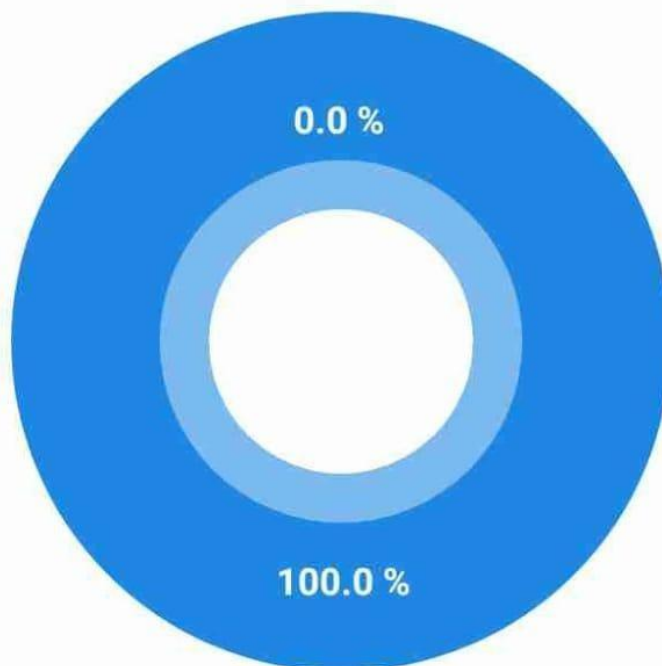
- Excellent - 7
- Good - 1
- Satisfactory - 0
- Poor - 0



What do you think
about the recruitment
& selection process

PIE CHART

- Satisfactory - 8
- Un satisfactory - 0

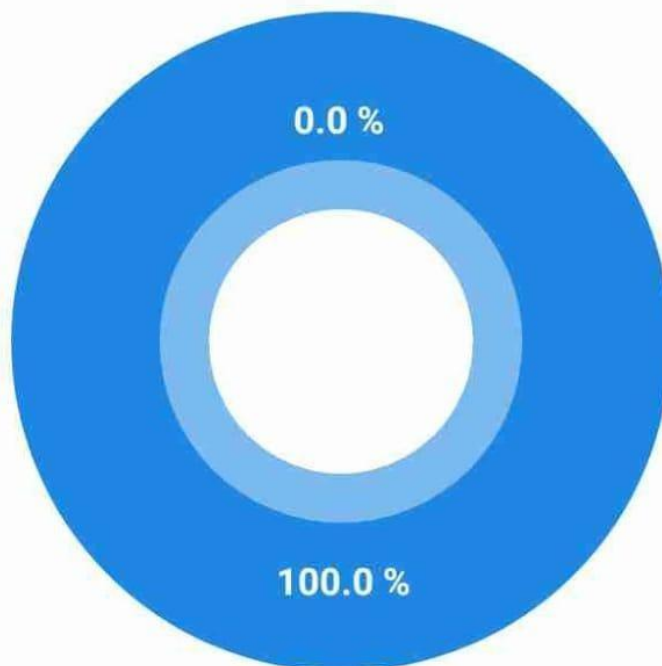


Would you refer your
friends/relatives to work
with this company

PIE CHART

Yes - 8

No - 0



Limitations of the study

- ☐ The downside is that hiring from within the organization may limit the number of potential candidates. Additionally, you might miss out on fresh ideas and perspectives that external candidates can bring. Workplace conflicts may arise, too.
- ☐ Higher cost.
- ☐ No cultural fit.
- ☐ Lack of employer branding.

Disadvantages of internal recruitment process

- ☐ Negative impact on other employees. Internal recruitment may have a negative effect on other employees, particularly those who applied for the role and weren't successful. ...
- ☐ Reduced talent pool. ...
- ☐ Another gap to fill. ...
- ☐ Bias concerns.

Findings & Suggestions

- ☐ This study covers the difference between online and offline recruitment.
- ☐ This study analyzes the relation between Verzeo and other MNC's.
- ☐ This study covers the scope of Verzeo.

Suggestions

- ☐ Diversify and redefine your job requirements. ...
 - ☐ Employ a new approach to discovering talent. ...
 - ☐ Streamline your background check strategy. ...
 - ☐ Start hiring for attitude and training for skills. ...
 - ☐ Use tools to eliminate bias and boost efficiency.
1. Use sources such as referrals (e.g. from current employees) that yield applicants less likely to turnover and more likely to be better performer
 2. Provide applicants with information on aspects of the job that are important to them, such as salary,

location, and diversity.

3. Ensure all communications regarding an organization provide a positive message regarding the corporate image and the attractiveness of the organization as a place to work.

CONCLUSION :-

- ☐ In a Verzeo, this internship has been an excellent and rewarding experience. I can conclude that there have been a lot I've learnt from my work at IBM. Needless to say, the technical aspects of the work I've done are not flawless and could be improved provided enough time
- ☐ A company's recruitment and selection process is the best way to achieve success in the business world. Sales managers should decide on the requirements of the job and the type of person who should be able to fulfill them.

Bibliography

Export University of Lincoln - Harvard

Adams, J. (2007) Managing people in organisations: contemporary theory and practice. Basingstoke: Palgrave Macmillan.

Adkins, T. (2006) Case studies in performance management: a guide from the experts. Hoboken, N.J.: John Wiley.

Aguinis, H. (2014) Performance management. Third edition; Pearson new international edition. Harlow: Pearson.

Anderson, V. and Chartered Institute of Personnel and Development (2013) Research methods in human resource management. 3rd edition. London: Chartered Institute of Personnel and Development. Anderson, V., Rayner, C., Schyns, B. and Chartered Institute of Personnel and Development (2009) Coaching at the sharp end: the role of line managers in coaching at work. London: Chartered Institute of Personnel and Development.

Armstrong, M. (2014) Armstrong's handbook of human resource management practice. Thirteenth edition. London: Kogan Page.

Armstrong, M. (2015) Armstrong's handbook of performance management: an evidence-based guide to delivering high performance. 5th edition. London: Kogan Page.

- Armstrong, M., Baron, A. and Chartered Institute of Personnel and Development (2005) Managing performance: performance management in action. Vol. Developing practice. London: Chartered Institute of Personnel and Development.
- Armstrong, M. and Redmond, K. (2011) Armstrong's handbook of strategic human resource management. 5th ed. London: Kogan Page.
- Aston Centre for Human Resources (2008) Strategic human resource management: building research-based practice. Mumbai: Jaico Publishing House.
- Bartlett, C.A. and Ghoshal, S. (1998) Managing across borders: the transnational solution. Second edition. Boston, Mass: Harvard Business School.
- Beardwell, J. and Thompson, A. (eds.) (2014) Human resource management: a contemporary approach. Seventh edition. Harlow: Pearson.
- Biggam, J. (2015) Succeeding with your master's dissertation: a step-by-step handbook. Third edition. Vol. Open UP study skills. Maidenhead: McGraw- Hill Education, Open University Press.
- Bouckaert, G. and Halligan, J. (2008) Managing performance: international comparisons. London: Routledge.
- Brewster, C. (2011) International human resource management. 3rd ed. London: Chartered Institute of Personnel and Development.