



27th March 2018

TO WHOMSOEVER IT MAY CONCERN:

This is to certify that Ms. **KRUTEEKA M.S (1AY16MBA35)** MBA II year student of Acharya Institute of Technology, Bangalore has successfully carried out her project work on **"A STUDY ON E-RECRUITMENT PROCESS AT FAST TRACK HR SERVICES PVT. LTD"** from our organization, Human Resource Department from 15th January 2018 to 24th March 2018.

During her tenure she was found very regular, attentive and hard working. Her character and conduct were satisfactory.

We wish her the very best in her future endeavours.

For FAST TRACK HR SERVICES PVT LTD

Raj Nayak
RAJESH NAYAK
HR - Manager.
For FAST TRACK HR SERVICES PVT LTD
HR MANAGER



ACHARYA INSTITUTE OF TECHNOLOGY

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

Date: 26/05/2018

CERTIFICATE

This is to certify that **Ms. Kruteeka M S** bearing USN **1AY16MBA35** is a bonafide student of Master of Business Administration course of the Institute 2016-18 batch, affiliated to Visvesvaraya Technological University, Belagavi. Project report on "**A Study on E Recruitment Process at Fast Track HR Services Pvt. Ltd, Bangalore**" is prepared by her under the guidance of **Prof. Monica M** in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.

Signature of Internal Guide

Dr. B. Jayaram 28/5/18

Signature of HOD

Head of the Department

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Signature of Principal

PRINCIPAL

ACHARYA INSTITUTE OF TECHNOLOGY
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ACHARYA

DECLARATION

I, KRUTEELA M S, hereby declare that the Project report entitled "A STUDY ON E-RECRUITMENT PROCESS" with reference to " FAST TRACK HR SERVICES PVT. LTD, BANGALORE" prepared by me under the guidance of Prof. Monica M, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by Mr. Rajesh Nayak, HR Manager, Fast Track HR Services 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 summer 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.

Kruteela, M.S

Place: BANGALORE

Signature of the student:

Date: 28/05/2018

ACKNOWLEDGEMENT

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

I am truly grateful to my external guide **Mr. Rajesh Nayak**, HR Manager, **Fast Track HR Services Pvt. LTD**, my internal research Guide **Prof. Monica M**, for their research guidance, encouragement, and opportunities provided.

I would like to convey my thankfulness towards my parents & member of **Fast Track HR Services Pvt. LTD**, for their kind co-operation and support which help me in finishing point of this project. I would like to convey my special thankfulness and thanks to industry persons for giving me such interest and time.

KRUTEEKA M S

USN 1AY16MBA35

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EXECUTIVE SUMMARY

E-recruitment or online recruitment is the process of recruiting candidates using electronic resources, especially the Internet. The first mention of e-recruitment occurred in the mid-1980s. E-recruitment can be divided into two categories: recruitment company websites and business recruitment committees/portals (such as monster.com). A commercial website is a company's own website that provides links to recruitment information and career options. Users can log in to current job openings. If the company advertises vacancies on other websites that focus on recruitment, such as naukri.com, monster.com, etc., these companies will use commercial recruitment boards.

"A STUDY ON E-RECRUITMENT PROCESS" Fast Track Hr Services Private limited is a private limited company incorporated on April 6, 2009. It is classified as a non-governmental company and is registered with the company registry in Ahmadabad. E-recruitment is a clear technology that effectively uses Internet technology to increase efficiency and effectiveness of recruitment processes. Effective & efficient selection and utilization of HR has been acknowledged by many practitioners before. Recruitment just one function of HRM but it is very significant for the further function of HR.

Based on many quantitative and qualitative benefits associated by use of recruitment technology. Implementing e-recruitment system and supporting technology for vacancy distribution helps the organization to identify potential candidates from the competitive corporate world within limited period of time along with least recruitment expense. There by the following project research conducted in Fast Track HR Services pvt ltd explains the various options and opportunities along with other company details in regard with the e-recruitment process.

CHAPTER 1

1.1 INTRODUCTION

Recruitment has become an important process in the highly competitive labour market. The traditional recruitment method has undergone a revolutionary change due to the appearance of Internet. E-recruitment is latest trend in recruitment process and has been adopted by many large companies and small companies. Many companies use e-recruitment to post work online and accept resumes and communicate with applicants via email. The main success factors of e-recruitment are value-added services provided by the workplace, cost-effectiveness, speed, provision of customized solutions, help establish relationships with human resources managers, and promote corporate branding. Although employers and job seekers in e-recruitment have many benefits, it still has its own limitations and disadvantages. Case studies help analyze pros and cons of e-recruitment and its growing scope in the company's recruitment process.

E-recruitment or online recruitment is the process of recruiting candidates using electronic resources, especially the Internet. The first mention of e-recruitment occurred in the mid-1980s. E-recruitment can be divided into two categories: recruitment company websites and business recruitment committees/portals (such as monster.com). A commercial website is a company's own website that provides links to recruitment information and career options. Users can log in to current job openings. If the company advertises vacancies on other websites that focus on recruitment, such as naukri.com, monster.com, etc., these companies will use commercial recruitment boards.

E- RECRUITMENT

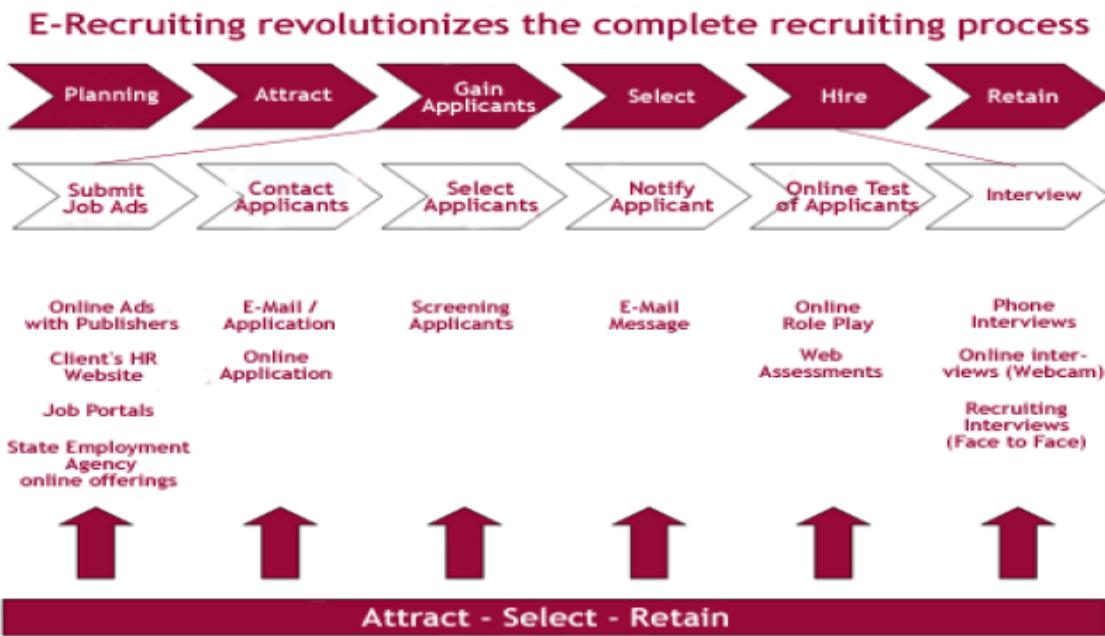


Diagram no 1.1: e- recruitment process

As shown in figure e-recruitment has greatly addressed the need to keep database at all the levels of recruitment and selection process. It gives easy access and longer retention. Despite huge investment in the process, not finding right candidate becomes frustrating and many companies go through it routinely.

E-recruitment has made the job and candidate search very cheap and easy compared to traditional method and hence gained quick success.

THE ADVANTAGES OF ELECTRONIC RECRUITMENT

- 1 Shorter recruitment cycle.
- 2 Faster than traditional mode
- 3 lower cost per hire
- 4 Easy to use (no time limit) attracts even passive job seekers.

5 Clearer job description

6 No middleman. The choice of an applicant is entirely dependent on the company's HR manager.

7 As a means of corporate advertising and brand building

DISADVANTAGES OF ELECTRONIC- RECRUITMENT

1 Due to ease of use and convenience, a large number of unsuitable candidates may apply and therefore increase the screening workload.

2. Some areas in the country have limited media coverage.

3 In order to make their personal information more attractive, many applicants provide false referral services and sometimes provide false service certifications, which again require more time for HR managers to select real candidates.

4 Since some working portals appear in the standard format for completing the profile, the applicant cannot highlight his/her skill set.

1.2 INDUSTRY PROFILE



Diagram no 1.2: Industry Pr0fi1e

The industry pr0fi1e is an in-depth document that provides insight into industry conditions, industry conditions, and industry direction. A typical report looks at industry leaders and influences industry and financial data.

Fast Track HR So1utions is a pioneer in providing HR so1utions nationwide. It is a joint venture of leading and experienced human resources pr0fessionals, engineers and masters. The company starts with the foundation of human resource management to provide customers with unique ways to meet their needs. We recruit various vertical industries for multinationa1 companies and leading commercial organizations. Over the past few years, we have been ab1e to shape the careers of many pr0fessionals. Our strong beliefs and values determine our position and determine our working methods.

Our rigorous screening process ensures high quality output over a specific time frame. You can rely entirely on us to handle the most critical requirements in the shortest possible time, which is crucia1 in these evo1ving times. We keep up with the rapid deve1opment on the corporate stage, constant1y review and upgrade ourselves, and resolve these deve1opments in the most effective way.

Companies in this industry provide advice and assistance on human resources and personnel policies, employee compensation and benefit plans and wages and salary management. Major companies include Aon Hewitt and Mercer (both in the United States), Willis Towers Watson (in Ireland) and subsidiaries of global consulting firms such as Deloitte and Accenture.

According to consultancy.uk, the global human resources consulting (HR) consulting service generates approximately \$31 billion in revenue each year. United States is the largest market for overall consulting services, but global companies are targeting other industrialized regions with growth in emerging economies. The Asia-Pacific region is the main market for industry growth.

Coverage of the larger consulting services industry is contained in a separate configuration file. The Professional Employers' Organization (PEO) provides outsourced human resource management services and is also included in a separate industry profile.

1.3 COMPANY PROFILE

Fast Track Hr Services Private Limited is a private limited company incorporated on April 6, 2009. It is classified as a non-governmental company and is registered with the company registry in Ahmadabad. Its statutory capital is Rs. 100,000 and its paid-in capital are Rs. It is used in law, accounting, bookkeeping and auditing activities; tax consultancy; market research and polls; business and management consulting

The AGM of Fast Track Hr Services Private Limited was last held on September 30, 2016. According to the records of the Department of Corporate Affairs (MCA), its balance sheet was finally submitted on March 31, 2016.



Diagram no 1.3: Company Pr0file

PR0FI1E OF THE COMPANY

Name Of the company	Fast track HR services pvt ltd bengaluru
Address and 1ocations	Ganga Nagar, bengaluru
Year Of establishment	06 April 2009
Nature Of Business	HR consultancy
Nature Of Organization	Private ownership
Website	www.fasttrackhrsolutions.com
Contact us	contact@fasttrackhrservice.com

FASTTRACK HR's Guiding Principles

- Integrity in dealing with all stakeholders
- Profit through value addition and results
- People always come first
- Sky is the limit

CORE TEAM

- Avantika Singh - **HR Head**
 - MBA – HR
 - More than 4 years of experience in generalist HR Role
- Anshuman Baghel- **Talent Acquisition Head**
 - MBA – HR
 - With 6 years of experience in recruitment and manpower planning
- Nidhi Rajani – **Operations Head – India**
 - MBA – Operations and Marketing
 - With 3 years of experience in operations in service industry
 - **Business managers & Regional Managers** taking care of their respective locations with the support staff of 8-10 recruiters at each location .

1.4 VISION

Our Vision is to be at the apex, as a complete recruitment and consulting service provider company, creating sustainable solutions essential to a better, dynamic and growth oriented career for people everywhere.

- The company would be recognized as the Market leader in all its Offerings.
- Company success should built
 - Absolute professionalism
 - The quality of our service
 - The skills and motivation of our employees.

1.5 MISSION

As a mission of the strategic human resources professional team, we develop and provide innovative human resources services to support the mission of our respected customers. Our core services and capabilities include recruitment and staffing, employee relations, organization and employee development, risk management, compensation and benefits, payroll, HR information management and compliance.

1.6 QUA1ITY PO1ICY

We are committed to continuously improving its professional consulting services to meet and exceed customer needs.

Fast tracking of HR services makes this policy meaningful

- Carefully select employees and employees to ensure that their education, experience and attitude are in line with our commitment to quality.
- Provide a learning environment and actively encourage and support the growth and development of employees.
- Improve our global capabilities by sharing our experience, knowledge and resources between and between consulting practices and offices.
- Strengthen our global business system to comply with international standards.
- Explore new technologies and methods and adopt these new technologies and methods in relevant situations.
- Establish synergies with appropriate strategic partners.
- Seek customer feedback on the project and take action.
- Measure our progress towards meaningful goals.
- Set and review quality goals annually as a form of continuous improvement.
- From time to time review the suitability of the quality policy

1.7 PRODUCT OR SERVICES PROFILE

- We are in the business of providing suitable candidates in various verticals
 - like IT, ITES, BPO, Retail, Automobile, Telecom, Banking, Financial Services, Insurance, Media etc
 - Sales and Product Training
 - High end information Technology Recruitment
- The services provided by the fasttrack HR solution pvt ltd are

1) MANAGEMENT CONSULTING

Our Management Consulting services ensure that you focus on your core business become stronger, more competitive and capable of managing and growing the existing business and start working on global business expansion.

We let you understand your strengths and opportunities with keeping balance on your weakness and market threats and help you deciding the business strategy and vision which will support you achieving your business goals consistently.

Fast Track Management Consulting Division works with its clients to design, build and operate tailor made innovative, flexible, dynamic and high performance operations and supply chains that effectively exceed their customer expectations which results in high profitability and consistent business growth for future.

a) BUSINESS GROWTH STRATEGY

Formulation of business vision, mission and strategy is vital for success and growth of any business. It works as a backbone and light house for the success of the business. Every professional in the organization must aware of the business vision, mission, and plan.

Our Business Growth Strategy Consulting services spans

- Business Growth strategy
- Organization Design and Structure

- Market Research and Product launching
- Branding, Sales and Marketing Strategy

- Pricing and Profit Optimization Strategy

b) LEAN MANUFACTURING

Organizations with world class manufacturing and operational excellence will only able to survive and grow in future. We have the knowledge, experience and capabilities to help the organizations maximize their potential for delivering the value and consistent positive results.

Our lean Manufacturing consulting services spans

- Lean Manufacturing- Business Basics
- Value stream mapping
- Quality Management system
- Shop floor and process improvements
- Material handling and storage

c) SUPPLY CHAIN MANAGEMENT

High performing supply chain results in on time raw material availability, lower inventory levels, consistent processes and on time delivery and services. We at fast track management consultants help organizations to understand and optimize their supply chain and consistently improve on cash flow and customer satisfaction.

Our Supply chain Management consulting services spans

- Formulation Of SCM and Cost innovation strategy
- Vendor development and Pricing
- Sourcing and Procurement
- Customer Order fulfillment
- Inventory management

d) HUMAN RESOURCES MANAGEMENT

Highly skilled, committed and motivated people are the key to success and growth for any business. We help you understand the importance of the people as a key asset and people management in the business. It is one of the critical assets you have and you cannot ignore it. We help you in planning, organizing and optimizing this important resource and achieve the best out of it.

Our Human resource Management consulting services spans

- Formulation Of HR strategy and HR manual
- Organization chart with job profile
- Manpower planning/skill matrix
- Manpower selection and recruitment
- On the job/leadership development training

e) CUSTOMER RELATIONSHIP MANAGEMENT

We help your team understand the importance Of customer relationship and customer delight in the business and ensure you stay connected with your customer with innovative and effective approaches on communication, manufacturing technology, delivery, branding, marketing, sales and channel management and after sales services. We help you achieve not less than customer delight.

f) INNOVATION, KNOWLEDGE AND CHANGE MANAGEMENT

We help you understand the fact that only change is constant in the business. We help you creating the awareness on importance Of innovation, knowledge and change management in growing organization. We help creating the organization and its culture adaptable to new views, direction and changes continuously.

2) HR RECRUITMENTS

a) SEARCH , SELECTION AND RECRUITMENT

We understand the importance Of time and speed. We believe that if this process is not driven by “**time and speed**”, then our key value increase will not have any structural and innovative work to be successful... quick search, selection and recruitment.

We keep ourselves focused on the below mentioned industry verticals:-

- Industrial Manufacturing
- Automobile

b) HR STAFFING:-

We provide permanent and temporary employee solutions that will help recruit the ideal candidate. The Fast Track Management Consultant provides temporary workers with various skills for various industry sectors. We manage the entire HR process through search, recruitment and selection, entry, salary, and compliance, even in the training and development of the temporary employees. .

Apart from general staffing, we also offer Flexible Staffing, Specialist Staffing and In-house HR services specific to your needs and requirements.

c) HR ADVISORY

We provide our clients with a wide range of consulting services to help them establish human resources systems and processes to acquire, participate in and develop human capital. We provide a variety of consulting services, including the organization of manpower planning and structure, vision and task structure, role and role capability analysis, human resources policy manual, salary benchmarks and management, and more.

d) HR OUTSOURCING

Our goal is to help small companies get the same scale, efficiency and expertise as large companies. We provide strategic outsourcing solutions that allow our clients to access intellectual capital that may not be available internally. By handling all back-end processes efficiently with time constraints, we help organizations focus on their core processes. We manage the entire HR department for you without any hassle.

We provide fully integrated payroll processing, statutory compliance management and recruitment back office solutions. Our recruiting back-end solutions include a wide range of resume procurement and formatting, recruitment management, database management, candidate selection and employment reference checks.

e) TRAINING AND DEVELOPMENT

We help organizations create and maintain a well-trained workforce to increase productivity. It's not important to have the employee in place, the real benefit to the organization is when you have a well trained employee with desired skills, who understand his job well and can do it effectively. We also provide the soft skills trainings for the future leaders

3) OUTSOURCING SOLUTION

Growing, innovative and high performance businesses always seek new ways to outpace competitors. They believe in leading the change and be first in the market. Fast track - Outsourcing division helps such vibrant and growing businesses to focus them on their core strengths by giving them support thru quality outsourcing of other important activities in business. We transform our client's operations through our outsourcing services making them visionary, lean and innovative, focused, faster, smarter and competitive. We help our clients grow consistently and reach new heights year on year

Our outsourcing services are tailor made as per the business needs and requirement of every client, the only common thing being to achieve the excellence in operation

Our outsourcing services spans:-

- o HR and Payroll
- o Purchase and SCM
- o Consumer Durab1e and furniture
- o Training and Development
- o Campus Hiring
- o Staff and workmen

4) TRAINING AND DEVELOPMENT

We understand this situation and importance of structured training and development for any organization. This is where we help organizations identify, create and maintain a well-trained workforce, who can lead from front to enhance the productivity and profits of the organization. We help you identifying the training needs for each individual in your organization and prepare the customized training model which will help improving the individual and team skills to achieve the desired results.

Our training program is tailored to your needs. We offer the following training courses:

- 1. Educational Institutions - for aspiring Fresher's**
- 2. Corporate - for corporate professionals**

TRAINING EDUCATIONA1 INSTITUTIONS

As the job market becomes more and more narrow, employers are very picky and demanding in the fresher markets. It is not easy to adhere to changing industry standards task. Although your university degree grants you the right qualifications to work in the corporate sector, it often does not help you get the right job. Fast-track personal training services provide vocational skills training to students at a reasonable cost. We understand employers and their expectations of new students. We know by experience what an organization looks for in fresher candidates. We bring these experiences into our campus training program. Our training modules are designed to ensure that every student has the intellectual and professional style to meet the needs of the current job market.

Our Process:

- We understand and evaluate educational background and possible company employment opportunities
- Customize training modules to suit job opportunities
- Ask students to meet the requirements of Indian and global employers.
- Give short-term intensive training programs to prepare him for the job he dreams of
- Training stage - e-learning / e-community and regular coaching.

CORPORATE TRAINING:

Fast Track Corporate The training service partner organization is committed to establishing a work culture that allows employees to bring promise, innovation, passion and spirit to their work.

We provide in-house training for organizations that seek to increase business productivity and employee performance. Our main advantage is customization. We integrate the culture, values, systems, and management style of your organization into our training programs to ensure that training exchanges are consistent with your organization's mission and goals.

Our hybrid learning solution combines classroom meetings with e-learning tools to ensure that learning returns to work. Our most advanced user-friendly training tools ensure the best results in the shortest possible time.

5) CORPORATE BRANDING

With the aim of providing the one stop complete corporate solutions to our esteemed clients, we also support on corporate stationary and comprehensive brand merchandising solutions.

We are really happy and excited on the response on our innovative and value adding corporate merchandising products by our clients. Some of them have shared that this is the first time industry has seen professional corporate stationary and brand merchandising partner for the corporate brand building. This overwhelming response have made us work to expand our network and provide more innovative and great value products to our clients within benchmark time and competitive cost.

We have strong backend infrastructure, sourcing team, manufacturing and trade partners network so as to ensure the best product at right time...every time. So when you order with us, you are sure to get your delivery on the date you need it.

6) REAL ESTATE

Fast Track real estate division is in business to create and deliver the real value growth in Real estate sector for the corporate.

Our services in real estate division spans:-

- o Market Research and Analysis
- o Corporate - Buy/ Lease / Rental

We work closely with our clients to understand and form solutions, including the deployment of our employees to the client team. This unique approach provides us with key customer insights into the challenges customers face in their daily work and helps us to innovate across products, services and business models to meet these challenges. Help Indian and multinational companies in selecting and managing the best locations for their manufacturing facility, warehousing and logistics, showrooms and service centers, corporate and branch Offices which helps them to achieve flexibility, best supply chain and cost efficiency which leads to desired growth. We provide comprehensive solutions and services

provided by our knowledgeable team of experts to our corporate customers, through the payment, occupancy or investment in real estate for value added and added value. Our strategic real estate consulting team always looks beyond the short term. They will help you evaluating the real estate property and guide you on future possible trends and appreciations and help you gain the competitive advantage apart from huge appreciation you get..

1.8 AREA OF OPERATION

- We undertake turnkey recruitment tasks to address the large number of junior/middle and senior management customers.
- Tools used:
 - Grand Walk-in
 - Campus drive
 - Value Search: for BFSI ,ITES ,IT Client, Energy Vertical.

1.9 INFRASTRUCTURE FACILITIES

The company have well designed infrastructure facilities

- 1) Parking area
- 2) Canteen facilities
- 3) Rest rooms
- 4) Garden area
- 5) Well furnished cabin for each employees
- 6) Drinking water facilities
- 7) Play grounds
- 8) Meeting room

1.10 COMPETITORS

The competitors Of Fast track HR services are

- 1) ABC Consultants
- 2) Adecco India
- 3) IKYA Human Capital
- 4) CareerNet
- 5) Global InnoySource
- 6) Kelly Services India
- 7) ManpowerGroup India
- 8) AON Hewitt(previously Hewitt Associates)
- 9) SutraHR

1.11 SWOT ANALYSIS



depositphotos

Image ID: 131878330 | www.depositphotos.com

Diagram no 1.4: SWOT Analysis

STRENGTH

- 1) You will have access to a vast network specific candidates.
- 2) You will save money.
- 3) You will have a guaranteed hire.
- 4) You get to try before you buy.
- 5) Your manager will have more time to focus on the day to day business instead of searching and pre-screening potential candidates.

WEAKNESS

- 1) You will stand need to review resumes and pre-screen candidates.
- 2) Your business will not need an internal recruiting team.

OPPORTUNITIES

- 1) Have the ability to expand and constrict your labour force easily by using contract employees.
- 2) Management will have more time to focus on business resulting in satisfied customers and a faster growth.
- 3) Your business will have access to candidates that an internal recruiter would not have access too.
- 4) Improvement of productivity from current employees.

THREAT

- 1) You will rely on external sources to provide your new candidate funnel.
- 2) Under utilization of training provided to the employees.

1.12 FUTURE GROWTH AND PROSPECT

This research is essentially based on the concept of secondary data provided by websites and scholarly articles. Considering the upcoming possibilities of increase in business and hence in increased recruitments, a more detailed study needs to take place in future with solid primary database pan India because so far proper focus has not been given on recruitment issue. Companies either have their own HR department for recruiting or they outsource the process hence fragmented information is available from the corporate. Also with increasing use of online recruitment portals, its effect should also be increased but only there are increasing number of complaints that online recruitment sites no longer reply to candidates resulting in frustration. These issues could be addressed by future researchers in their focused primary study.

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 THEORETICAL BACKGROUND OF THE STUDY

E-RECRUITMENT

E-recruitment is a clear technology that effectively uses Internet technology to increase efficiency and effectiveness of recruitment processes.

Effective & efficient selection and utilization of HR has been acknowledged by many practitioners before. Recruitment just one function of HRM but it is very significant for the further function of HR.

Recruitment is an activity and practice conducted by an organization whose main purpose is to identify and attract potential employees (Barber, 1998). Recruitment is conceptualized as covering all organizational routines and decisions that affects number or type of individuals willing to apply for or receive a given vacancy (Rynes, 1991). Recruitment may be "the most critical human resource function for organizational success and survival" (Taylor and Collins 2000:304).

More specifically, recruiting to become a strategic HR practitioner must find effective answers to the following five questions (Braugh 1992; Braugh and Starke 2000): (1) Recruiting people? (2) Where to recruit? (3) Which recruitment resources are used (eg, internet, newspapers, job fairs, campuses, etc.)? (4) When to hire? (5) What information is conveyed? For example, the size and quality of initial number of applicants is crucial to determine effectiveness of the overall recruitment (Carlson, Connerley and Mecham 2002; Collins and Han 2004).

INTERNET ECONOMY

Internet economy has revolutionized the way companies operate by opening new channels of communication, collaboration and coordination among consumers, businesses and trading partners (Barua & Whinston 2000). Internet brings together buyers and sellers of goods and services. Through automated transactions, the online market has expanded the choice of buyers, enabled sellers to reach new customers and reduced transaction costs for all participants (Kaplan and Sawhney 2000). The rapid development of technology has dramatically changed the way the business is developed and the number of organizations and individuals using the Internet and e-mail (Erica R. Marr, 2007) clearly demonstrates that this technology is increasingly used and dependent.

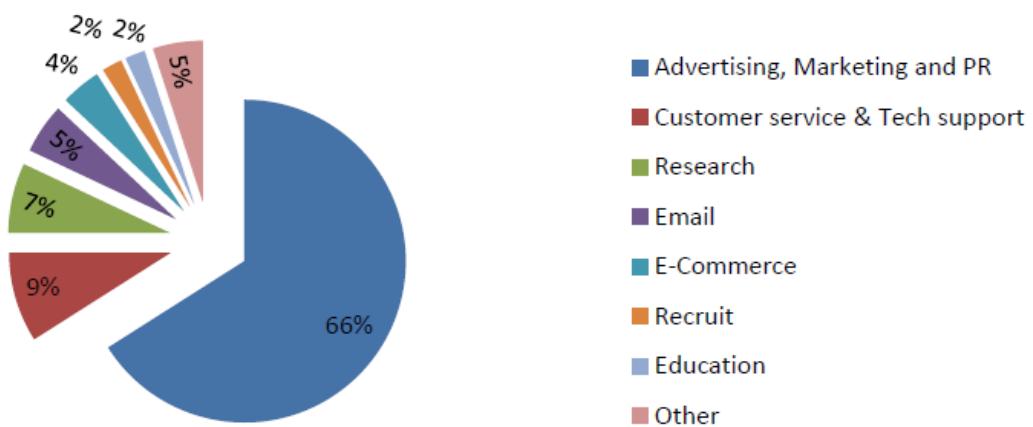


Diagram no 2.1: Hosting Website

In terms of human resources management, Internet has changed the views organizations and job seekers (Epstein et al., 2003; Feldman et al., 2002; Warner 2005). At the same time, Internet makes recruitment more efficient and effective. On the one hand, Internet has drastically reduced recruitment costs and time, and on the other hand it has made applicants pool almost limitless (Capelli 2001).

The most common way of using the Internet as a means of recruiting and identifying other online activities within the scope of Internet recruitment is described as three: (1) adding

recruitment pages to existing organization sites, (2) using online work boards, and (3) Use electronic advertising on media sites (Galánaki, 2002).

2.2 LITERATURE REVIEW

1. Corporate website recruitment methods can often be defined as eccentric or basic recruiting (recruits0ft.com/iLogos Research 2000). For this, eccentric recruitment was defined as "an online work, an e-mail or resume builder receiving application on the website." Basic employment is defined as "using the Internet to post vacancies, but candidates are encouraged to apply to companies through more traditional recruitment channels, such as mailing or faxing."

2 Another method of recruiting through the Internet is the online recruitment committee. Companies subscribe to online job boards and post effective posts, sometimes anonymously. Job seekers visit job boards to find potential opportunities. In addition, job seekers can post their resumes online for companies to search for and match skills and needs. Some online job seekers automatically notify the registered company by e-mail. When a job seeker responds to a specific post, whenever new job publishes resume (Feldman 1999) using a title that meets the company and the job board informs by e-mail. Job-seekers are releasing new related work. Users can also enter keywords and the database will search for and match keywords.

3 The third, less common method is to recruit passive candidates through Internet (people who are not actively looking for jobs). Online recruiters, called source strategies, using recruiting procurement techniques to track potential candidates on Internet. Source strategists may search personal pages the association's website identify, and find potential candidates to fill positions (HR Magazine August 2000).

4 The company recruits its own internal human resources department through the Internet, or outsources its work to professional consulting services that provide recruitment. Similarly, companies can host websites either internally or with application service providers (ASPs). With the increase in website recruiters and online recruitment activities, Crispin claims that at least 30,000 websites have tried to obtain a part of this market (Crispin 2000).

Advantages:

The Internet has created the advantage of providing current information to a wide audience and improved communication in an efficient and timely manner. In addition, some people see Internet as a low-cost advertising medium that facilitates paperless real-time transactions (Seneiratine 1999).

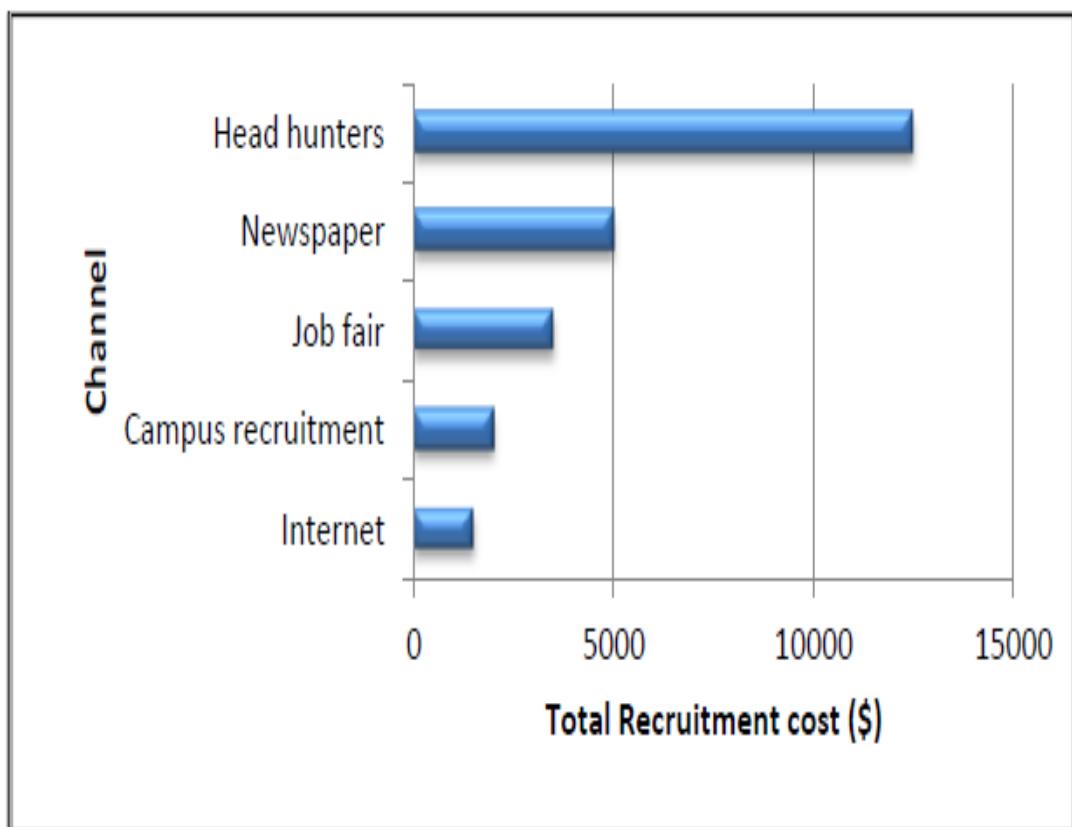


Diagram no 2.2: The Total Recruitment Cost per Employee of a Fortune 500 Computer Manufacturer by Channel in 1998

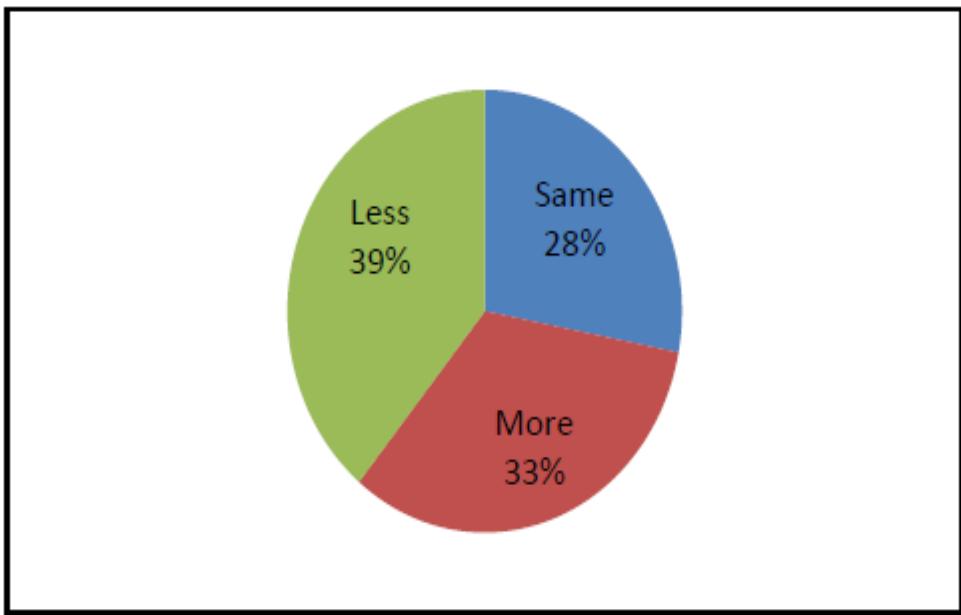


Diagram no 2.3: Human Resources Department and Internet-based recruitment workload

The study found 67% executives surveyed reported that Internet job offers will bring the same or less work to the HR department. The survey said Internet technology can be shortened by 12 days from the typical recruitment cycle.

5. A study conducted by Verhoeven and Williams (2008) is about studying e-recruitment and selection news. Study focuses on advantages and disadvantages recognized the literature and considers who oppose HR managers.
6. Williams (2009)'s analysis of e-recruitment shows that the main reason for the decline in recruitment costs is online recruitment at the cost of traditional methods. The HR professionals surveyed have demonstrated that online methods are more popular and they claim that their company's website's work department is used as a recruiting tool for many jobs.
7. Holm (2012) paper results show that there are differences between paper recruitment methods and electronic recruitment methods. The electronic-based recruitment process begins only a few electronic tools for line managers to start recruitment process. For example, online managers put their recruitment needs into Word documents send them to responsible recruiters. Recruiters must read each applicant and score the order. In

somecases, this is hand1ed through a filtering process, bringing the top applicants to the forefront.

8. Ms . D Shah1a (2013) This research helps to investigate e- recruitment, its applications, practices, e- recruitment methods, trends in e- recruitment challenges and issues, and its expanding business scope in the recruitment process. It also mentioned that the main success factors Of e- recruitment are the value- added services provided by the workplace, cost-effectiveness, speed, provision Of revised solutions for transactions with HR managers, and assistance with corporate image formation.

9. E-recruitment Officially means online procurement (Ganalaki , 2002). E- recruitment also ca1led online recruitment. Job seekers can e-mail their resume directly to employers. On the other hand, employers wi11 receive resumes and can select resumes from resumes Of other candidates (Finnish, 2000).). By installing software like "active recruitment", employers can now more easily seize the ideal candidate for a specific profile. Before it takes 62 days to fi11 a vacant position, it now takes only 42 days to fi11 a vacant position. Now it changes. It's easier (Willenbrock, 2005). Some people think that online recruitment cannot replace traditional recruitment methods, but a well-implemented online recruitment can help organizations more easily (caggiano , 1999 & bork, 2000). At Nike's headquarters, wi11 not miss any resumes they receive. They treat each resume as a potential resume, and applications like "active recruiters" make them easier (Nike, 2005).

10. E- recruitment or online recruitment are synonymous. They mean formal online purchasing (Ganalaki, 2002). This is complete process that includes job advertisements, receiving resumes, and establishing candidate and in-service personnel resource databases.

11. Vidot (2000) suggested that e- recruitment is the use Of the Internet to attract high-quality candidates, select appropriate profiles, and simplify the application and selection process. Internet has had an impact on human resources sector (Bussler & Davis, 2002). Organization recruitment is increasingly dependent on computer technology and one area Of recruitment through the Internet is e- recruitment (Mottl, 1998).

12. From the related literature , there is a view that e- recruitment needs to be combined with other technologies. Caggiano (1999) and Borck (2000) believe that Internet-based recruitment will not replace the traditional recruitment, but well-executed e-recruitment strategy can help the recruitment process become more successful.

13. Hogler (1998) gave the idea that employers can work through electronic advertising, scan and store resumes, conduct tests, and match people's work by using the power of the Internet to reach qualified applicants.

14. Cullen (2001) also supports e- recruitment not as an independent tool, but as an integration into the overall recruitment and selection strategy.

15. Butler (1991) believes that this requires the use of inductive methods to generate the advantages of e-recruitment. Semi-structured dialogue with 30 HR managers and 10 hiring managers from numerous industrial and service sectors. Participants were questioned about the benefits of rating e-recruitment and they considered them based on their experience and interaction. The result is gradual and used to generate objects. The common interview replies are short: low cost, short time, impact from applicants from different countries, improved applicant quality, and organizational image. Whitford, M. (2000) This U.S.-based study pointed out the benefits of the Internet for recruiting. This problem is the maintenance of employees. The Internet plays an important role in shortening recruitment time.

16. Boswell, Roehling, LePine, and Moynihan (2003) noted the opportunity to contact personnel and field visits. A theoretical paper on e-recruitment management challenges: Smith and Rupp (2004) extended the life cycle of new economic employees and studied the application of technology in the recruitment and retention of knowledge workers in e-commerce and information - intensive environments. The authors report that e-recruitment as general procedure is specific to the job and provides computer-aided screening interviews and statistical estimates to help reduce recruitment costs, recruitment time, and employee business.

17. Alan D. Smith, William T. Rupp, (2004) "The Management Challenge of E-Recruiting: Extending the Life Cycle of New Economic Employees ". Studies by Connerley, Carlson, and Mecham (2003) have demonstrated differences in the applicant's group quality statement. Research needs to examine the company's opposition to

the head-to-head appeal of similar jobs. From September 1999 to May 2000, this study analyzed the results of surveys conducted by university recruiters in Southeast University on campus interviews. The analysis of 391 applicant groups representing 18 different working families showed that the applicant's group quality was in different working families.

18. Hadass (2004) developed a recruitment model when studying the impact of Internet recruitment on the matching of workers and human resources managers. In this recruitment model, job seekers have private information on different working conditions, and companies have insufficient screening technology. He decided that companies may adopt e-recruitment policies because of the direct decline in recruitment costs and the competition between HR managers for skilled employees.

19. Reeve, High house and Brooks (2006) studied how the emotional responses of job searchers influence the overall attractiveness of the organization's attractiveness and organizational image. A survey conducted by marketresearch.com (2006) on the E-recruitment market found that the main trends in e-recruitment are: 1. More advanced company career website candidate management tools; 2. Increasing use of social networking technology (Facebook (LinkedIn) to cover candidates; and 3. More market expert opportunities. Matthews (2006)'s study of recruiting law students at the US National Taxation Administration pointed out how to fill jobs and have better quality entities more easily by increasing the initial data on campus recruiting energy.

20. Barber (2006) also examined the assistance and challenges of Internet recruitment at the Institute of Employment Studies. Barber pointed out that HR professionals who analyze the advantages of e-recruitment often refer to obtaining more applicants and marketing company's reputation and brand.

21. Maurer and Liu (2007) believe that web-based recruitment will protect the cost of new employees hired by each organization up to 87%. Parry and Tyson (2008) used surveys and interviews to conduct a six-year survey of corporate recruiting activities and asked why respondents had or did not use online recruitment, whether they predicted that they would use the Internet for recruitment changes, and they The impact of Internet recruitment on other recruiting methods is expected. Respondents to the study included human resources directors and managers, financial controllers, managing directors, and recruitment specialists from more than 25 employees sampled from UK institutions. There were 25,524 replies in the

survey and 20 HR or resource managers had cross-examined. The survey results show that the most common reasons for using profitable or commercial websites in recruitment are cost-effectiveness (75%), candidate ease-of-use (64%), larger candidate groups (53%), ease of use (52%), Employment rate (52%) and company policy (50%). On the other hand, the less common reason is the successful finding of a candidate (44%) and leading the competition (32%).

22. Thompsons, I., Braddy, P. and Wuensch, K. (2008) In 2008, the impact of organizations, web design on potential job seekers was studied. 182 Participants reviewed an online job marketing evaluation marketing format for attraction, website availability, organization's appeal to the network, organization's printing and employment readiness, and found that the format and appeal of availability of online recruitment materials affected The tendency of participants to pursue work is more important than availability.

23. Holm, Anna B. (2012) further pointed out that it is an organization of recruitment processes and activities. It realizes the mutual cooperation and interaction of time and space through technology and human reasons to identify, attract and influence capable candidates. Avinash S. Kapse (2012) published an article on E-recruitment, which pointed out that online recruitment has many advantages for the company, such as low cost, less time, faster, wider area, better Matching and highlighting online shortcomings Such recruitment as reviewing applications is a problem. India lacks Internet awareness in some places. They say that employers want to interact face-to-face with candidates.

24. Florea, N.V. And Badea, M. (2013), the author mentioned that the use of the Internet can help improve performance, speed up decision-making and save costs. The Internet helps show vacancies on the site. The Internet also helps find accurate employees from the pool of information available in the database.

CHAPTER 3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM

With the adoption of technology and Internet penetration by employers in the future, the growth of the e-recruitment industry has been promoted. Turning to the online recruitment process, the organization has reduced the cost of the traditional recruitment model by nearly 80%. " - Dhruvakanth B Shenoy, Vice President, Asian Marketing, Monster.com, India.

E-recruitment is still in its infancy and takes time to penetrate. The computer literacy rate is still very low. Sometimes the employer loses the right person. Several people do not provide enough information on the Internet because they do not understand computers.

- Job seekers also have duplicate resumes.
- A passive resume may be uploaded. In addition, there is not much truth, because the background investigation will not be immediately involved.
- There is room for impersonation in e-recruitment.

3.2 NEED OF THE STUDY

- Reduce recruitment delays - Quickly fill vacancies
- Reducing hiring managers by up to 50% - This means more time available for other HR plans
- Reducing recruitment agency reliance and costs
- Automatically posting open positions to your own brand website and external work board
- Easily identify previously applied candidates
- Use a single system to share talent globally and use this data to locate and track passive job seekers.

3.3 OBJECTIVES OF STUDY

- Understand the trend and practice of e-recruitment in the company recruitment process
- Compare traditional recruitment processes and e-recruitment and discuss the advantages and disadvantages of e-recruitment
- Analyze the potential of e-recruitment and the challenges it faces.
- Provides security and privacy for stored information.
- Reduce the cost of manual documentation.
- Maintain a balance between human resources needs and supply.
- Speed up employee-related decision-making.
- Identify the technology used for e-recruitment in the Fasttrack HR service.
- Learn about the e-recruitment policy of the Fasttrack HR service.
- Determine how E-HRM becomes a challenge in a flat world.
- Compare traditional recruitment processes and e-recruitment and discuss the advantages and disadvantages of e-recruitment.
- Assess changes in e-recruitment tool recruitment strategies and practical reasons.
- Use e-recruitment to analyze opportunities and challenges for organizations and job seekers.

3.4 THE SCOPE OF THE STUDY

The scope of the study is to observe how satisfied employers and employees are with the company's recruitment and selection process. It also shows deviations, if any, that will be experienced in the study. In addition to understanding the techniques and methods in the recruitment process, you will also learn more about the corporate culture that prevails in the organization. This not only helps aquanaut and the corporate environment, but also can pay close attention to the omnipresence of authoritative responsibilities at all levels in the organization. The prescribed study time is also It is not sufficient to conduct a detailed study of the topics that have been allocated, and the scope of the topics (recruitment and selection) is sufficiently wide that it is difficult to cover all topics at the specified time.

The study will provide us with information on various policies, technologies, and how E-HRM can be used as a tool to meet environmental challenges.

3.5 RESEARCH METHODOLOGY

RESEARCH DESIGN

Research design is seen as a framework for guiding research programs and helps data collection and analysis of data. Research design may be a systematic approach. Exploratory, descriptive and experimental research. Descriptive research design applies to the project.

Research area is limited to Fasttrack HR service employees

Structured Questionnaire.

SAMPLE 100 respondents.

SAMPLING DESIGN

Sampling technique:-

SIMPLE RANDOM SAMPLING Method is used in which it is a subset of the statistical population where members of each subset have the same probability of being selected.

Sample size: -

This is the act of choosing to observe or copy the quantity to include in the statistical sample. Sample size is an important feature of any empirical study and its goal is to infer the population from the sample.

Sampling area:-

Sampling method when no complete frame of reference is available. The total area surveyed was divided into small subsamples sampled randomly or through some limited random process.

DATA COLLECTION

- 1) Collect main data with the help of the questionnaire.
- 2) Collect second-hand data with the help of journals, magazines, books, websites, etc.

DATA ANALYSIS

The collected data has been transferred to the coding table and analyzed with the help of tabulation.

RESEARCH INSTRUMENTS

The researchers used a structured questionnaire tool that included open questions, multiple choices, and dichotomy questions to obtain data. Therefore, the questionnaire is a data collection tool used in the study. All the questions in the questionnaire are organized in the questionnaire.

STATISTICAL TOOL

The statistical tools used to analyze the collected data are percentages, cards, bars, and pie charts.

3.6 HYPOTHESIS

Hypothesis:

H₀: There is no association between Merit based selection and Feeling comfortable to work.

H_a: There is association between Merit based selection and Feeling comfortable to work.

		12. feeling comfortable to work?	9. Merit based selection?
12. feeling comfortable to work?	Pearson Correlation	1	.186
	Sig. (2-tailed)		.003
	N	100	100
9. Merit Based Selection?	Pearson Correlation	.186	1
	Sig. (2-tailed)	.003	
	N	100	100

CHART no 3.1: Correlations

Interpretation:

The above table shows there is positive and significant relation between Merit based selection and feeling comfortable to work with significant level 0.003 which is less than 0.01, it means as company is doing merit based selection, employees are able to work comfortably without any confusions and problems.

3.7 LIMITATIONS OF THE STUDY

- The company could not find a job seeker on the internet.
- Not useful for work in the location of the relevant labour market.
- Competitors increase because other companies can easily find the same candidates.
- A large number of resumes are exaggerated online, while others may not express the true value of the candidates. Therefore, on the one hand, companies may waste time to meet a poor candidate, but they will not interview a good person.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

FINDING AND ANALYZING

Table no 4.1: Source of e-recruitment

Job portals	In built website	All the above
6	2	92

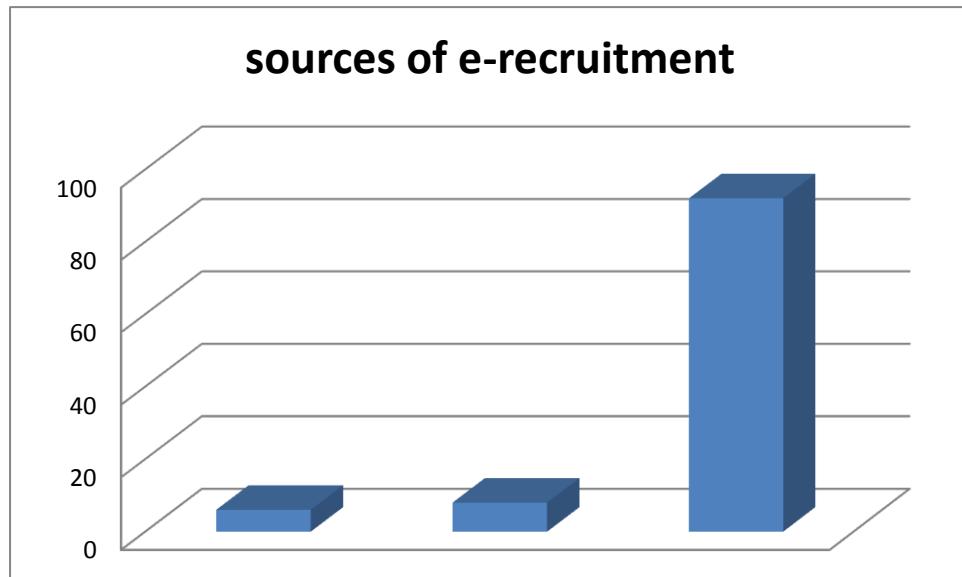


Chart no 4.1: Sources of recruitment

Interpretation

In the above analysis, it can be seen that most of the employees stated that the recruitment portal and the internally generated website were used to recruit candidates. The remaining 6% of the employees stated that they could only complete the recruitment through the recruitment portal. 2% said they have already helped with ICICI's built-in website. Job seekers are very comfortable.

Table no 4.2: Factor consider when choosing recruitment portal

Active Resumes	Popularity of portals	Relevance of profiles	User interface	All of above
3	10	12	2	73

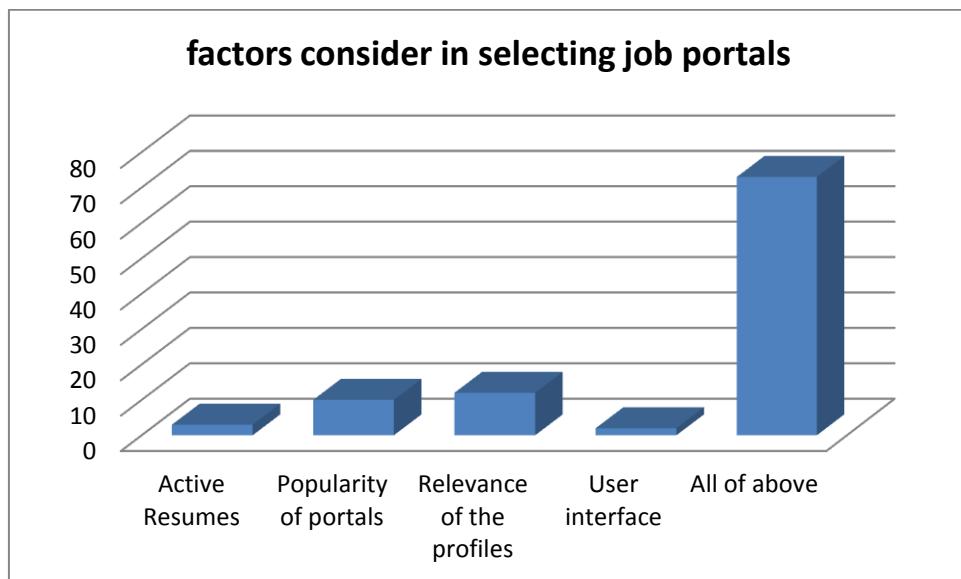


Chart no 4.2: Factors consider in selecting job portals

Interpretation

From the above table it can be concluded that, among all 98% of employees, the work portal is considered to be the ideal way to fulfil the resume, and the reason why the candidate prefers the job portal is that 73% of them indicated that it is user-friendly. In the interface, the personal information in the portal site has certain relevance, their resumes, remain active, and due to the popularity of the portal, the remaining 12% expressed that they considered relevant factors and 10% indicated that they chose the portal according to their popularity. 3% said they chose based on an active resume and the remaining 2% said it should be a user-friendly interface.

Table no 4.3: Clear e- recruitment policy

Yes	No	To some extend
83	4	13

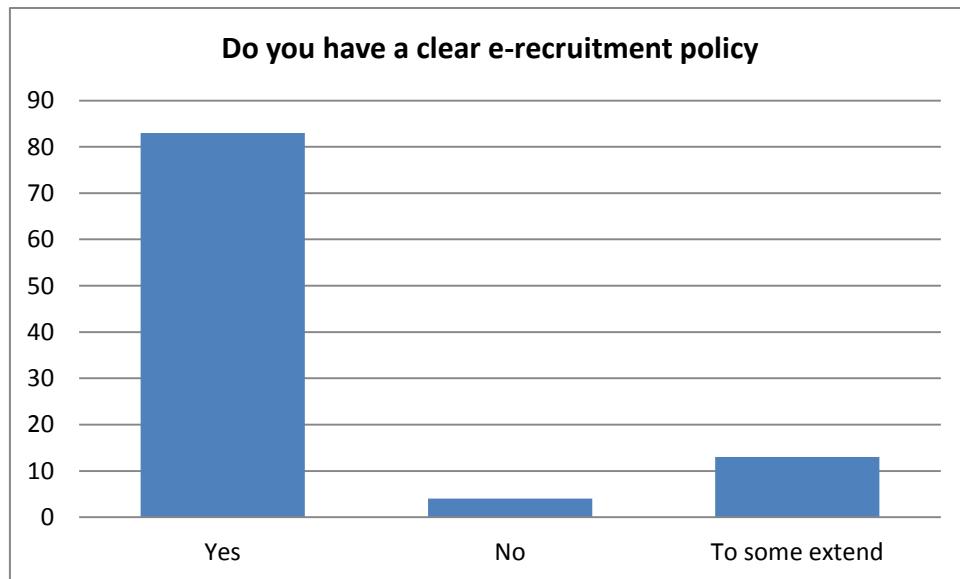


Chart no 4.3: e-recruitment policy

Interpretation

From the above table it has been concluded that 83 percent people says that company has a clearly defined and stated E- Recruitment policy 13 percent are saying to some extent it has and 4 percent are saying no they don't have clearly stated policies.

Table no 4.4 Quality of the electronic recruitment system

Recruiting quality people	Quick response	Efficient database management	All of above	None of above
4	9	11	74	2

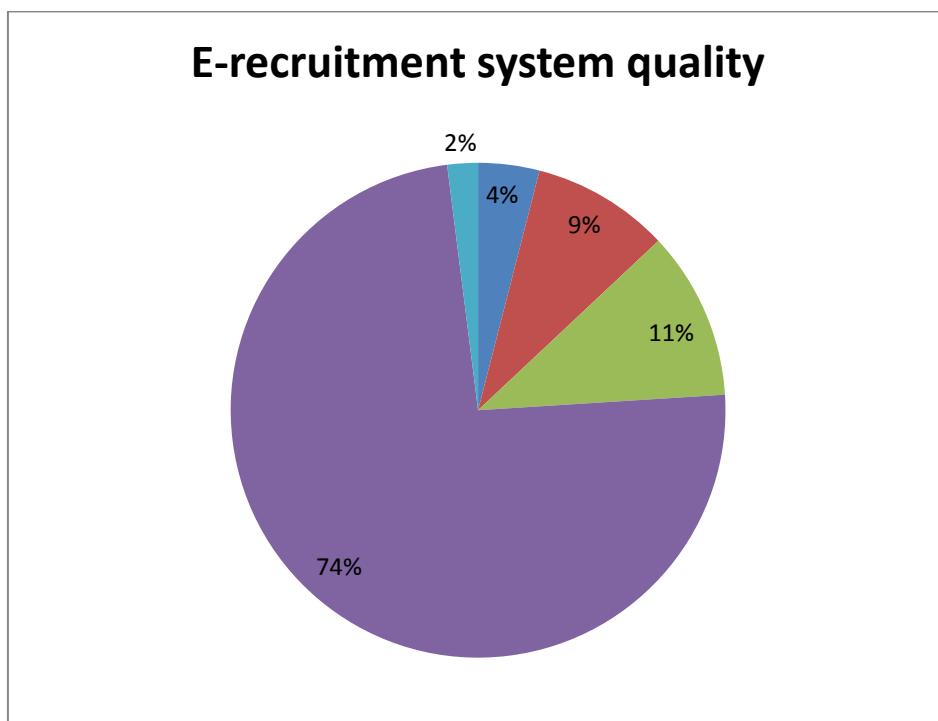


Chart no 4.4: Quality Of e-recruitment system

Interpretation

From the above data, it can be seen that most employees have expressed that the quality of e-recruitment system depends on many factors, such as quality personnel, rapid response time, and database management, while 11% said that it only depends on efficient database management. 9% said it depends on the quick response time, 4 think it depends on the recruitment of good people, 2% said they do not think these factors.

Table no 4.5 Efficient and timely e- training programs

Yes	No	To some extent
76	14	10

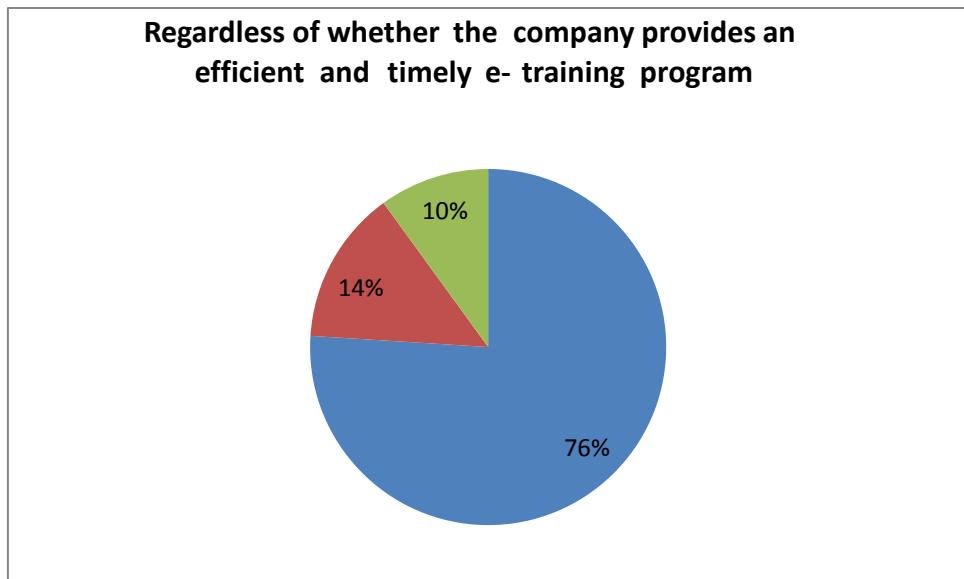


Chart no 4.5: Efficient and timely e-training program

Interpretation

According to this analysis, 76% of employees stated that they are getting timely and efficient e- training programs, Of which 14% said they did not get and the remaining 10% said they are accepting e-trainning.

Table no 4.6 Daily activity report (DAR) submission policy

Yes	No
96	4

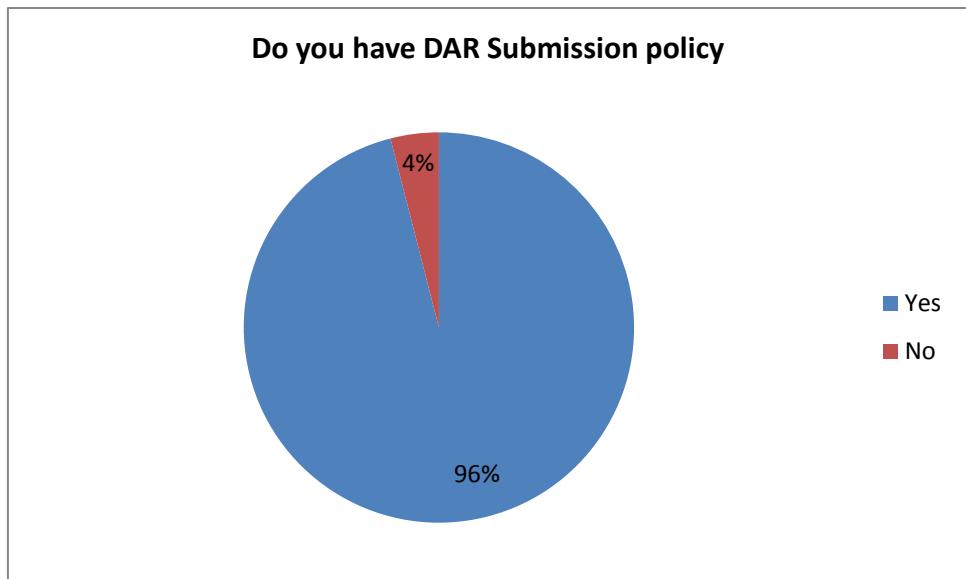


Chart no 4.6: DAR submission policy

Interpretation

From this analysis , 96% Of employees stated that they must submit their “day-to-day activity report” to them so that they can forward the report to relevant department heads for evaluation. The remaining 4% indicated that they do not have to submit theirs. "Daily Activity Report"

Table no 4.7 Mainly promote e- recruitment

Yes	No
84	16

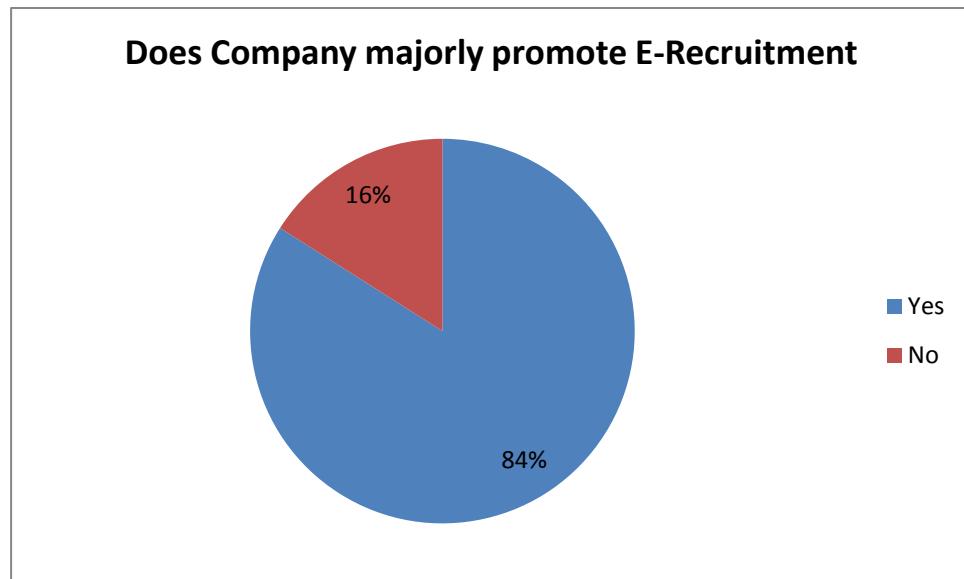


Chart no 4.7: Majorly promote e-recruitment

Interpretation

Here, most employees have stated that the company mainly advocates e-recruitment, while the remaining 16% said it will not, and the company will not promote e- recruitment.

Table no 4.8 Types Of Selection

Walk- in interview	Referrals	Consultancy	Advertisement
25	25	37	13

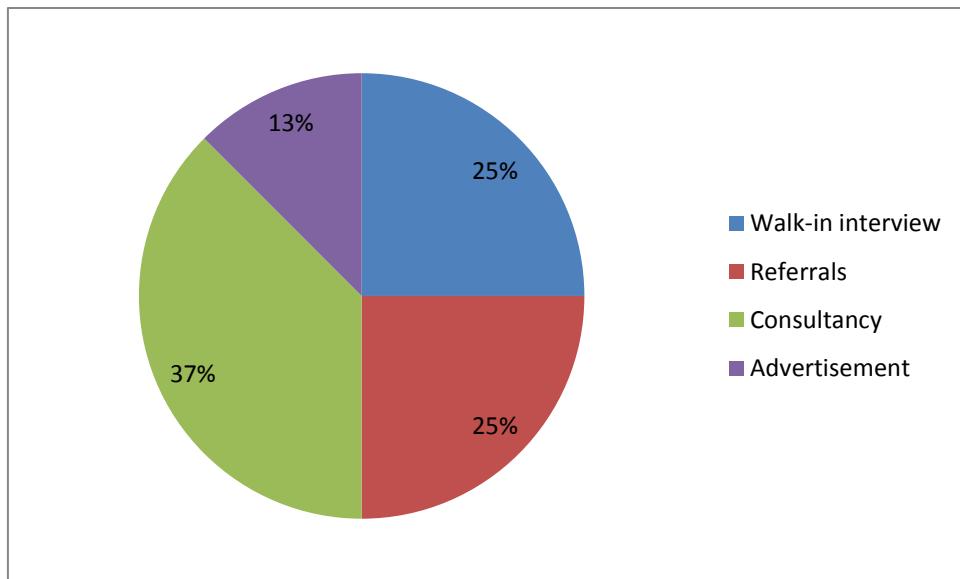


Chart no 4.8 Types Of Selection

Interpretation

In the above explanation, it has been seen that 16% of employees said that the company does not promote e-recruitment. Among them, 25% said that they usually recommend visiting, and another 25 said that they promote recruitment through referrals, 37% They indicated that they promoted recruitment through consultation, and the remaining 13% said they advertised through advertising.

Table no 4.9 Merit based selection

- 1) Merit
- 2) Experience
- 3) Both

Options	Merit	Experience	Both	Total
Responses	10	30	60	100

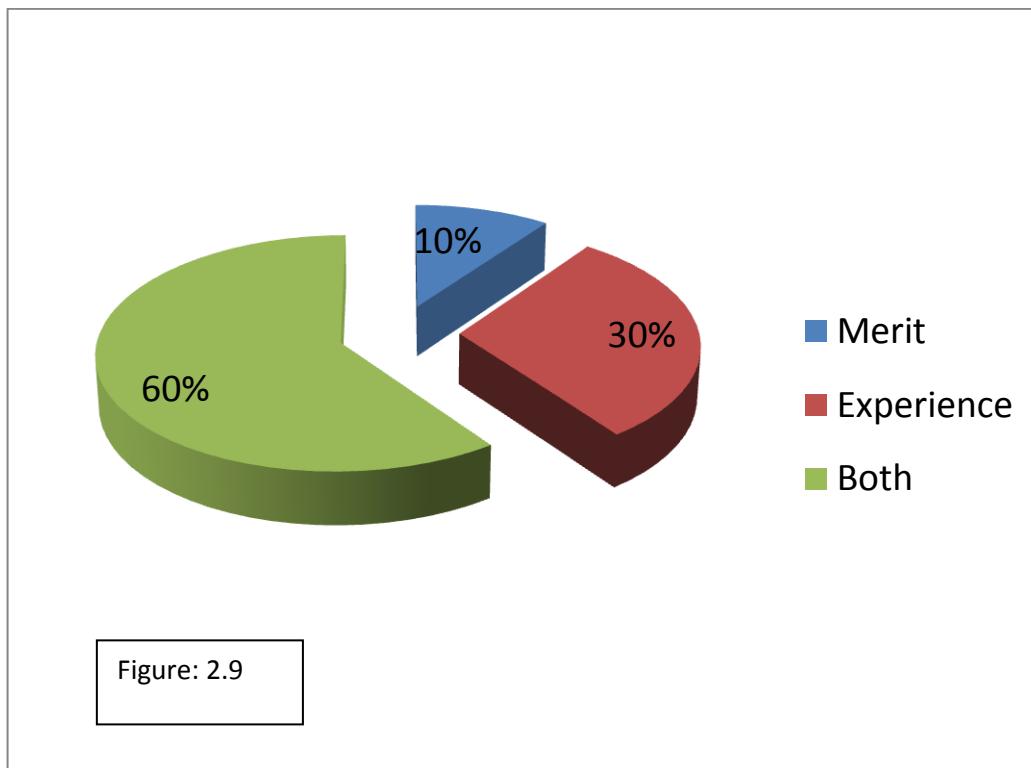


Chart no 4.9: Selection basis

Interpretation

Found that the experience and advantages were taken into account in the selection process. However, experienced people receive more attention instead of more valuable fresh people.

Table no 4.10 Satisfaction with selection process

- 1) Yes**
- 2) No**

Options	Yes	No	Total
Responses	80	20	100

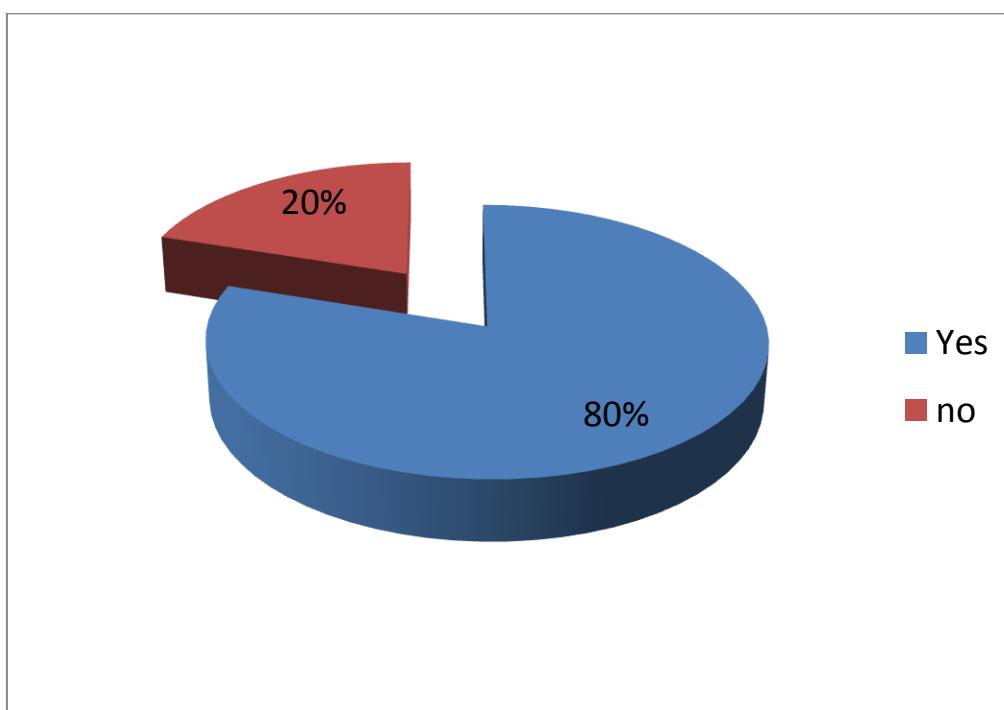


Chart no 4.10: Satisfaction of selection process

Interpretation

Found that about 80% of employees are satisfied with the selection process.

However, the remaining opinion is that the selection process of the organization should be changed.

Table no 4.11 Orientation basis

- 1) People - Oriented
- 2) Task – Oriented
- 3) Combination Of, Both

Options	People - Oriented	Task - Oriented	Combination Of Both	Total
Responses	30	25	45	100

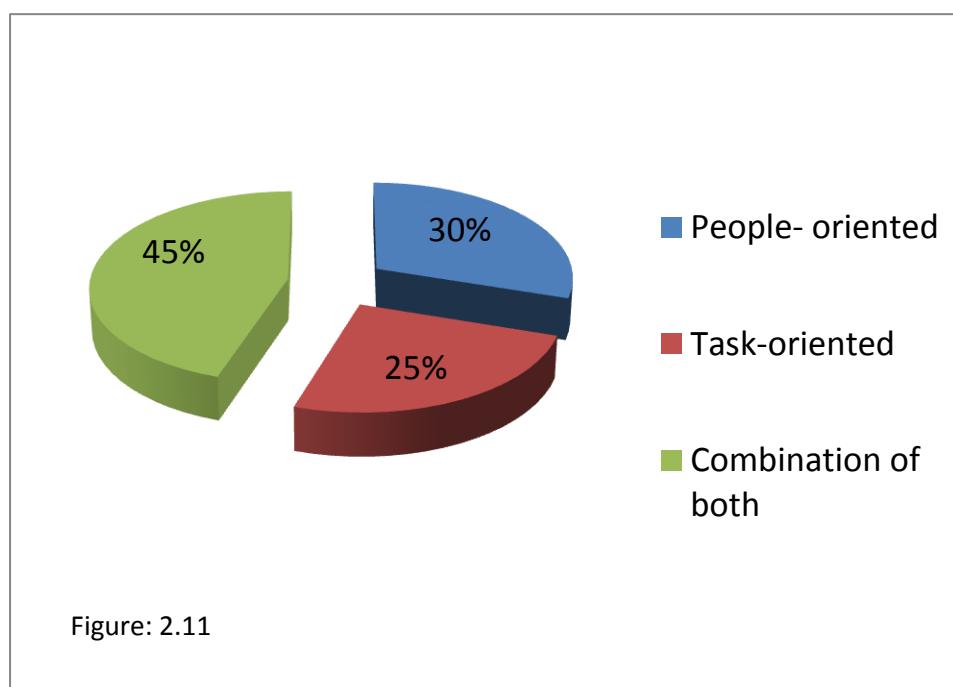


Chart no 4.11: Orientation basis

Interpretation

Of the 100 employees surveyed, 45% were considered to be good for the organization (whether it be people - oriented or task oriented). But according to 25% of employees the organization is task - oriented.

Table no 4.12 Comfortable for you to work

- 1) Yes
- 2) No

Options	Yes	No	Total
Responses	80	20	100

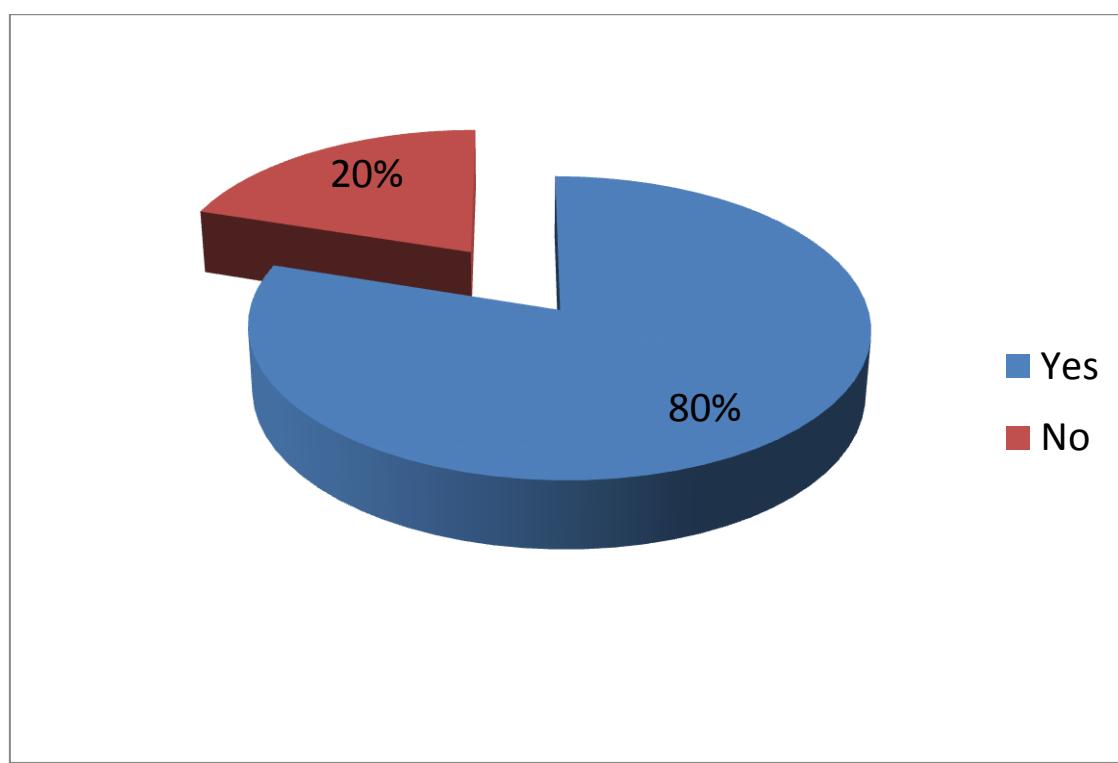


Chart no 4.12: Comfortable chart

Interpretation

According to our survey, 80% of employees feel comfortable working under the supervision of H.R. Managers.

Table no 4.13 Your schedule

- 1) Excellent
- 2) Good
- 3) Average
- 4) Poor

Options	Excellent	Good	Average	Poor	Total
Responses	21	11	64	4	100

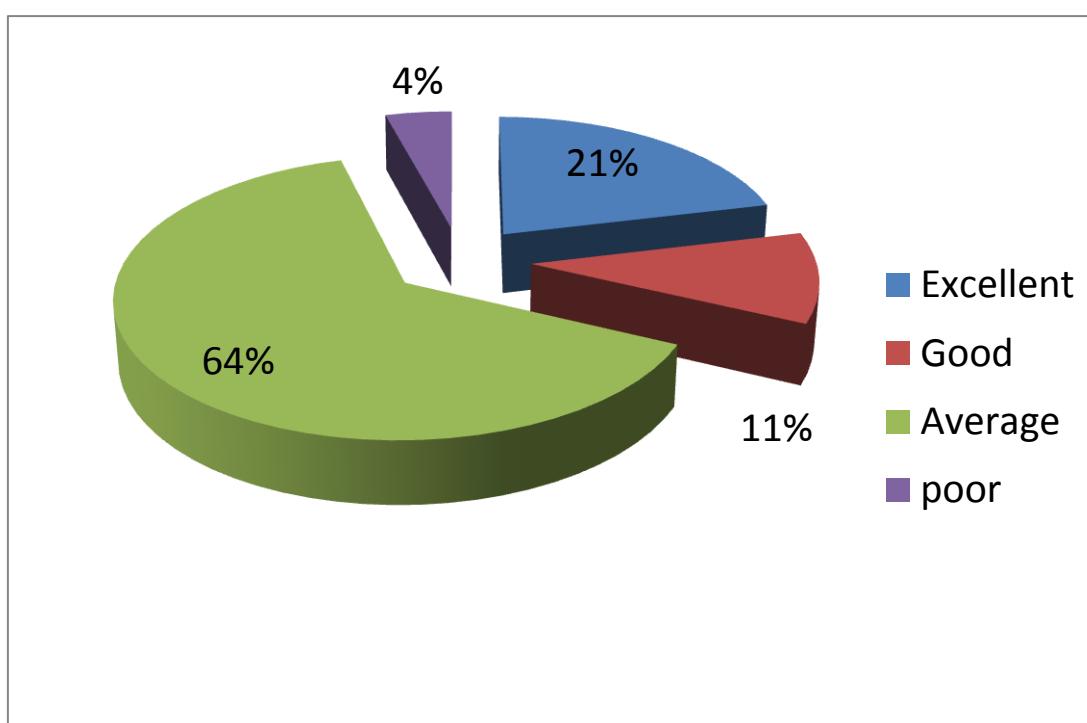


Chart no 4.13: Daily schedule

Interpretation

In FAST TRACK Company Pvt Ltd, 64% of employees are satisfied with their schedule, while 21% and 11% of employees are in excellent and good categories, respectively. Only 4% of the employees surveyed are not satisfied with their daily work schedule.

Table no 4.14 To participate in the organization

- 1) 5 - 10 years
- 2) 10- 15 Years
- 3) 15- 20 Years
- 4) Ti11 Retirement

Options	5- 10 years	10- 15 years	15- 20 years	Ti11 Retirement	Total
Responses	40	35	10	15	100

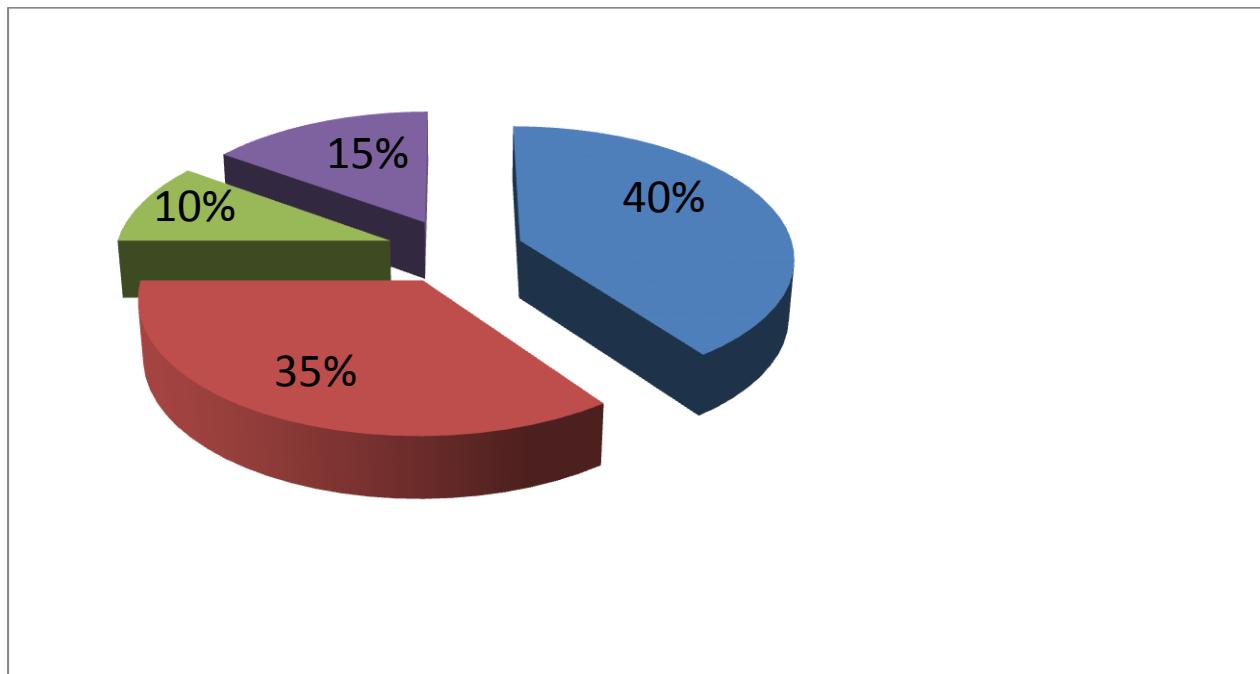


Chart no 4.14: Organization age

Interpretation

Based on the above data, 15% of employees are loyal to the same organization (FAST TRACK Company Pvt Ltd) until they retire.

CHAPTER 5

FINDINGS, CONCLUSION AND SUGGESTIONS

5.1 SUMMARY OF FINDINGS

- As can be seen in the above analysis, most employees stated that recruitment portals and internally generated websites were used to recruit candidates, and the remaining 6% of employees indicated that only 2% of them could be completed through the recruitment portal and that they were already at ICICI. Built-in website with the help of. Job seekers are very comfortable.
- From the above table, it can be concluded that among all 98% of the employees, the job portal is considered to be the ideal way to fulfill the resume, and the reason why the candidate prefers the job portal is that 73% of them indicated that this is a user. The friendly interface, the profile in the portal site has a certain relevance, their resumes remain active, and due to the popularity of the portal, the remaining 12% expressed that they considered relevant factors, and 10% indicated that they chose the portal based on their popularity. On the website, 3% said they chose to base on a positive resume, and the remaining 2% stated that it should be a user-friendly interface.
- From the above table, it can be concluded that 83% of people said that the company has a clear e-recruitment policy, 13% said that they have a certain degree of expression, and 4% said that they do not clearly indicate the policy.
- As can be seen from the above data, most employees believe that the quality of the e-recruitment system depends on many factors such as fast response time, and database management, while 11% of people say they only rely on efficient database management, and 9 percent indicate it. Depending on the fast response time, 4 think it depends on the quality of the recruiters, 2% said they do not consider these factors.

- Based on this analysis, 76% of employees stated that they are receiving timely and efficient e-training programs, 14% said they did not get and the remaining 10% said they are accepting e-training programs
- From this analysis, 96% of employees stated that they must submit their “day-to-day activity report” to them so that they can forward the report to relevant department heads for evaluation, and the remaining 4% indicate that they do not have to submit them. Daily Activity Report.
- Here, most employees have stated that the company mainly advocates e-recruitment, while the remaining 16% said it will not, and the company will not promote e-recruitment.
- In the above explanation, it has been seen that 16% of employees indicated that the company does not promote e-recruitment. The 16% of employees 4 said that they generally recommend visits, while the other 4 said they have referred through promotion of recruitment, 6% of people Said that they promoted recruitment through consultation and the remaining 2% said they advertised through advertising

5.2 CONC1USIONS

E-recruiting has made the work of companies and job seekers easier. In this regard, software, IT professionals, the Internet, computers and many other people who are working have also received good reviews. E-recruitment is the easiest and most compelling way to hire people from around the world and promote opportunities. It helps companies gain global recognition. EHR can help to communicate any kind of human resources policies, training programs and payrolls are easy. . E-HRM helps human resources departments to carefully and accurately review employee performance based on more systematic technical theorems. It helps to teach any HR policy; track employee day-to-day activity reports (DARs) to effectively help employees promote and transfer.

E-recruitment is becoming one of the most important tools for selecting the required human resources for the industry. Although this method has some shortcomings, it is completely relevant and applicable in the modern world today. Despite the large amount of research in the area of e-recruitment, there are still many possibilities for accepting e-recruitment research and applications. The opinions and research of recruiters on the impact of e-recruitment on the overall recruitment process have been identified. Most studies have been completed and the applicants hope to reflect on and organize the awareness of the corporate career website. The most important agreement of this research flow is to suggest that the impact of the availability of airline advocacy on the attractiveness and attractiveness of the applicant's organization is not related to the organization's attractiveness. But the most important thing is to conduct more research on the entire e-recruitment field to illustrate the large number of gaps and to confirm the current knowledge. To date, some small studies have been conducted to counter published content in the field.

5.3 SUGGESTIONS/RECOMMENDATIONS

During the above discussion and evaluation process , there are some tasks that managers can perform. For example, managers must distinguish between jobs that will be recruited through traditional recruitment methods and jobs that are recruited with the help of online recruitment. Human resources managers must always be vigilant so that they do not interview wrong applicants, resulting in wasted expenses. Small online interviews can also be conducted with resumes so that managers can get a lot of information about applicants, and managers can't provide this information simply by reviewing the applicant's resume.

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ANNEXURES

1 What is the source of e-recruitment ?

Job portals	In built website	All of the above

2 What factors do you consider when choosing a recruitment portal?

Active Resumes	Popularity of portals	Relevance of profiles	User interface	All of above

3 Do you have a clear e-recruitment policy ?.

Yes	No	To some extend

4 How is the quality of the electronic recruitment system?

Recruiting quality people	Quick response	Efficient database management	All of above	None of above

5 Does the company provide efficient and timely e-training programs?

Yes	No	To some extent

6 Do you have an appropriate daily activity report (DAR) submission policy?

Yes	No

7 Does the company mainly promote e-recruitment?

Yes	No

8 If not, then how -

Walk-in interview	Referrals	Consultancy	Advertisement

9 What is the basis for your choice?

- 1) Merit
- 2) Experience
- 3) Both

10 Are people satisfied with the selection process?

- 1) Yes
- 2) No**

11 Your organization is considered to be:

- 1) People - Oriented
- 2) Task - Oriented
- 3) Combination Of Both

12 Is it comfortable when your job is managed by a HR manager?

- 1) Yes
- 2) No

13 Your schedule is

- 1) Excellent
- 2) Good
- 3) Average
- 4) Poor

14 How long do you want to continue to participate in the organization?

- 1) 5 - 10 years
- 2) 10- 15 Years
- 3) 15- 20 Years
- 4) Till Retirement.

Company Name: Fast Track HR Services Pvt. Ltd

Work	Work Undertaken	External Guide Signature	Internal Guide Signature
15/1/2018-20/1/2018	Introduction about Pattern effects labs and its operation	Vinod	Monica M
22/1/2018-27/1/2018	Learning about different operation and products	Vinod	Monica M
29/1/2018-3/2/2018	Orientation and Gathering information about growth of company	Vinod	Monica M
5/2/2018-10/2/2018	Analysis of market position of the company	Vinod	Monica M
12/2/2018-17/2/2018	Research problems identification	Vinod	Monica M
19/2/2018-24/2/2018	Preparation of research instruction for data collection	Vinod	Monica M
26/2/2018-3/3/2018	Theoretical background of the study	Vinod	Monica M
5/3/2018-10/3/2018	Data collection and data analysis	Vinod	Monica M
12/3/2018-17/3/2018	Interpretation of the data gathered	Vinod	Monica M

For FASTRACK HR SERVICES PVT LTD

HR MANAGER

	during the survey		
19/3/2018-24/3/2018	Final report preparation and submission	<i>Given</i>	<i>Monica M</i>

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For FASTRACK HR SERVICES PVT LTD

HR MANAGER