

PROJECT REPORT (17MBAPR407)
ON
A STUDY ON RECRUITMENT AND SELECTION PROCESS BY ILC IRON
AND STEEL PVT LTD
BY
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1AY17MBA29

Submitted to

VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI



In partial fulfillment of the requirements for the award of the degree of
MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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March 2019



CERTIFICATE

This is to certify that Mr. MD Nihal Ahamed Bearing USN 1AY17MBA29 student of MBA in Acharya Institutes of Technology, Bangalore has successfully completed his internship project entitled as "A study on recruitment and selection process in ILC IRON & STEEL PVT LTD" at ILC IRON & STEEL, Hospet – 583 203, from 03-01-2019 to 16-02-2019.

During the above mentioned period he has shown keen interest in learning the work and we are satisfied by the work done.

We wish him all the success in his future career.

ILC IRON & STEEL PVT LTD



ILC IRON AND STEEL PRIVATE LIMITED

ISO 9001 : 2008

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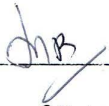
ACHARYA INSTITUTE OF TECHNOLOGY


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

Date: 04/04/2019

CERTIFICATE

This is to certify that **Mr. MD Nihal Ahamed** bearing USN **1AY17MBA29** is a bonafide student of Master of Business Administration course of the Institute 2017-19 batch, affiliated to Visvesvaraya Technological University, Belgaum. Project report on “**A Study on Recruitment and Selection Process at ILC, Hospet**” is prepared by him under the guidance of **Prof. Mahak Balani**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration, Visvesvaraya Technological University, Belagavi, Karnataka.


Signature of Internal Guide


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

Dr. Devarajaiah R.M.
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DECLARATION

I, **MD Nihal Ahamed**, hereby declare that the Project report entitled “**A study on Recruitment and selection process at ILC Iron and Steel PVT LTD**” with reference to “**ILC Iron and Steel Pvt Ltd**”, Hospet prepared by me under the guidance of Assistant Professor Mahak Balani, faculty of M.B.A Department, Acharya Institute of Technology and external assistance by **Mr. Rashekar, HR MANAGER. ILC Iron and Steel PVT LTD** 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, Belagavi. I have undergone a summer project for a period of Six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution

Place: *Bangalore*
Date: *11/4/19*

MD Nihal Ahamed
Signature of the student

ACKNOWLEDGEMENTS

I wish to express my sincere thanks to our respected Principal, **Dr. Prakash M R**, beloved Dean-Academics, **Dr. Devarajaiah R M**, and deep sense of gratitude to **Dr. M M Bagali**, HOD, Acharya Institute of Technology, Bengaluru for their kind support and encouragement in completion of the Internship Report.

I would like to thank **Mehak Balani**, Assistant Professor, Department of MBA, Acharya Institute of Technology, Bengaluru and external guide Mr. Rashekar, HR Officer. ILC Iron and Steel PVT LTD, Hospet. who gave me golden opportunity to do this wonderful Project in the esteemed organization, which helped me to learn various concepts.

Finally, I express my sincere thanks to my parents, friends and all the staff of MBA department of AIT for their valuable suggestions in completing this Project Report.

Place: Bangalore

MD Nihal Ahamed

Date: 11/04/2019

USN:1AY17MBA29

Table of Contents

CHAPTER	TITLE	PAGE NO.
	EXECUTIVE SUMMARY	1
Chapter 1	INTRODUCTION	
	1.1 Introduction To Project Report	2
	1.2 Industry profile	3
	1.3 Company profile	5
	1.4 SWOT Analysis	11
	1.5 Future growth and aspects	13
	1.6 Financial Statement	15
Chapter 2	CONCEPTUAL BACKGROUND AND REVIEW OF LITERATURE	
	2.1 Conceptual background of the study	21
	2.2 Review of literature	32
Chapter 3	RESEARCH DESIGN	
	3.1 Statement of the problem	36
	3.2 Need for the study	36
	3.3 Objectives	36
	3.4 Scope of the study	36
	3.5 Research methodology	37
	3.6 Limitations of the study	38
Chapter 4	ANALYSIS AND INTERPRETATION	
	4.1 Analysis and interpretation	40
Chapter 5	FINDINGS, CONCLUSION AND SUGGESTIONS	
	5.1 Findings	78
	5.2 Suggestions	79
	5.3 Conclusion	79
	Bibliography	
	Annexure	

List of Tables

Table No.	Particulars	Page Nos.
Chapter 4		
Table No. 4.1	Showing the Age group of workers	23
Table No. 4.2	Showing the classification based on gender of employees	24
Table No. 4.3	Showing classification based on marital status	25
Table No. 4.4	Showing classification based on educational qualification	26
Table No. 4.5	Showing classification based on experience	27
Table No. 4.6	Showing classification of recruitment drives	28
Table No. 4.7	Showing classification based on time period	29
Table No. 4.8	Showing classification based on level of satisfaction	30
Table No. 4.9	Showing classification based information about the drive	31
Table No. 4.10	Showing classification based on the Duration of the selection process	32
Table No. 4.11	Showing classification based on the indication about career path and growth aspects	33
Table No. 4.12	Showing classification based information about compensation package	34
Table No. 4.13	Showing classification based on clarification of questions related to organization and job	35
Table No. 4.14	Showing classification based Duration of interview	36
Table No. 4.15	Showing classification based on time management in the interview process	37
Table No. 4.16	Showing classification based on level of agreement	38
Table No. 4.17	Showing classification based on politeness of the interviewers	39
Table No. 4.18	Showing classification based on duration to receive the offer letter	40
Table No. 4.19	Showing classification based on level of satisfaction with the interview process	41

List of Diagrams and Graphs

Chart No.	Particulars	Page Nos.
Chapter 4		
Chart No. 4.1	Chart Showing the classification based on age group	23
Chart No. 4.2	Chart Showing the classification based on gender	24
Chart No. 4.3	Chart Showing the classification based on Martial status	25
Chart No. 4.4	Chart Showing the classification based on Educational qualification	26
Chart No. 4.5	Chart Showing the classification based on Work experience	27
Chart No. 4.6	Chart Showing the classification based on recruitment drive	28
Chart No. 4.7	Chart Showing the classification based on Time period	29
Chart No. 4.8	Chart Showing the classification based on the level of satisfaction	30
Chart No. 4.9	Chart Showing the classification based on information about the selection process	31
Chart No. 4.10	Chart Showing the duration of selection process	32
Chart No. 4.11	Chart Showing the indication about career path and growth aspects	33
Chart No. 4.12	Chart Showing the information about the compensation package	34
Chart No. 4.13	Chart Showing the clarification of questions related to the organization and the job	35
Chart No. 4.14	Chart Showing the duration of interview process	36
Chart No. 4.15	Chart Showing the time management in the process of interview	37
Chart No. 4.16	Chart Showing the level of agreement	38
Chart No. 4.17	Chart Showing the politeness of the interviewers	39
Chart No. 4.18	Chart Showing the duration to receive the offer letter	40
Chart No. 4.19	Chart Showing the level of satisfaction with the recruitment process	41

EXECUTIVE SUMMARY

This study was conducted for 6 weeks on the topic "Recruitment and Selection Process by "ILC Iron & Steel PVT LTD" Hospet.

The purpose of the study is to evaluate and understand the various stages taken up in the organization's recruitment and selection process. The effectiveness and quality of people within the organization determine the organization's fate. Therefore, choosing the right people and putting them in the right place becomes a key factor.

Learning in ILC Iron and steel company was a wonderful experience. It Gave an experience to know how recruitment and selection process is applied practically in the organization.

Recruitment is a strategic function of the Human Resources Department. Recruitment and selection together contribute to the recruitment of employees. A systematic process that creates a pool of qualified volunteers for a given role. This process consists of various areas like planning of HR, attracting the applicants for the pool and screening them. The organizations consider various sources of primary and secondary information. The approaches and techniques of the recruitment & selection differs from one organization to another,

The current project report attempt to give an overview of the recruitment & selection process at ILC Iron & Steel PVT LTD. It also identifies various methods in the selection process. The study gives recommendations on how the process of recruiting and selecting prospective employees can be a good experience

CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION TO PROJECT REPORT:

The project was undertaken for a period of six weeks in ILC Iron & Steel PVT LTD, Hospet. The project brings out the importance of “Recruitment and Selection”. as an important aspect of Human Resource planning process. It is also an attempt to understand the recruitment & selection process at ILC Iron Steel PVT LTD.

Recruitment and selection are two of the most important functions of human resources management. Recruitment will help you choose the right candidate before your selection.

Recruitment is the process of identifying human resources that can take effective action to meet the requirements of staffing schedules and attract people who can effectively select effective staff.

The recruitment and selection process is one of the basic functions of management. All managers are responsible for the employee's function by choosing the CEO and the staff. The supervisor is responsible for the employee when selecting the job title and file management. However, human resources managers and human resources departments are primarily interested in human resources functions.

Each organization must seek recruitment and selection during the initial period when additional labor is required due to the expansion and development of commercial activities.

This project attempts to understand the process of finding the right candidates in an application pool. Selection is a multi-step process that starts with a preliminary interview and ends with an assessment and a check. The main problem of recruitment and selection is the diversity of the workforce

1.2 INDUSTRY PROFILE:

IRON AND STEEL INDUSTRY.

India is the world's third largest steel producer and the third largest steel consumer in 2017. The steel sector growth in India was driven by the domestic availability of raw materials such as iron ore and a profitable workforce. As a result, a significant contribution to Indian production has been made by the steel sector.

The Indian steel industry is very modern and includes state-of-the-art steel mills. We have always sought constant modernization, high sensitivity of old plants and high energy efficiency.

The Indian steel industry is divided into three categories: major producers, major producers and secondary producers.

Market Size

Finished steel consumption in India increased on average by 5.69% per year over the 2008-2008 period to 90.68 million tonnes.

Production of crude steel and finished products in India increased to 102.34 million tonnes and 104.98 tonnes, respectively, in 2017-2018.

Steel exports completed in 2017-18 were 9.62 million tonnes, up 17% from 8.24 million tonnes in 2016-17. Finished steel exports and imports reached 4.33 MT and 5.41 MT in April and November 2018, respectively.

Investments

Iron and steel and related mining and metallurgical fields have recently been the subject of many investments and developments.

According to data published by the Industrial Policy Promotion Agency (DIPP), the Indian metallurgical industry has increased foreign direct investment (FDI) to 10.84 billion US dollars from April 2000 to June 2018.

Government Initiatives

- Other government initiatives in this area include:
- Export duties of 30% were imposed on iron ore (lumps and fines) to supply the national steel industry.
- The Government of India's focus on infrastructure and road project recovery is contributing to increased demand for steel. In addition, the acceleration of the economy and rural infrastructure should lead to increased demand for steel.
- The Cabinet of the Union Government has approved the 2017 National Steel Policy (NSP) to create a world-class steel industry in India. NSP 2017 provides a steel production capacity of 300 million tons and steel consumption per person of 160 kilograms by 2030 ~ 31.
- By promoting the establishment of the Steel Research and Technology Mission (SRTMI) industry in India in cooperation with public and private steel companies, the Steel Industry Department leads the research and development activities of the first steel industry. 200 Rupees (US\$ 30 million).

PRESENT STATUS :

- ILC Iron & Steel Private Limited is an informal company created on October 17, 2008. Private unlisted company and classified as "Limited Company".
- The authorized capital of the company is 7,000.0 lakhs and it paid a capital of 75,26498%, or 5268.55 lacs. ILC Iron & Steel Private Limited The last annual general meeting (AGM) was held on September 30, 2017. The last renewal of the company took place on March 31, 2017, by departmental department.
- ILC Iron & Steel Private Limited has been operating in the manufacturing sector (metal and chemical products and their products) for 11 years and is now active.

Road ahead

India is expected to be the second largest steel producer in the world shortly after Japan. The National Steel Policy (2017) had a production capacity of 300 million tonnes by 2030-2031.

In 2018, steel consumption is expected to increase by 5.7 percent from the previous year to 92.1 Mt. India is also expected to be the second largest steel consumer in the world, surpassing the United States. United in 2019.

The growth range is broad, as per capita steel consumption in India is relatively low, infrastructure construction is growing, the automotive and rail sectors are booming and consumption is expected to increase.

1.3 COMPANY PROFILE:

BACKGROUND

ILC Industries Ltd. has taken a first step in the logistics sector by specializing in the transportation of bulk ore. Since 1993, modest beginners have become one of India's largest conglomerates, integrating their expertise in a variety of business fields. By anticipating future events, monitoring development, anticipating changes and deploying highly optimized and scalable solutions, ILC Industries Ltd. has been able to exceed the limits of the year each year. As a fantastic team of leading-edge technologies, highly qualified professionals and exceptional resources, ILC Industries has written success stories in the fields of logistics, mining, trade, export, aviation , agriculture, renewable energies and industry. Handling

Our People

The ILC Industry Team has been carefully trained to identify opportunities and implement solutions The company empowers professionals with the resources to create value at every stage of the business.

Our Values

The only way to do business in the CLI sector is to be committed to integrity, dedication and the highest ethical standards in the industry. ILC's values encourage professionals and clients across the country to build long-term relationships rather than short-term goals..

NATURE OF BUSINESS

Milestones:

- December 13, 2000 Integral Logistics Company Establishment of a Private Company - Bulk Ore Transport - Commercial Organization of Corporate Logistics.
- In 2002, we diversified into the mining sector as part of an integrated business such as ore and ore processing in various mining industries in the Hospet, Bellary and Sandur areas.
- In 2004, we began to integrate mineral trade and future exports of iron ore.
- Participation in retail petroleum products in 2006 - sale of gasoline, diesel and lubricants.
- In 2007, the joint venture (Sponge Iron, Power & TMT, Ricemill, Dalmill, Rawamill, etc.) as an integrated steelmaking and rice processing division.
- In 2008, at Air Chartering, we completed approximately 700 hours of 3 MW capacity and two wind turbine units.
- April 2010 Rice mill with one of the largest rice producers in South India with a health technology shipment.



Overview

ILC Industries Ltd. needs an operational excellence award in all its facilities. The company strives to be at the forefront of technological innovation and to become a leader in the national and global steel industry. ILC strives to meet this requirement by setting high standards and partnering with major equipment suppliers around the world.

12 MW Captive Power Plant

With the appetite to save energy, we have 12MW CPP, a combination of 2N WHRB (heat recovery boilers) and an AFBC (stirred fluidized bed) boiler. It is estimated that it will produce 4 MW of energy from both WHRBs. The commissioning of the current 12 MW CPP is scheduled for May 2012 and we intend to establish further CPP of the future (<http://www.canadianmerchants.com/>). next phase) to maximize operational efficiency and increased functional superiority.

Sponge Iron

ILC Iron & Steel Ltd. produces high quality and consistent quality flat irons for valued customers. The company has emerged as one of the largest suppliers of carbon-based sponge iron in India and has been praised by customers for the consistency of its supplies and the quality of its products. The ILC brand image is one of the key factors that enables your company to achieve its preferences. ILC-ISPL has always chosen eco-friendly and energy-efficient technology, which has chosen the "backup technology" to make the Back Drop Iron Sponge.

Salient Features of Pre-Heating Technology

- 1) The capacity of the 100TPD oven has been increased to @ 160TPD.
- 2) The heat lost in the combustion gases is used to preheat the ore, otherwise it is released into the atmosphere.
- 3) The overall productivity of the installation is improved in all respects thanks to its efficiency.

1.3.1 PROMOTER

Somashekar Kovvur

Chandra Shekar

Vankadara Kaleshwari Bhanu

Uppala Venkatabalaji Nagaraju

1.3.2 MISSION VISION AND QUALITY POLICY

Mission

Combine superior products and services with aggressive, competitively priced strategies to add value to your customers, customers and partners at all levels.

Vision

Combine superior products and services with aggressive, competitively priced strategies to add value to your customers, customers and partners at all levels.

Quality policy

- To provide products and services that meet stated standards on time, every time.
- To continuously improve the processes to understand the changing customer needs and preferences and use the same as input for periodically reviewing and revising performance standards of the products and services.
- To accept Zero Defect as a quality absolute, and shall design and operate the quality system accordingly.
- To organize work practices to do a job right at the first, every time.
- The track the improvements through measurable indicators.

1.3.3 PRODUCT/ SERVICE PROFILE

GLOBAL SCENARIO OF PRODUCTION & CONSUMPTION:

PRODUCTION:

World crude steel production is 9.1% (1,251) in 2006. In 2018, 7.5% (1,344)

According to the International Iron and Steel Association (IISI), global crude steel production in 2007 increased by 7.5% to 1344.3 MNT. China accounts for 36.4% of world crude steel production, followed by Japan (8.9%), the United States (7.3), Russia (5.4%) and India (3.9%). China and India posted impressive growth of 15.7% and 7.3% over the period.

The United States, however, recorded negative growth of 0.4%, reflecting the decline in steel production.

CONSUMPTION:

World steel consumption is dominated by China, the United States, Japan, Korea and India. During the C.Y. World steel consumption in 2007 increased by about 6.6% (1,202 MnT). India, Japan and South Korea accounted for 13% of China's consumption growth. The United States recorded a 10% decline in finished product consumption.

1.3.4 AREAS OF OPERATION:

ILC Iron and Steel ventures into the backward region of India with the motto inclusive and collective participation of local stakeholders. Provincial activities, such as Chhattisgarh, Jharkhand, Odisha and Africa, demonstrate our commitment to promoting growth in backward and marginalized areas. Manufacturing sites in these geographic areas create opportunities for the community and lead to development. ILC The global social commitment of iron and steel focuses on three visions.

Education

Stabilization of the population, health and nutrition

Clean India / Green India

1.3.5 INFRASTRUCTURE FACILITIES:

The Research and Technology Department brings together more than 200 leading scientists who share their ideas on technology development and push the boundaries every year. State-of-the-art laboratories are spread all over the world. This is where paint development and testing takes place in the construction and industry sectors. We also have microbiology laboratories, modern instrumentation labs and resins and functional polymers development laboratories.

We also frequently organize forums, conferences and focus groups in our functional auditoriums.

Innovation and Excellence

ILC has been a market leader in steel production since 1967. Today, we are the powerhouse of the company and the leading steel company in India. Here are some of the major international awards we have received for our global activities.

1.3.6 COMPETITORS INFORMATION:

1. Jindal Steel power
2. Tata Sponge
3. MSP Steel
4. Adhunik Metalik
5. Jai Balaji Ind

1.4 SWOT ANALYSIS

INTRODUCTION

SWOT analysis is a strategic planning tool that helps you identify your own strengths and weaknesses, as well as the opportunities and threats that may exist in a given work situation. SWOT analysis is most often used as part of a marketing plan. It is also an excellent tool for establishing a common business strategy and for starting a team discussion.

Using SWOT analysis, you can identify the strengths and weaknesses of your business, identify the threats your business faces, address the challenges your business faces, and stay ahead of your competitors.

SWOT Analysis of ILC

STRENGTHS

SWOT analysis describes the key skills of a company, the strategic thinkers likely to succeed in a given project and the areas in which a company is more favorable than other similar companies. For example, brand awareness can be an asset if you plan to start a new business with a company. A company that knows its own strength can improve and exploit its own strength,

- Rich iron ore resources
- Affordable and efficient workforce
- Powerful management capabilities
- Merchant mills distributed locally

WEAKNESS

Shortcomings are factors that make it troublesome for a specific undertaking to succeed and make regions in which the organization is especially deficient. For instance, another business may not be known to generally purchasers. Low brand mindfulness and low shopper dedication can be a shortcoming. When the shortcoming is distinguished, the organization finds a way to apply its quality.

- Customer expectations are increasing day by day, so it is difficult to meet them.
- The cost of completing the product is high.
- The unused space is not used in the optimal range
- The company uses the latest technologies.

OPPORTUNITIES

An opportunity has the potential to improve profitability, productivity, or other business benefits. Opportunities include changes to government regulations that allow businesses to generate revenue, meet unmet customer requirements, and implement new technologies. Recognizing opportunities and gaining benefits is an important part of running a successful business.

- Maintain the best quality of products
- Growing markets
- Orders abroad
- Increase the production capacity of the company
- Expanding business in new areas
- Follow new technologies and compete with large companies.

THREATS

Threats are the last element of a SWOT analysis and can hurt your business. Bad change, high taxes and changing consumer preferences. Other possible threats. Verification of treatment will help business leaders limit their impact.

- High cost of entry
- Completion of the contract by placing an order with the domestic producers
- Fierce competition
- Obsolete technology

1.5 FUTURE GROWTH AND PROSPECTS

- In 1830, JOSHNU MARSHALL built his first manufacturing plant, Aprotonava, under the presidency of Madras. However, there was a big failure because of lack of funds.
- In 1874, JAMES ISRIKIGN founded the Bengal Iron Works. Its activities were transferred to the Martin Company in 1955.
- In 1899, JAMSHEDJI TAT A installed a system for ISPs.
- In 1906, Sanchi of Bihar was named site of the Tata Iron & Steel Company [TISCO]. The same place is called Jamshedpur.
- In 1911, TISO started to produce 1000 tons / year. In two years, production has increased to 5,000 tons / year. In 1939, it reached 15,000 tons a year.
- The TISO interlayer was founded in 1918 and the Bengal Iron & Steel Company was merged in 1962 and initially registered to produce pig iron for import into the United Kingdom and Japan. He started steel production in 1939.
- 35 1935 Mysore and Steel Ltd. Established. It is now known as Visveswaraya Iron & Steel Plant [VISP] in Bhadravathi in Karnataka. The pioneering efforts of Sri Visveswaraya produced the first charcoal and pig iron, but later began to produce steel in 1936 and adopted the electric reduction in 1945. The industry also began to produce many alloys. ferro and special steels.
- 1951-56: - This plan is mainly focused on agriculture. There was no steel plant. TISCO went from 1 meter to 2 meters. This plan disregards the new plan made public. Therefore, Hindustan Steel Ltd. [HSL] was born on January 19, 1954 with the decision to build three mills of 1 million tonnes per year respectively. Most steel / year. From Rourkela, Bhillai and Durgapur.

- 1956-1961 (second five-year plan): - Three plants were commissioned at the end of the second five-year plan.
- 1961-1966 (3rd Five-Year Plans): - Alloy Steel Plant The Borako steel plant, added to Durgapur in 1960, was set up in technical cooperation with the Soviet Union.
- 1966-69: - period of recession (the steel mill of Bokaro starts 1.7 Mt in October 1967)
- 1967-1974 (4th Five-Year Plan): - Phase 2 of the Bokaro Steel Works began. Many mini mills and rolling mills have been approved for approval. Government. I have an idea to build another steel mill south of Vishakhapatnam and Karnataka. Navigation to the unfair situation in the steel industry, established on January 24, 1975. 1974-1979 (5th Five-Year Plan): - Bokaro started with a capacity of 1.7 MT in the Fock.
- 1978: - Extension of Bhillai & Bokaro. Ideas for setting up a major internet service provider. The first scar-based plant has taken a clear shape.
- 1979-1980 (annual plan): - The Soviet Union agreed to assist in the construction of the Visakhapatnam steel mill.
- 1980-85 (6th Five-Year Plan): - Work on the Vizag plant has started. TISO has been modernized.

1.6 FINANCIAL STATEMENT

Balance Sheet

	2018	2017	2016	2015	2014
EQUITIES AND LIABILITIES					
SHAREHOLDER'S FUNDS					
Equity Share Capital	96.79	91.50	91.49	91.49	91.49
Total Share Capital	96.79	91.50	91.49	91.49	91.49
Reserves and Surplus	22,690.97	21,674.70	22,974.18	12,419.72	12,972.84
Total Reserves and Surplus	22,690.97	21,674.70	22,974.18	12,419.72	12,972.84
Money Received Against Share Warrants	4.80	0.00	0.00	0.00	0.00
Total Shareholders Funds	22,792.56	21,766.20	23,065.67	12,511.21	13,064.33
NON-CURRENT LIABILITIES					
Long Term Borrowings	14,411.05	16,403.88	16,411.57	18,507.42	13,520.78
Deferred Tax Liabilities [Net]	3,673.45	3,983.63	4,452.73	1,658.59	1,345.46

Other Long Term Liabilities	3,568.09	3,537.62	290.70	244.52	695.11
Long Term Provisions	43.08	37.60	27.81	31.89	19.59
Total Non-Current Liabilities	21,695.67	23,962.73	21,182.81	20,442.42	15,580.94
CURRENT LIABILITIES					
Short Term Borrowings	6,910.19	7,759.46	7,503.47	7,607.63	9,146.13
Trade Payables	3,380.36	2,364.60	1,947.84	1,443.02	1,637.34
Other Current Liabilities	5,266.46	4,202.31	6,858.49	4,073.07	3,454.95
Short Term Provisions	31.36	38.55	38.47	92.88	3,265.97
Total Current Liabilities	15,588.37	14,364.92	16,348.27	13,216.60	17,504.39
Total Capital And Liabilities	60,076.60	60,093.85	60,596.75	46,170.23	46,149.66
ASSETS					
NON-CURRENT ASSETS					
Tangible Assets	45,564.06	41,402.38	42,939.94	27,134.69	18,192.32
Intangible Assets	72.37	73.50	83.37	80.39	67.01

Capital Work-In-Progress	2,653.99	7,504.65	5,652.99	3,532.77	11,640.25
Intangible Assets Under Development	35.30	24.58	32.75	30.35	22.92
Other Assets	0.14	0.14	0.14	0.00	0.00
Fixed Assets	48,325.86	49,005.25	48,709.19	30,778.20	29,922.50
Non-Current Investments	1,490.36	1,485.25	1,476.94	1,486.96	1,350.52
Long Term Loans And Advances	150.43	77.59	0.00	2,315.91	1,615.71
Other Non-Current Assets	398.09	693.53	965.25	1.08	0.63
Total Non-Current Assets	50,364.74	51,261.62	51,151.38	34,582.15	32,889.36
CURRENT ASSETS					
Current Investments	0.00	0.00	0.00	1,000.00	0.00
Inventories	3,098.89	1,886.97	2,439.06	3,720.03	3,936.25
Trade Receivables	794.31	797.20	830.86	1,321.27	1,460.96
Cash And Cash Equivalents	126.11	146.17	331.94	288.97	762.00
Short Term Loans And Advances	1,046.54	787.50	804.01	4,504.04	6,543.65

OtherCurrentAssets	4,646.01	5,214.39	5,039.50	753.77	557.44
Total Current Assets	9,711.86	8,832.23	9,445.37	11,588.08	13,260.30
Total Assets	60,076.60	60,093.85	60,596.75	46,170.23	46,149.66

Profit and Loss Statement

	2018	2017	2016	2015	2014
INCOME					
Revenue From Operations [Gross]	16,861.03	17,318.90	15,064.39	14,465.77	14,543.67
Less: Excise/Sevice Tax/Other Levies	0.00	457.87	1,645.51	1,996.90	1,261.38
Revenue From Operations [Net]	16,861.03	16,861.03	13,418.88	12,468.87	13,282.29
Other Operating Revenues	204.14	204.14	429.22	227.57	108.06
Total Operating Revenues	17,065.17	17,065.17	13,848.10	12,696.44	13,390.35
Other Income	0.00	0.00	8.88	23.47	296.44
Total Revenue	17,065.17	17,065.17	13,856.98	12,719.91	13,686.79
EXPENSES					
Cost Of Materials Consumed	6,915.13	6,915.13	5,026.65	5,070.99	4,371.56
Purchase Of Stock-In Trade	201.44	201.44	132.04	241.36	284.69

Changes In Inventories Of FG,WIP And Stock-In Trade	-279.21	-279.21	332.30	296.53	-153.72
Employee Benefit Expenses	525.18	525.18	531.60	553.82	650.52
Finance Costs	2,391.15	2,391.15	2,323.98	2,646.48	2,048.20
Depreciation And Amortisation Expenses	1,909.66	1,909.66	2,043.65	2,148.14	1,785.56
Other Expenses	5,729.58	6,318.88	5,524.81	5,166.48	5,240.64
Less: Inter Unit / Segment / Division Transfer	0.00	589.30	601.07	1,073.82	709.02
Total Expenses	17,392.93	17,392.93	15,313.96	15,049.98	13,518.43

CHAPTER 2

CONCEPTUAL BACKGROUND AND LITERATURE REVIEW

2.1 CONCEPTUAL BACKGROUND:

RECRUITMENT

Meaning

Recruitment consists of estimating possible vacancies and taking appropriate measures for selection and appointment. Recruitment is understood as a process of seeking out and finding candidates in a career that can select the right people.

The official definition is "The process of advertising and attracting qualified eligible candidates." When a new recruiter starts, the process begins when the candidate is introduced. As a result, the candidate has selected a new employee. Vacancies are widely known and applicants are encouraged to submit applications to ensure they have the right candidates for selection.

The information data is collected from the candidates during the hiring. Used in other sources such as newspaper ads, job exchanges, internal promotions, etc.

We recruit qualified and interesting candidates to select the best candidates to hire. Recruitment is the company's first contact with potential employees.

Definition:

According to EDWIN FLIPPO, "Recruitment is about finding potential employees and encouraging the organization to apply for a job".

Need for recruitment

- The need for recruitment may arise for the following reasons / circumstances:

- Vacancies for promotion, transfer, retirement, dismissal, permanent disability, death and work migration.
- Creation of new vacancies as a result of the growth, expansion and diversification of the Company's business activities. In addition, the work declaration may create new vacancies.

Purpose and importance of Recruitment:

Recruitment is the first contact of the company with a potential employee. When hiring, many people become aware of the business and ultimately decide if they want to work for it. Well-planned and well-managed recruitment efforts will lead to good quality candidates, while meaningless and fragmented efforts will produce commonplace results.

Recruitment Process

Recruitment is the process of identifying and attracting job seekers to attract qualified jobseekers. This process involves five interrelated steps:

- Planning.
- Strategy development.
- research.
- screening.
- evaluation and control.

STAGE 1: RECRUITMENT PLANNING:

The first step in the recruitment process is planning, Planning should include information on the job potential and the nature of these occupations.

(1) Numbers and

(2) The type of applicant to contact.

STAGE 2: STRATEGY DEVELOPMENT:

When you guess what kind of recruitment and how many people are needed next

1. Create or buy an employee.
2. Technological sophistication of recruitment and selection schemes.
3. Geographic distribution of the labor market composed of jobseekers.
4. Recruiters.
5. The sequence of activities in the recruitment process.

STAGE 3: SEARCHING:

Once the plan and recruitment strategy is established, you can begin the discovery process. The research consists of two steps.

A) Activation of the source and

B). Sales

B). Selling:

The second problem to solve during the search process is communication. Here, the organization carries a tightrope. On the one hand, they want to do what they can to attract the right candidates. On the other hand, they must resist the temptation to ignore their virtues.

STEP 4: SCREENING:

While numerous individuals might be viewed as the initial phase in the choice procedure, the determination of applicants can be viewed as a vital piece of the enlistment procedure. Indeed, even the meaning of enrollment referred to toward the start of this part rejects the extent of the survey. Be that as it may, we have included enlistment screening tests for a valid justification. The choice procedure starts after a nitty gritty survey of the application. It is run of the mill for a

college to enlist an educator. Applications got in light of publicizing will be chosen and met by qualified hopefuls as it were. The meeting will occur under the chairmanship of the determination board of trustees, made out of the Bad Habit Chancellor, the Enlistment center and specialists in the field. Here, the enrollment procedure is reached out to the choice of uses. The choice procedure starts later.

STAGE 5: EVALUATION AND CONTROL:

The recruitment process is expensive and requires evaluation and control. Typical costs include:

- Salaries of recruiters.
- Administrative and professional time devoted to the preparation of job descriptions, job specifications, advertising, contacts with agents, etc.
- Advertising costs or other recruitment methods, ie agency fees.
- Recruitment of overheads and the executives costs.
- Overtime and redistributing costs without opportunities.
- The cost of enlisting inadmissible hopefuls in the determination procedure.

Professional or Trade Associations

Numerous affiliations offer position administrations to individuals. It comprises of making a rundown of jobseekers and offering access to individuals at a territorial or national congress. Likewise, the affiliation's distributions send characterized promotions from businesses intrigued by enrollment. They are especially helpful for drawing in exceptionally taught, talented or gifted specialists. Spotters can likewise give a zero to a particular employment searcher, particularly for elusive specialized positions.

Advertisements

This is a popular recruitment method because many recruiters prefer advertising because of the diversity of their range. You can use ads to describe the benefits of your job, identify your

employer, and tell people who are interested in how to apply. Newspapers are the most used media, but highly specialized recruits can place ads in professional or business magazines.

Advertising must include appropriate information such as job description, working conditions, place of work, additional benefits, job characteristics and growth. The advertisement must sell thoughts that the business and its capacities are ideal for the hopeful. Enrollment advertisements can likewise be utilized as corporate promotions to make corporate pictures. It's additionally gainful.

Employment Exchanges

This law was adopted throughout the country in accordance with the 1959 Employment and Trade Act. This law applies to all industrial installations with more than 25 workers. This law expects opening to be advised before every modern office are filled. The principle capacity of the trade program is to build the quantity of conceivable competitors and to make a starter examination. Thus, the activity trade fills in as a connection between the business and the imminent boss. This office is especially helpful for hands on specialists, clerical laborers and specialized enlistment

Campus Recruitments

Colleges, look into establishments, sports fields and research organizations give rich ground to new representatives, particularly the foundations concerned. Grounds Enrollment is looking for worldwide markets with organizations, for example, HLL, Citibank, HCL-HP, ANZ Grindlays, L and T, Motorola and Dependence. A few organizations select every year various competitors from the Foundation. Enrollment on grounds is regularly fundamental after every college. An instructor or school research facility has a situation officer accountable for the enlistment capacities. Nonetheless, regardless of whether the enrollment procedure winds up producing data about occupations and acknowledgments, usually an expensive procedure. Many leave the association amid the initial five years of business. Be that as it may, it is a noteworthy wellspring of enlistment for a lofty organization.

Walk-ins, Write-ins and Talk-ins

This applicant must complete the request for further processing. Telephone conversations include job seekers (at a detailed date) who meet new employees and discuss in detail. It is not necessary to submit a request to a new employee.

Contractors

They are used to recruit casual workers. The worker's name is not registered in the company's records and you can avoid the difficulty of keeping a permanent worker.

Consultants

They are engaged in a career that selects and selects executives and executives. They are useful for networking and providing expertise to the employment process. We also keep employers and potential employees anonymous. However, the costs can be dissuasive.

Head Hunters

They are useful for professional and skilled candidates working in a given company. An agent representing the recruiting company will be sent to the candidate. This is useful if it is useful to be reluctant to make suggestions because the companies involved belong to the same field and the employees are afraid to test their loyalty.

Evaluation of External Recruitment:

Outside recruiters have advantages and disadvantages.

Advantages

- If people are hired from outside, the organization will benefit from new technologies, new talent and new experiences.
- Executives can fulfill booking conditions for disadvantaged sections of society.

The demerits are-

- Your organization has lost the motivation and motivation associated with promoting your employees.
- External recruitment is expensive.

SELECTION

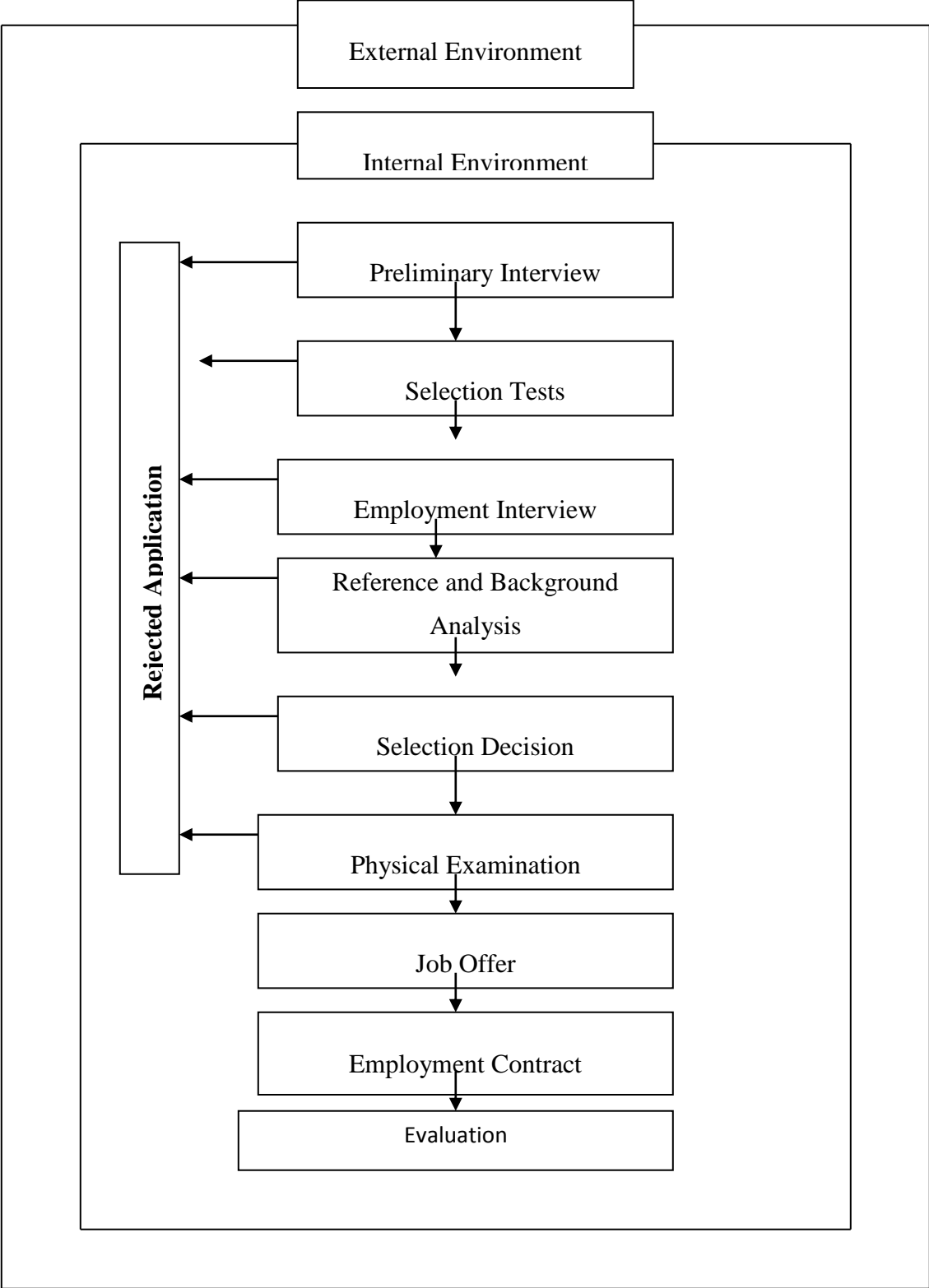
Selection is defined as a process of differentiating candidates to identify (and hire) those who are more likely to succeed in the profession.

The selection essentially selects candidates (groups of candidates) with appropriate qualifications and skills.

SELECTION PROCESS

Selection is a lengthy process that begins with a preliminary interview with the candidate and ends with a contract of employment.

The chart gives an idea about selection process



Preliminary Interview:

This is considered as the initial and basic interview conducted to eliminate the UN fit candidates who are completely unfit and not reliable for the pool. This leaves the organization space to fill the vacancies with potentially fit candidates

Selection tests:

Organizations opt for different selection tests depending upon their requirements. These tests have been scientifically tested. The some of the different types of selection tests are

- aptitude test
- Test of mental capacity / mental intelligence
- Mechanical aptitude test
- psychomotor test
- Testing the information
- personality tests
- Performance Test

Employment Interview:

It is considered as an individual interaction of potential candidates and recruiters. We conclude if the candidate is best suited for the work required. But the process consumes both the link and the money. You can not judge your ability. There is a good chance. There must be an honest conversation between the candidate and the interviewer..

Reference and Background Analysis:

Background Analysis is the process of certifying relevant information that a candidate from a resume, application, interview or referral provides to an employer. Providing background information and other information will prevent employers from hiring candidates. The identification of references is considered part of the recruitment process. As a general rule, the referral test occurs when an employer asks a former employer, a school, a university and many other sources of information about his / her work history, education and qualifications.

Selection Decision:

The selection decision is taken after obtaining information from all the previous steps. It is considered one of the most critical of all the steps. The final selection/decision is a daunting task when there are large number of applicants are lined up for final selection, The point of view of the line manager is usually preferred in the final selection. Since HR managers are line managers responsible for the performance of new employees,

Physical Examination:

Physical or medical examination are required to be full filled by the candidates depending on the carrier fields in order to ensure that the candidate is fit to performed the job in a safe manner these examinations defers depending on the kind of job, all these exams are kept confidential and only shared if certain medical conditions of the candidates may warrant treatment. Most common types of medical and physical examinations are

- Physical health
- Mental health
- Drug test
- Hearing and vision.

Job Offer:

Making a job offer is considered as one of the final stage in the selection process. Providing a job involves providing proposals, details on wages, positions, dates and conditions of employment, in accordance with company policy, in the form of a contract between the company and the candidate . The terms of the offer should be clear to the candidate. The candidate may sign and accept the offer or initiate negotiations about the terms and salary or reject the offer.

Employment Contract:

Employment or employment contracts are most often created for management positions that have a lot to lose if the employment relationship is not as good as expected. These employment contracts are usually negotiated and reviewed by labor lawyers, and both parties can step up negotiations to protect their interests. Recognizing that the more time and difficulty an employee has to replace a job, the more often an employment contract contains retirement arrangements and other provisions that protect the well-being of employees

Evaluation:

The applicants are evaluated and marked by at least three experts on the basis of candidate choice of panel. The scientific committee analysis the evaluation report of each candidate and classifies them in the ranking order.

2.2 LITERATURE REVIEW

1. Sparrow, P. R. (2007). Following a process of globalization that highlights the differences between global standardization, optimization and localized human resources processes, a series of changes are reflected in various functions of the IHRM, including hiring, global deployment manpower, business development, careers and compensation.
2. Kumari, N. (2012). Better enlistment and choice procedures improve hierarchical execution. In this unique circumstance, investigate papers on enrollment and determination are prepared to uncover enlistment and choice procedures. The principle objective is to recognize the prescribed procedures that associations use to enroll and choose representatives and to comprehend the effect of enlistment and determination on the hierarchical execution of SMC Worldwide Securities Ltd.
3. M Branine (2008)- In Career Development International, this paper examines the changes in graduate recruitment and selection methods used by UK-based organizations, and explains the main changes and reasons for the adoption and recruitment of graduates.
4. J Shen, V Edwards(2004) - International Human Resources Journal ..., This article discusses the human resource management issues of Chinese multinational companies, particularly the recruitment, selection and repatriation of foreign investors in 10 multinational companies in China. With the rapid progress of the internationalization of Chinese enterprises, the IHRM has attracted academics and practitioners. The Chinese multinational's access to the IHRM has become an urgent area of management research. This article presents some of the results of a recent study on Chinese IHRM. In conclusion, while the policies and practices of recruitment and selection of multinational enterprises in China gradually introduce modern concepts of human resource management into those of Chinese enterprises, current practices still differ from those of large Western multinationals..
5. SA Carless (2007)- International Journal of Selection and Assessment. As part of a national survey of graduate recruitment coordinators, this study identified recruitment and selection cases in Australia. The majority of respondents (50) came from the private sector, accounting for one-third of the general government sector and the sector as a whole. Respondents asked how to manage recruitment activities, how to send information on recruitment and the accuracy of recruitment information. It was also necessary to know to what extent job analysis was used, the type of selection methods used, the method of

verifying the information on the candidates, the training and selection of the interviewees, as well as the effectiveness of the interviews. recruitment activities. Technical statistics were used to provide a summary of the results.

6. Siavelis, P. M., & Morgenstern, S. (2008). Better enlistment and choice procedures improve hierarchical execution. In this unique circumstance, investigate papers on enrollment and determination are prepared to uncover enlistment and choice procedures. The principle objective is to recognize the prescribed procedures that associations use to enroll and choose representatives and to comprehend the effect of enlistment and determination on the hierarchical execution of SMC Worldwide Securities Ltd.
7. Pounder, D. G., & Young, I. P. (1996). Powerful enrollment and determination of school executives is a standout amongst the most testing elements of human asset the board in instructive organizations. This test is to a limited extent due to a wrong "science" that draws in, chooses and distinguishes superb possibility to meet the unpredictable administration needs of the present schools. Later instructive activities, new conceptualizations of administration, and changes in understudy qualities influence the requests of the board positions for positions.
8. Lavigna, R. J., & Hays, S. W. (2004). Governments around the globe face uncommon staffing difficulties. At the point when governments should be the most able at drawing in ability to open administrations, their ability to do as such has been nearly constrained and confounded by financial, social and hierarchical weights. This article gives an outline of enrollment and choice strategies officially embraced in numerous nations that can assist governments with acquiring and hold ability. We portray a progression of "best practices" in enrollment and determination by merging the various encounters of created and immature nations (LDCs), in light of the instance of the US and Western Europe
9. Stewart, J., & Knowles, V. (2000). Results of empirical research on the recruitment and selection of doctoral schools adopted by SMEs and the skills declared by employers in their respective fields. Describe the research method in detail. This includes interviews with large organizations to determine the nature of SME recruitment specific to their field, as well as existing research. Depending on the results and the interpretation of the survey, as in large firms, SMEs attach importance to the value called transferable technology, although there are some differences between the two sectors. Although this is not as important as expected or anticipated, there seems to be a significant difference in the selection method adopted.

10. Stewart, J., & Knowles, V. (2000). The last article of this third article depicts the principal theoretical model of understanding of the outcomes displayed in the second article. This backing that advanced education establishments assume a job in building up the "mindfulness" and "mindfulness raising" of college understudies to fortify their capacity to show their employability on a changing work advertise. In this unique circumstance, it is contended that there is a need to concentrate on chances to create transferable abilities in the educational programs of the degree program, and a few precedents are exhibited. Recommended activities for understudies, SMEs and advanced education establishments to adapt to the changing idea of professions for alumni. Extra territories of research are distinguished and a theoretical model is given to advise these investigations.
11. Ash, R., Hodge, P., & Connell, P. (2013). The entire literature review highlights two factors that hinder effective selection and employment in primary schools. The main obstacles include the reality of the needs, responsibilities and increasing complexity of jobs for qualified candidates compared to the growing student population. In the absence of predictors or useful tools to guide the recruitment, selection and employment process, superintendents and effective education councils identify and identify practical indicators that guide their research. The authors observed and interviewed the school principal who presented current research, analyzed case studies, and demonstrated their ability to significantly increase student learning at school.
12. Ekwoaba, J. O., Ikeije, U. U., & Ufoma, N. (2015). This investigation looks at the effect of enrollment and choice criteria on execution, concentrating on Devotion Bank Plc in Lagos, Nigeria, Nigeria. An examination of 130 legitimate reactions from a study of arbitrarily chosen respondents uncovered that appropriation and determination criteria significantly affect authoritative execution.
13. Bonn, M. A., & Forbringer, L. R. (1992). The hotel industry is facing a serious shortage of staff. The decrease in the availability of teenagers in the labor market, combined with the growth of employment in the service sector, suggests that hoteliers must explore new markets and find ways to attract and retain their employees. This white paper provides a useful template for reviewing current documentation on recruitment, selection and retention programs and for taking a strategic approach to identifying appropriate strategies to reduce the organization's revenues.

14. Scholarios, D., Lockyer, C., & Johnson, H. (2003) Enlistment and determination experience is a piece of an association's socialization procedure preceding passage, otherwise called earlier socialization. Graduates are as liable to be influenced as socialization through presentation to proficient businesses starts in the program. Businesses' practices are thought to add to the arrangement of sensible vocation desires and the finish of early mental contracts among alumni and bosses. This investigation found that understudies in customary occupations were more presented to bosses than understudies in rising occupations through progressively dynamic cooperation in expert exercises, enlistment occasions of a similar dimension of action, and a more extensive encounter. of the determination procedure. Thus, the bigger exercises were related with profession desires, including the dimension of responsibility and vocation intrigue and lucidity of profession.
15. Elliott, K. M., & Healy, M. A. (2001). To attract and retain students, colleges need to understand and respond to student expectations. This article examines the aspects of the student's educational experience that are more important in determining his or her satisfaction. The results of this study show that the "student-centered climate", the "campus climate" and the "educational effectiveness" have a significant impact on overall student satisfaction with the educational experience. The results also suggest that recruitment strategies may need to focus more on different aspects of the student's educational experience than retention strategies.
16. Shih, H. S., Huang, L. C., & Shyr, H. J. (2005). The study suggests a Group Decision Support System (GDSS) as a set of criteria to support the recruitment and selection processes of human resources. First, a two-step decision process is proposed. Different techniques are defined according to each stage of the procedure, including multiple criteria and group participation. A wide range of human traits are evaluated and the concept of consensus reinforced. The procedure recommended here should be more effective than the traditional approach. This procedure is also implemented in network-based PC systems with a web interface that supports R & S activities.
17. Nelson, J. B. (1997): An association with less outskirts is a change in perspective that perceives the inborn impediments of isolating individuals, undertakings, procedures and places and features the advantages of versatile thoughts, data, choices, gifts and errands, where they are generally required. In this article, I suggest that some job analysis techniques and some recruitment and selection practices are not compatible with the principles of a

low-threshold organization. However, choices based on existing approaches to employee-centered job analysis, recruitment based on the merger of human organization values, skills and characteristics are consistent with the principles of less organized organizations. The limits of worker homogeneity are also discussed. Finally, recommendations for researchers and practitioners are provided.

18. Taylor, S. (2006). Organizational growth inevitably implies an increase in the number of employees and thus an expansion of recruitment and selection. To do this, the text on Regulatory Management of Human Resources (HRM) tends to recommend processes based on time-consuming technologies, such as complex task analysis, advertising and testing. This approach to the management of people is based on functionalist studies, often positivist. In this review, I argue that this version of human resource management is rarely used or does not make sense when used and selected by small business leaders. The recruitment and selection analysis based on detailed qualitative and analytical research suggests that researchers and practitioners provide a more meaningful basis for understanding the SME recruitment and selection process.
19. Ofori, D., & Aryeetey, M. (2011). Powerful enrollment and choice is a key component of the human asset passage purpose of any association and will in general decide the achievement and manageability of private companies. This investigation meant to distinguish the abilities and skills expected of alumni by SMEs, the determination of SME graduates and enlistment rehearses. The study was picked as the most fitting plan for this review and a purposeful testing was utilized to choose the respondents chosen by the organization's Leader and President. The information was investigated with SPSS.
20. Windolf, P. (1986). Enlistment and determination approaches have been disregarded, despite the fact that they are essential research territories that give a superior comprehension of the working of the work advertise and the social multiplication of the association. This article depends on a near investigation of English and German firms in labor showcases in different districts. For each organization, information on choice criteria for different gatherings of laborers, enrollment channels and enlistment methods were gathered. Sorts of enlistment procedures are created to demonstrate how natural conditions and authoritative structure influence an organization's enrollment system. Contingent upon market strength, mastery and basic leadership structures, organizations execute different enlistment systems that influence the sort of specialists utilized.

CHAPTER 3

RESEARCH DESIGN

3.1 STATEMENT OF THE PROBLEM:

The recruitment and selection process is an important aspect. Recruitment of staff is therefore important for each organization.

This study aimed to understand how to effectively use the recruitment and selection process in the recruitment process and provides insight into the effectiveness of the recruitment and selection process used by the company and the overall successful recruitment process. This study is considered as an attempt to give valuable suggestions to organization in effective steps to maintain an effective recruitment and selection process.

3.2 NEED FOR THE STUDY:

Recruitment and selection process is considered as the gateway of entering the new candidate into the company. So the process requires update considering present scenario, therefore it becomes important understand the recruitment and selection process for an organization.

3.3 OBJECTIVE OF THE STUDY:

- ILC will be followed by the recruitment and selection process.
- Identify different methods in the selection process.
- Make sure the hired employee is satisfied with the recruitment and selection process.
- To identify the various recruitment policies implemented in ILC Iron and Steel

3.4 SCOPE OF THE STUDY:

The study is limited to ILC Iron & steel company, Bellary only. The data collection process was limited to the prospective employees of the said company only.

3.5 RESEARCH METHODOLOGY

Type of research: - This study is essentially narrative, and narrative research is a non-experimental study designed to discover new meanings, provide new insights, and summarize factual information about the human experience. In the context, research is conducted to identify and describe the characteristics of the variables of interest.

Sample Size: The sample size is the number of options selected from all to compose the sample. The total size of the sample is 100.

Sampling Procedure:

A sample of 100 employees of the company was selected for study using a random sampling procedure. The focus of study was on employees who were trained in the recent past. So, the sample was drawn from among the employees who were working for Nestle India Ltd since last 5 – 6 months.

Sources of data collection:

Primary Data: It consists of original information collected for a specific study. The primary data for this study were collected through direct surveys to obtain this baseline data and the researchers completed a well-structured questionnaire.

Secondary Data: It consists of information already collected somewhere for a specific purpose already existing. Ancillary data for this study is collected from the Internet, magazines and journals, and various management books.

Questionnaire: We have technical questions and questions on many issues for the centralized and distributed human resources department.

3.7 LIMITATIONS OF THE STUDY:

- A sampling error may have occurred.
- There were difficulties in getting the answers from the counselor and staff, some of whom did not respond to the apology for lack of time
- People's reactions may not be true.
- Questionnaire questions may not be complete.

3.8 Chapter Scheme:

This report A study conducted on “ **Recruitment and Selection Process at ILC Iron and Steel**” is divided into five chapters and Annexure components. The info referring to every five specific chapters are given underneath.

CHAPTER-1

This chapter consists of the general introduction to project report, industry profile and company information concerning vision, mission, and great quality polices,, areas of operation, an infrastructure facility, competitor’s data, SWOT evaluation, future boom and prospectus and financial announcement which are provided with the aid of the agency.

CHAPTER-2

Chapter two provides information regarding conceptual background of the study in addition to literature evaluate.

CHAPTER-3

This chapter contains research design information, such as statements and requirements, purpose, scope, study limitations, sampling procedures, data collection sources, and schemas. of chapter.

CHAPTER-4

This chapter deals with the analysis and interpretation of the data collected which has been collected in the organization for the study.

CHAPTER-5

This chapter deals with findings, conclusion and some suggestions.

CHAPTER 4

ANALYSIS AND INTERPRETATION

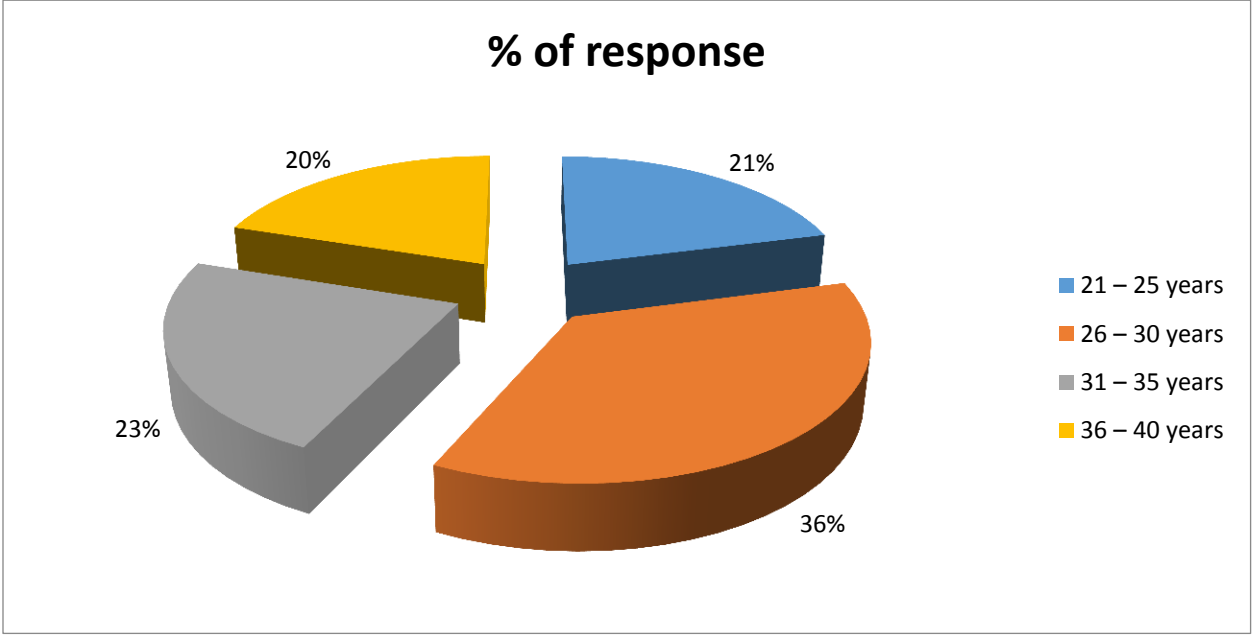
QUESTIONNAIRE

Table.4.1 Showing the age of the workers

Age	% of response	No of respondents
21 to 25 years	21%	21
26 to 30 years	36%	36
31 to 35 years	23%	23
36 to 40 years	20%	20
Total	100%	100

Analysis: - This table shows that 36% of respondents are between 26 and 30 years old, 23% between 31 and 35 years old, 21% of respondents between 36 and 40 years old.

Chart 4.1:- Chart showing classification based on age group



Interpretation:

The graph indicates that the respondents are mostly between the age group of 26-30years. The working conditions in ILC are mostly suitable for this age group , because of the requirement of both hard working and experience

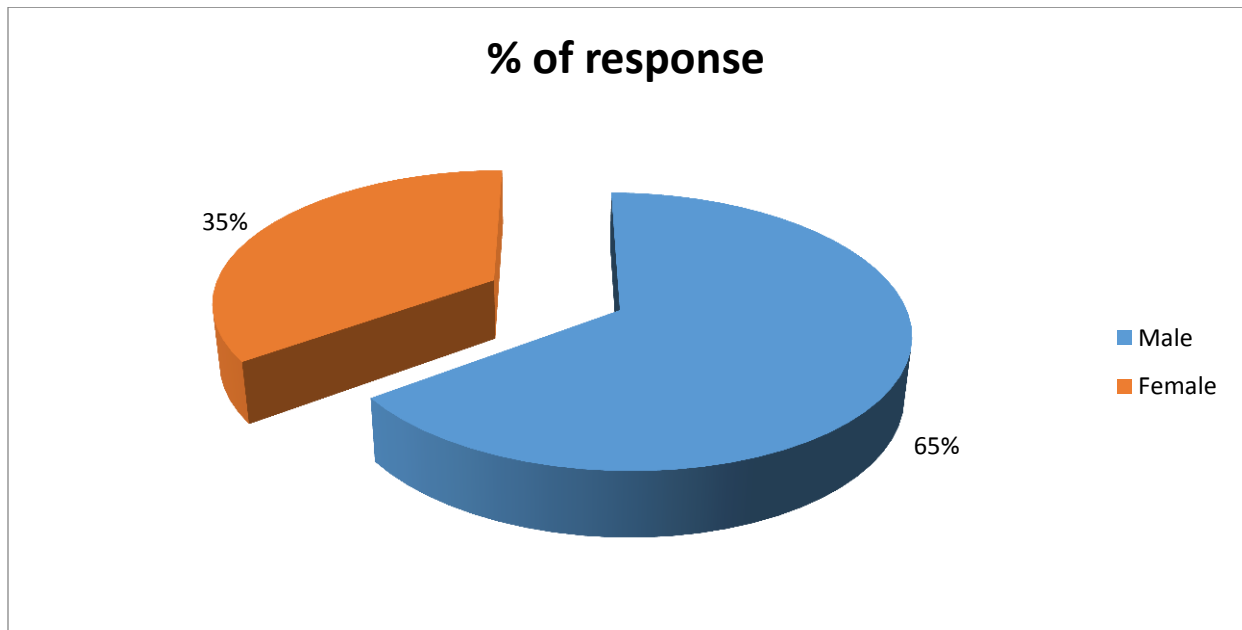
Table 4.2:- Table showing classification based on Gender

Gender	% of response	No of respondents
Male	65%	65
Female	35%	35
Total	100%	100

Analysis:-

The table indicates 65% of the respondents are of male gender and 35% are female gender.

Chart no 4.2:-chart showing classification based on gender



Interpretation:

The graph clearly indicates that the most of the respondents are of male gender rather than female. The male candidates are more interested to work and adopt to the company's working conditions.

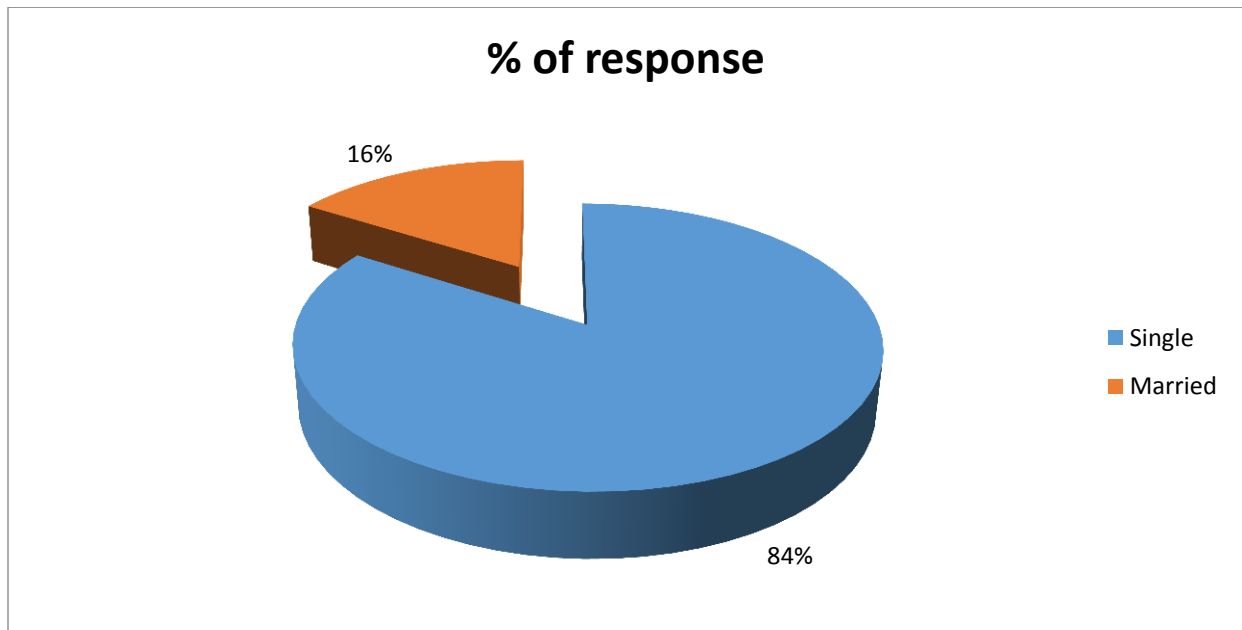
Table no 4.3:- Table showing classification based on marital status

Marital status	% of response	No of respondents
Single	84%	84
Married	16%	16
Total	100%	100

Analysis:-

The table indicates that 84% of the respondents marital status is single, and 16% of the respondents marital status are married.

Chart no 4.3:- chart showing classification based on marital status



Interpretation:

The chart clearly classifies that the most of the respondent's marital status is single. The married employees feel suitable to stay and work at the company. The location and the odd working hours of the company make it more suitable for the singles.

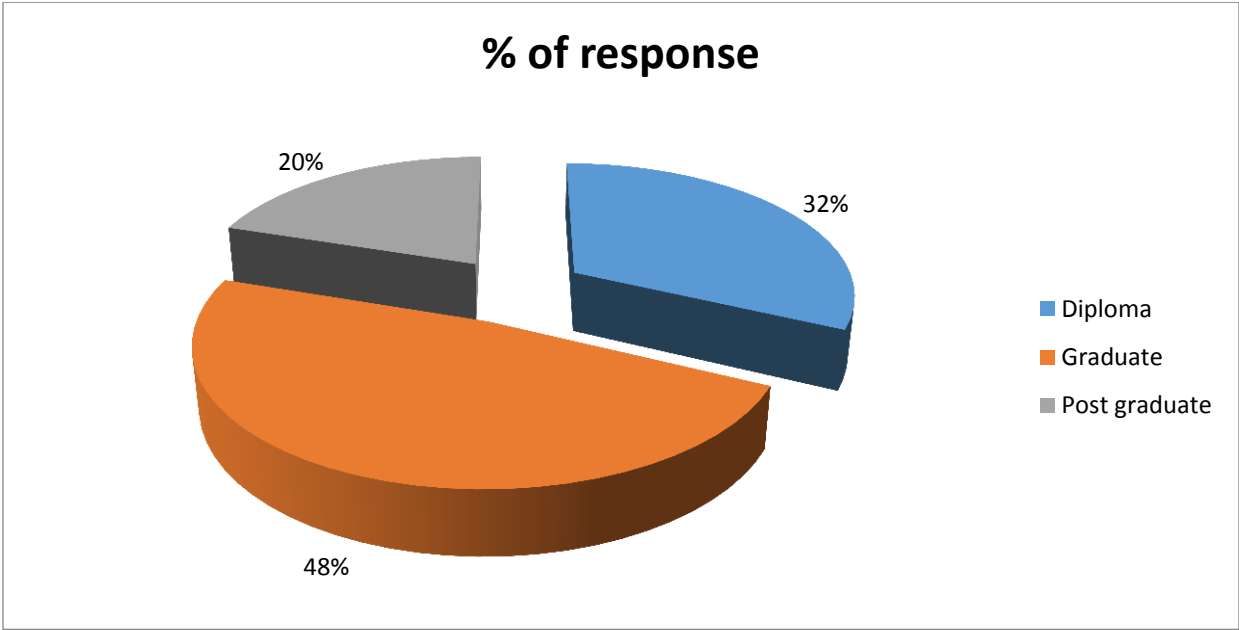
Table no 4.4:- table showing classification based on education qualification

Education qualification	% of response	No of respondents
Diploma	32%	32
Graduate	48%	48
Post graduate	20%	20
total	100%	100

Analysis:

The table indicates that there are 32% of diploma respondents, 48% is graduate respondents, 20% of post graduate respondents.

Chart no 4.4:- chart showing classification based on education qualification



Interpretation:

The chart indicates that the majority of the respondent's are graduates. Based on the eligibility criteria set up by the company most of the employees are graduates, this is so as the company has certain criteria for selection with regard to education qualification.

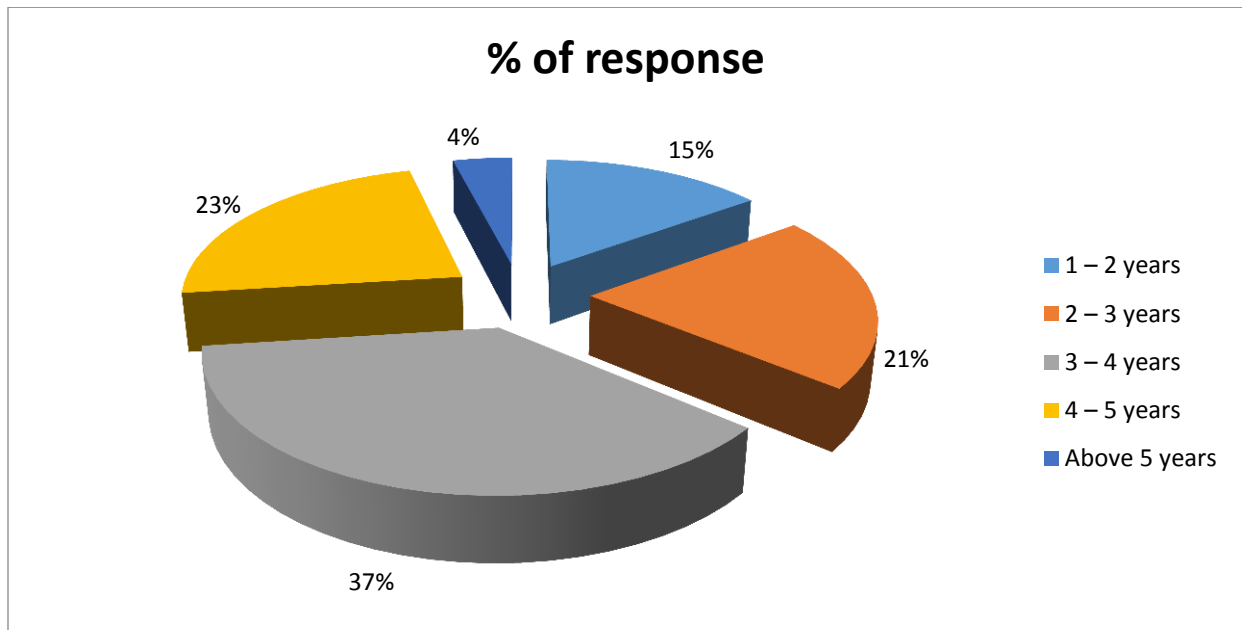
Table no 4.5:- table showing classification based on work experience

Work experience	% of response	No of respondents
1 – 2 years	15%	15
2 – 3 years	21%	21
3 – 4 years	37%	37
4 – 5 years	23%	23
Above 5 years	4%	4
Total	100%	100

Analysis:-

This table shows that 15% of respondents have between one and two years of professional experience, 21% between two and three years of professional experience and 37% are between three and four years old. I have three years of professional experience and 4% of respondents have more than five years of professional experience.

Chart no 4.5:- chart showing classification based on work experience



Interpretation:

The graph indicates that majority of the respondents work experience is in between 3-4 years. Due to the company requirement towards employees work experience. At ILC Minimum experience is considered as a major eligibility criteria.

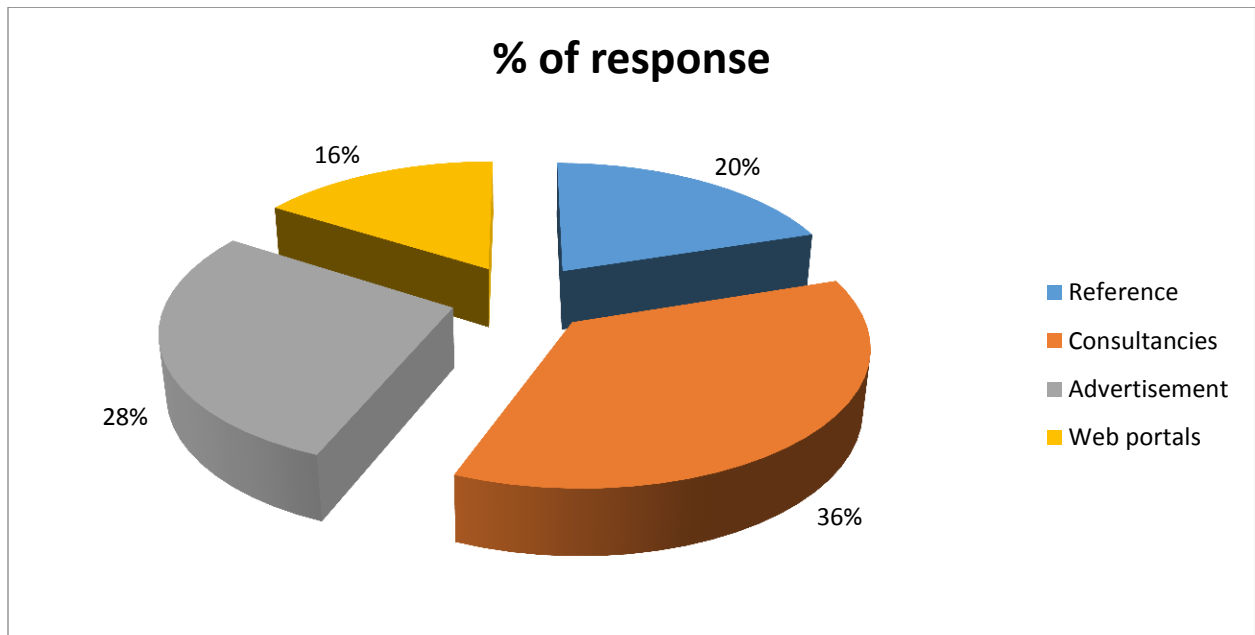
Table no 4.6: Table showing classification of recruitment drive

Modes	% of response	No of respondents
Reference	20%	20
Consultancies	36%	36
Advertisement	28%	28
Web portals	16%	16
Total	100%	100

Analysis:

The table indicates that the 20% of the respondents get the information of drive through reference, 36% by consultancies, 28% by advertisement, 16% by web portals.

Chart no 4.6: chart showing classification of recruitment drive



Interpretation:

The chart states that majority of the respondents get the information about the recruitment drive is through consultancies. Because most of the consultancies are recruiting the right person to the right place in the company. The company has opted consultancies as their main recruitment base.

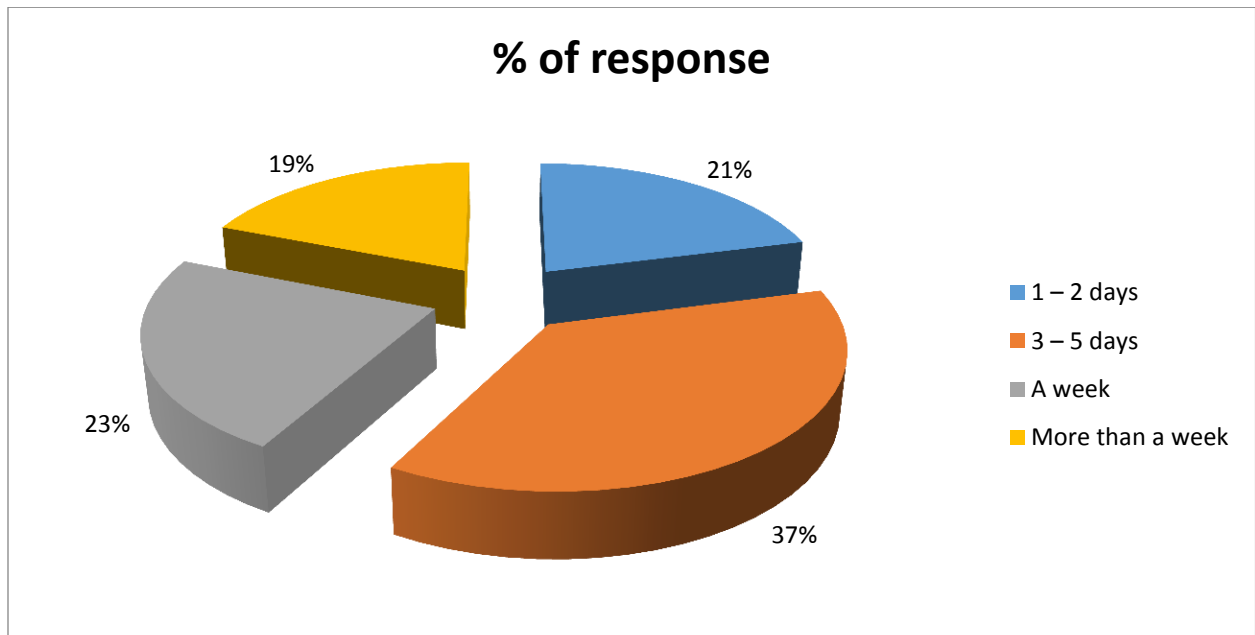
Table no 4.7: - table showing classification based on time period

Time period	% of response	No of respondents
1 – 2 days	21%	21
3 – 5 days	37%	37
A week	23%	23
More than a week	19%	19
Total	100%	100

Analysis:-

The table indicates that 21% of the respondents scrutinize resume in 1-2 days, 37% in 3-5 days, 23% in a week, and 19% more than a week.

Chart no 4.7:- chart showing classification based on time period



Interpretation:

The chart indicates that most of the HR staff took about 3 days to about 5 days to scrutinize their resume for further selection process. The recruitment team stick to time management in the process of recruitment.

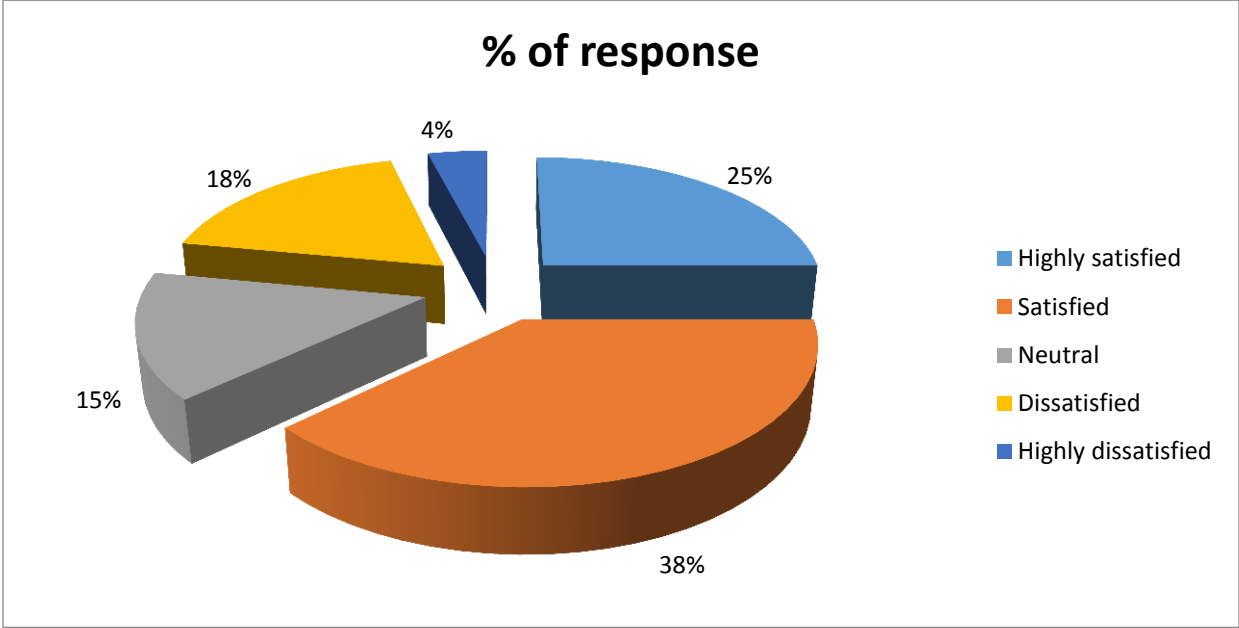
Table no 4.8:-table showing level of satisfaction

Level of satisfaction	% of response	No of respondents
Highly Satisfied	25%	25
Satisfied	38%	38
Neutral	15%	15
Dissatisfied	18%	18
Highly Dissatisfied	4%	4
Total	100%	100

Analysis:

The table indicates that 25% of the respondents are highly satisfied, 38% are satisfied, 15% are neutral, 18% are dissatisfied, 4% are highly dissatisfied with the overall interview process effectiveness.

Chart no 4.8:- chart showing the level of satisfaction



Interpretation:

The chart states that most of the respondents are satisfied with the overall interview process effectiveness. Highly qualified recruiting team is the reason for the effective interview process at ILC.

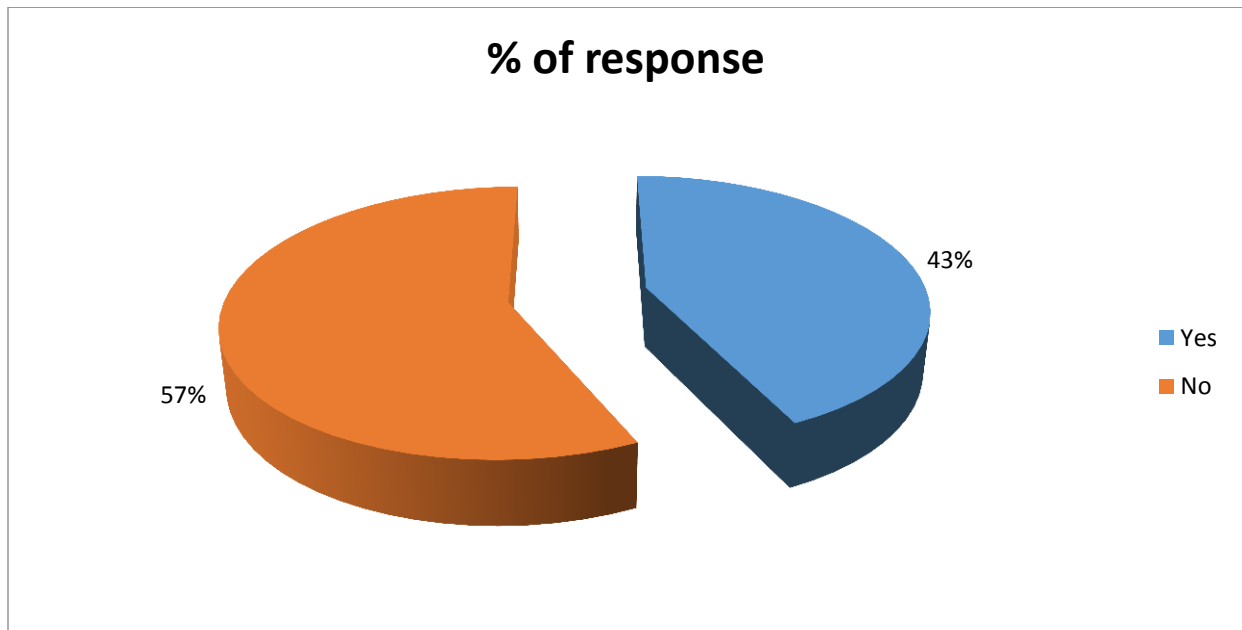
Table no 4.9 :- table showing information about the selection process

Information	% of response	No of Respondents
Yes	43%	43
No	57%	57
Total	100%	100

Analysis:-

The table indicates that 43% of the respondents were informed about the selection process, 57% of the respondents were not informed about the selection process.

Chart no 4.9:- chart showing information about the selection process



Interpretation:

The chart indicates that the respondents in a major number were informed about the selection process followed by the company ILC is Accurate in providing the information about selection process to the respective candidates

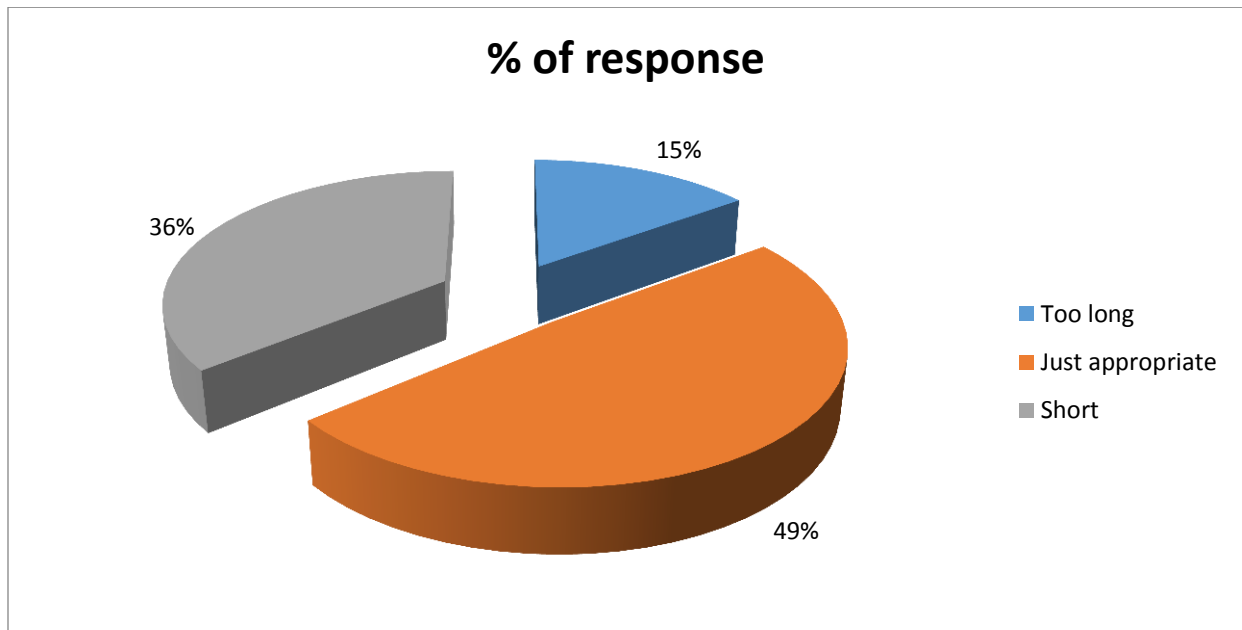
Table no 4.10:- Table the duration of selection process

Duration	% of response	No of respondents
Too long	15%	15
Just appropriate	49%	49
Short	36%	36
Total	100%	100

Analysis:

The table indicates that 15% of the respondents felt the duration too long, 49% felt just appropriate, 36% felt short, about the selection process.

Chart no 4.10: chart showing the duration of selection process



Interpretation:

The chart refers that most of the respondents are of the feeling that the selection process duration was just appropriate. The recruiters at ILC maintain the appropriate time duration for selection process.

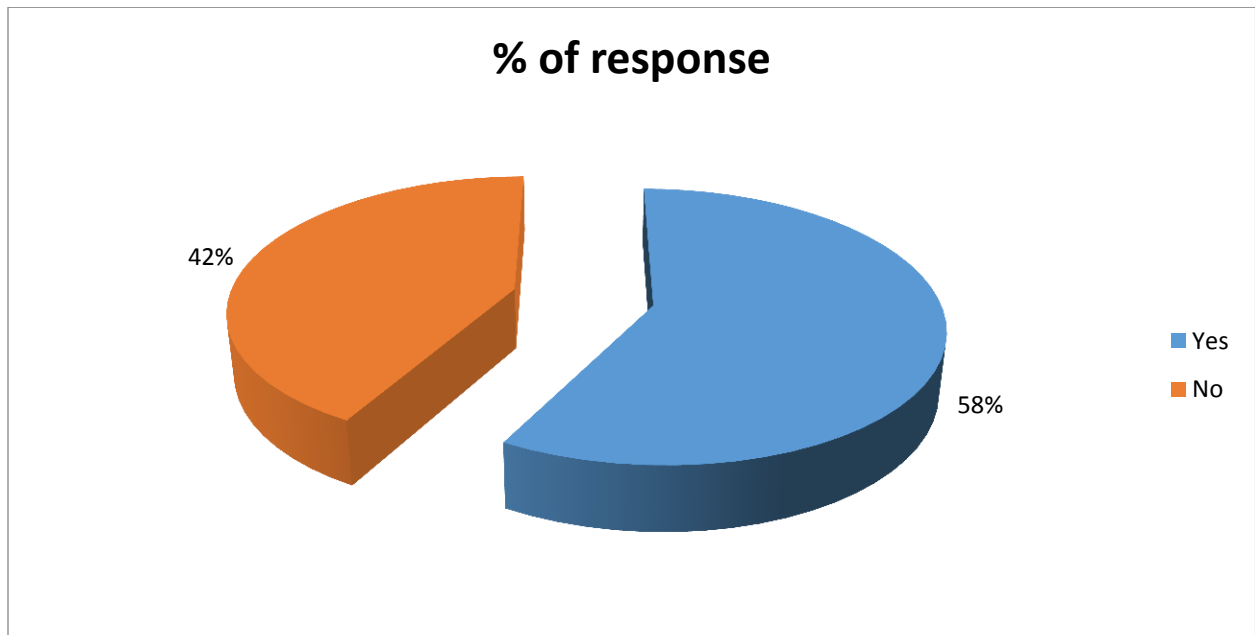
Table no 4.11 :-Table showing the indication about career path and growth aspects

Indication	% of response	No of respondents
Yes	58%	58
No	42%	42
Total	100%	100

Analysis:

The table indicates that 58% of the respondents are informed about the career path and growth aspects and 42% of the respondents are not informed about the career path and growth aspects.

Chart no 4.11: chart showing the indication about career path and growth aspects



Interpretation:

The charts shows that most of the respondents in the survey were informed briefly about the career paths and growth aspects of the job. Due to the employees future growth and to improve the standard of living. The information to candidates about the career path and growth aspects is provided by ILC

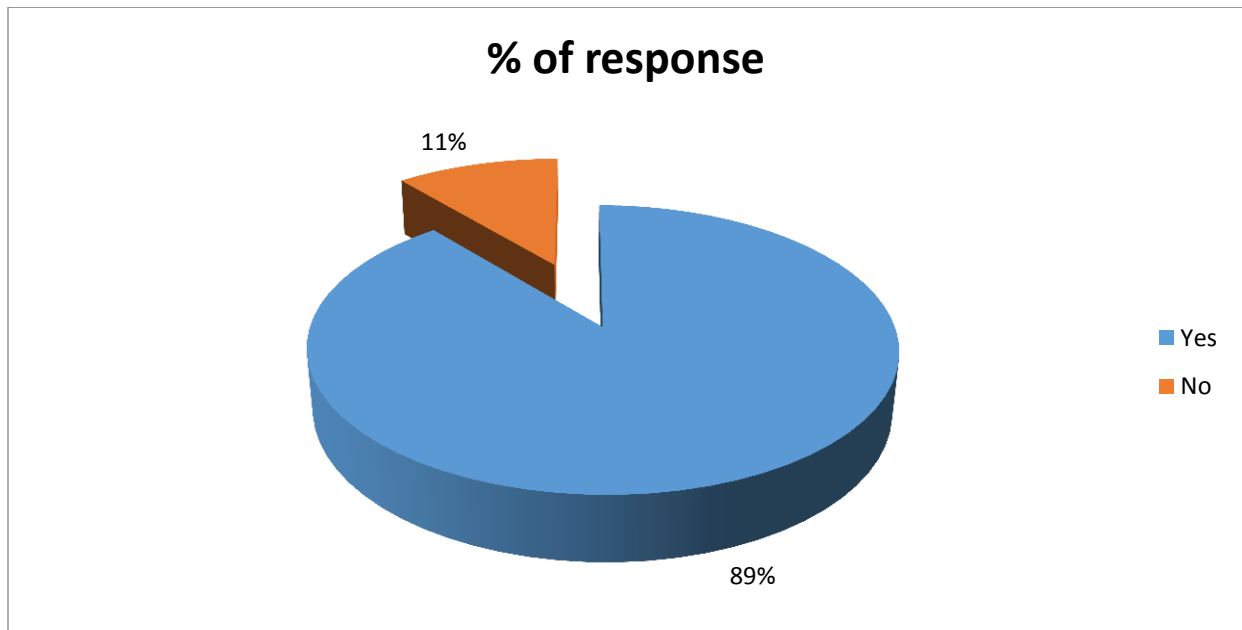
Table no 4.12:-table showing the information about compensation package

Indication	% of response	No of respondents
Yes	89%	89
No	11%	11
Total	100%	100

Analysis:

The table indicates that 89% of the respondents informed about the compensation package during the recruitment process, 11% are not informed about the compensation package during the recruitment process.

Chart no 4.12: chart showing the information about compensation package



Interpretation:

The chart states that majority of the respondents were informed the compensation package during the recruitment process. It helps in knowing the compensation package for his effort of work in the company. In ILC the candidates are informed about the compensation during the selection process

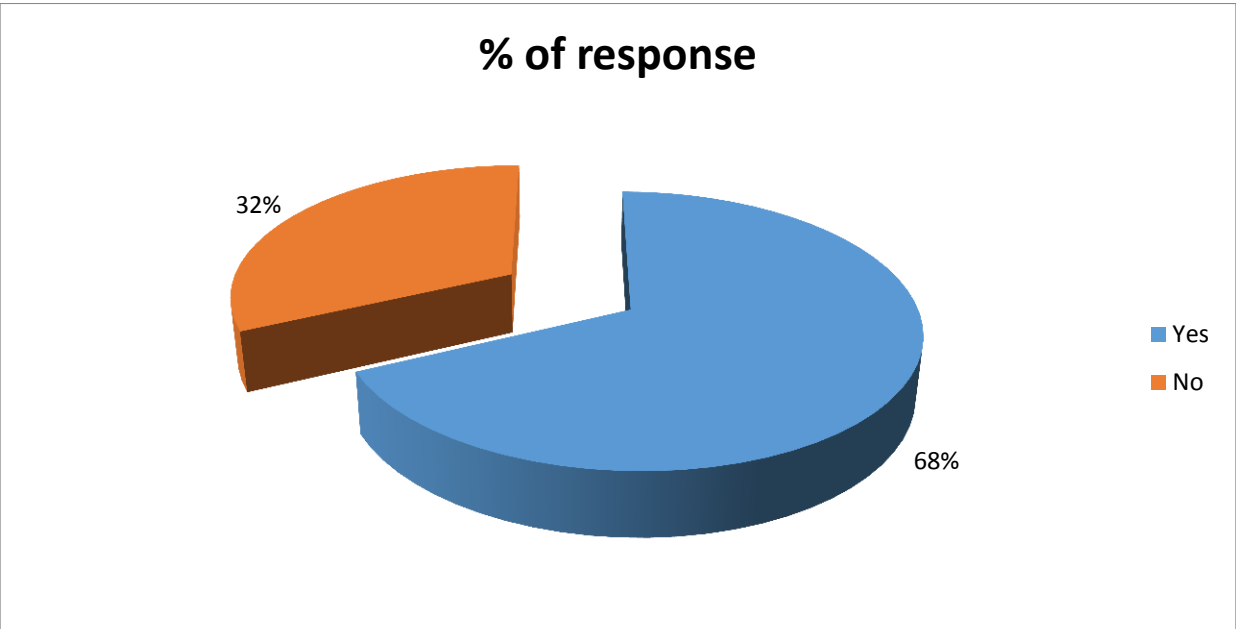
Table no 4.13:-Table showing the clarification of questions related to the organization and job.

Clarification	% of response	No of respondents
Yes	68%	68
No	32%	32
Total	100%	100

Analysis:

The table indicates that 68% of the respondents were clarified all their questions related to the organization and job profile, 32% were unclarified.

Chart no 4.13:- chart showing the clarification of questions related to the organization and job.



Interpretation:

The chart refers that majority of the respondents were clarified all there questions related to the organization and job profile by the recruitment team so that they have a clear idea about the company aspects.

The company has a panel that provides all the information and clarifies the queries related to organization and the job profile.

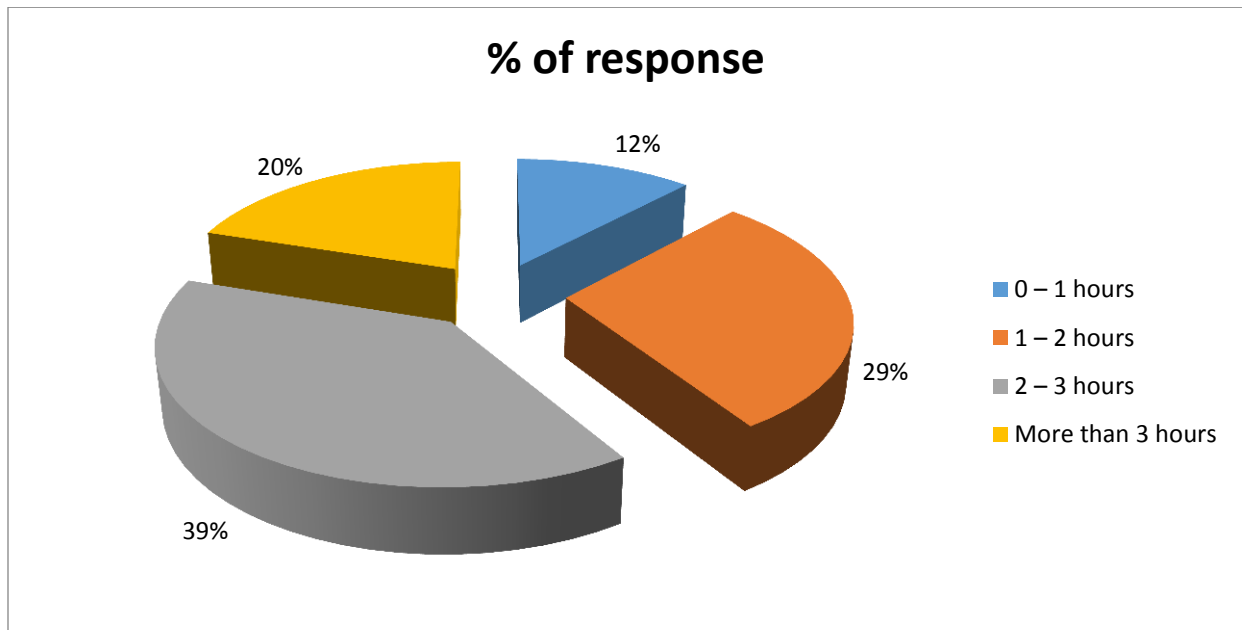
Table no 4.14:- table showing duration of interview process

Duration	% of response	No of respondents
0 – 1 hours	12%	12
1 – 2 hours	29%	29
2 – 3 hours	39%	39
More than 3 hours	20%	20
Total	100%	100

Analysis:

The table indicates 12% of the respondents took 0-1 hour, 29% of 1-2 hours, 39% took 2-3 hours, 20% took more than 3 hours too complete interview process.

Chart no 4.14:- chart showing duration of interview process



Interpretation:

The chart refers that majority of the respondents completed interview process between the duration of 2-3 hours that there is standard of procedures were considered during the interview process.

The recruitment team at ILC follow a standard set of time based on the potentiality of the candidates in the interview process.

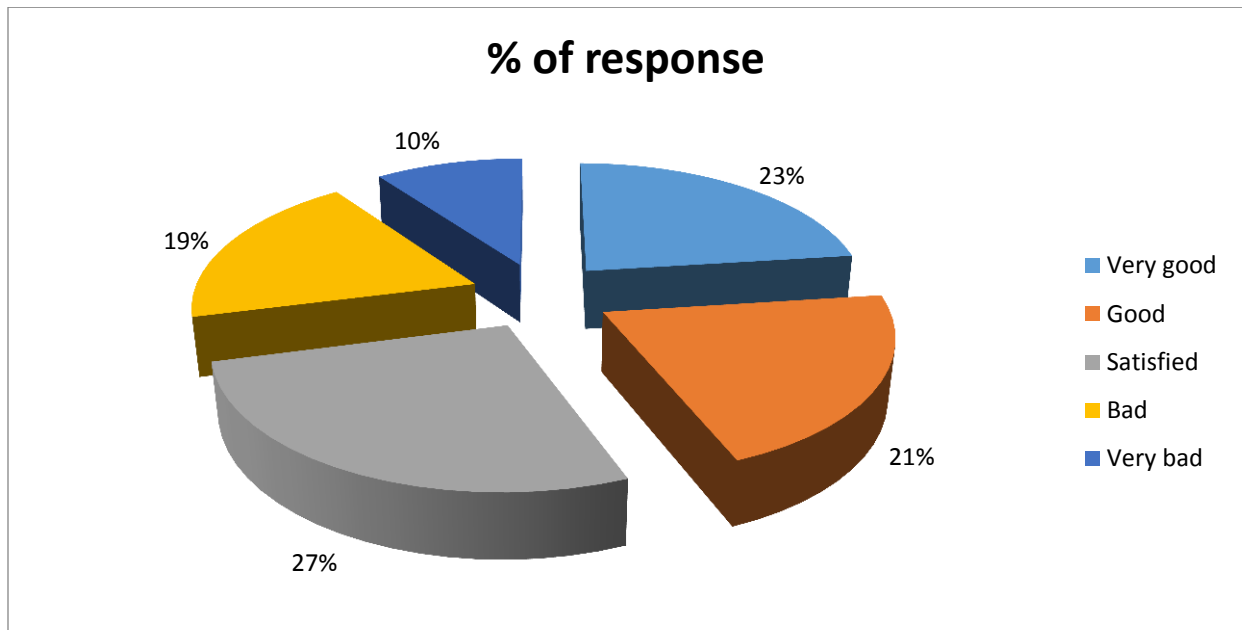
Table no 4.15:- table showing the time management in the process of interview

Rating	% of response	No of respondents
Very good	23%	23
Good	21%	21
Satisfied	27%	27
Bad	19%	19
Very bad	10%	10
Total	100%	100

Analysis:

The table indicates that 23% of the respondents rated very good, 21% is rated good, 27% rated satisfied, 19% rated bad, 10% rated very bad about the time management in the interview process.

Chart no 4.15: chart showing showing the time management in the process of interview



Interpretation:

The chart refers that majority of the respondents rated satisfied about the time management in the interview process. Due to the proper time management during the interview process towards the new hiring.

The time management acts as a key success factor in the interview process at ILC.

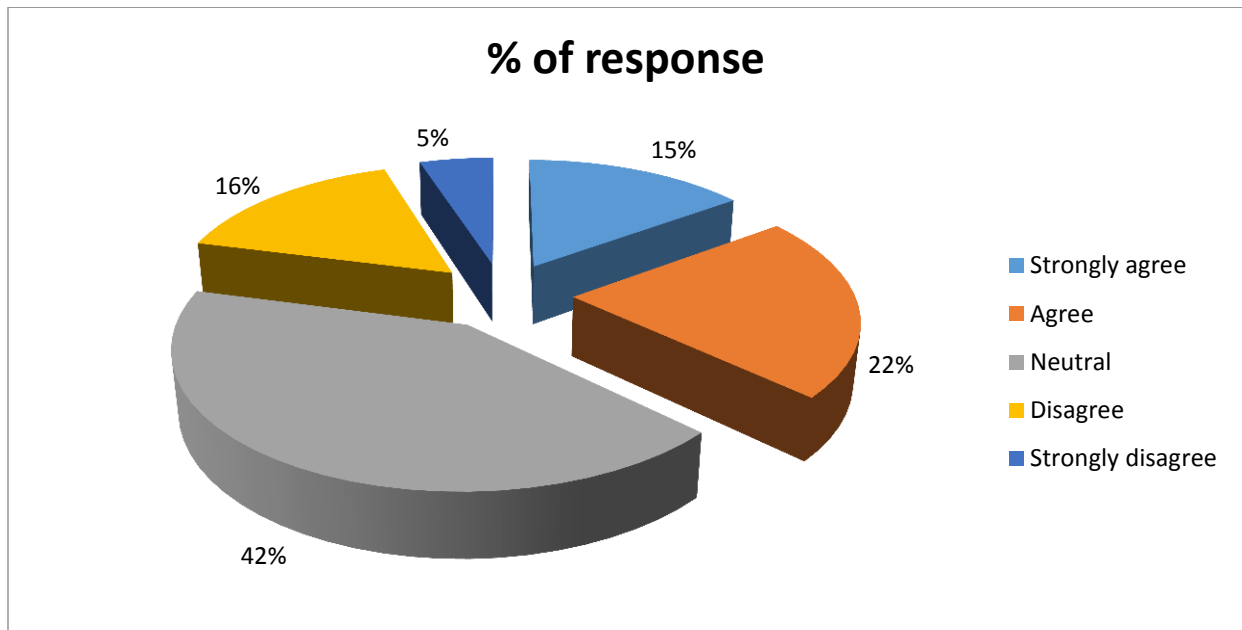
Table no 4.16:- Table showing level of agreement

Level of agreement	% of response	No of respondents
Strongly Agree	15%	15
Agree	22%	22
Neutral	42%	42
Disagree	16%	16
Strongly Disagree	5%	5
Total	100%	100

Analysis:

The table indicates that 15% of respondents strongly agree, 22% agree, 42% is neutral, 16% disagree, 5% strongly dis-agree that information of application at all stages of the selection process were informed.

Chart no 4.16: chart showing the level of agreement



Interpretation:

The chart refers that majority of the people are neutral in the level of agreement about information of the application at all stages.

In ILC the candidate hold all the rights to the enquire about the current status of the application at all stages of recruitment and selection process

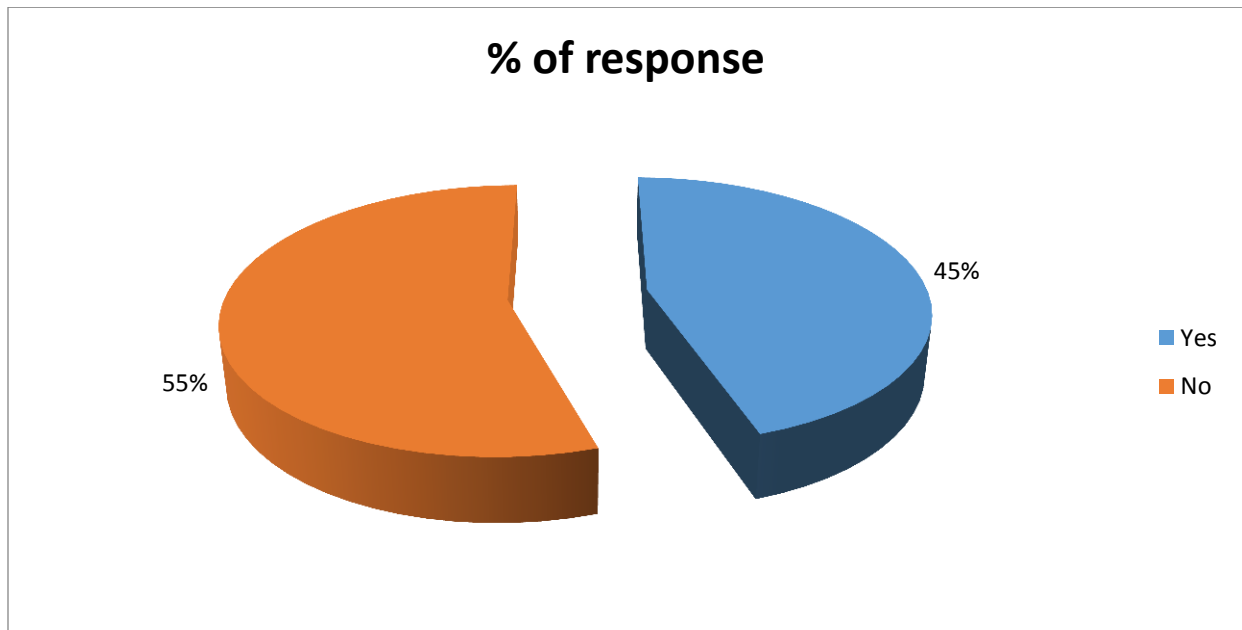
Table no 4.17: - table showing the politeness of interviewers

Level of agreement	% of response	No of respondents
Yes	45%	45
No	55%	55
Total	100%	100

Analysis:

The table indicates 45% of the respondents felt the interviewers polite, 55% felt interviewers not polite.

Chart no 4.17:- chart showing the politeness of interviewers



Interpretation:

The chart clearly states that most of the respondents felt that the interviewers were not at all polite and were a lot rude to the candidates which is not a good thing for the HR team of the company and it needs a lot of improvement.

The politeness of the interviewer reflects the reputation of the company and also effect response of candidates for the pool,drive.....,

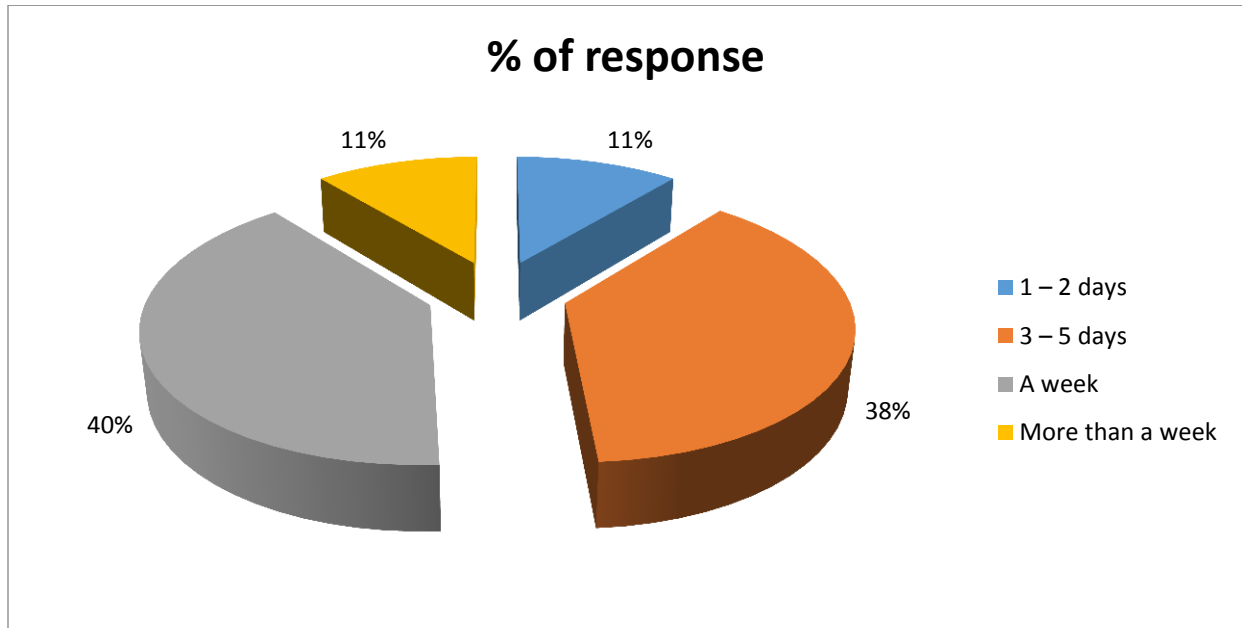
Table no 4.18:- table showing the duration to receive the offer letter

Time taken	% of response	No of respondents
1 – 2 days	11%	11
3 – 5 days	38%	38
A week	40%	40
More than a week	11%	11
Total	100%	100

Analysis:

The table indicates that 11% of the respondents receive the offer letter in 1-2 days, 38% got in 3-5 days, 40% got with in a week, 11% took more than a week to receive the offer letters.

Chart no 4.18:- chart showing the duration to receive the offer letter



Interpretation:

The chart refers that most of the respondents said that they received their offer letter within about a week of the whole recruitment and selection process of the company. A good number of respondents also said that they received it within 3 to about 5 days. Based on the rank given to the employees.

In ILC The selection of candidates receive their offer letter with in period of one week

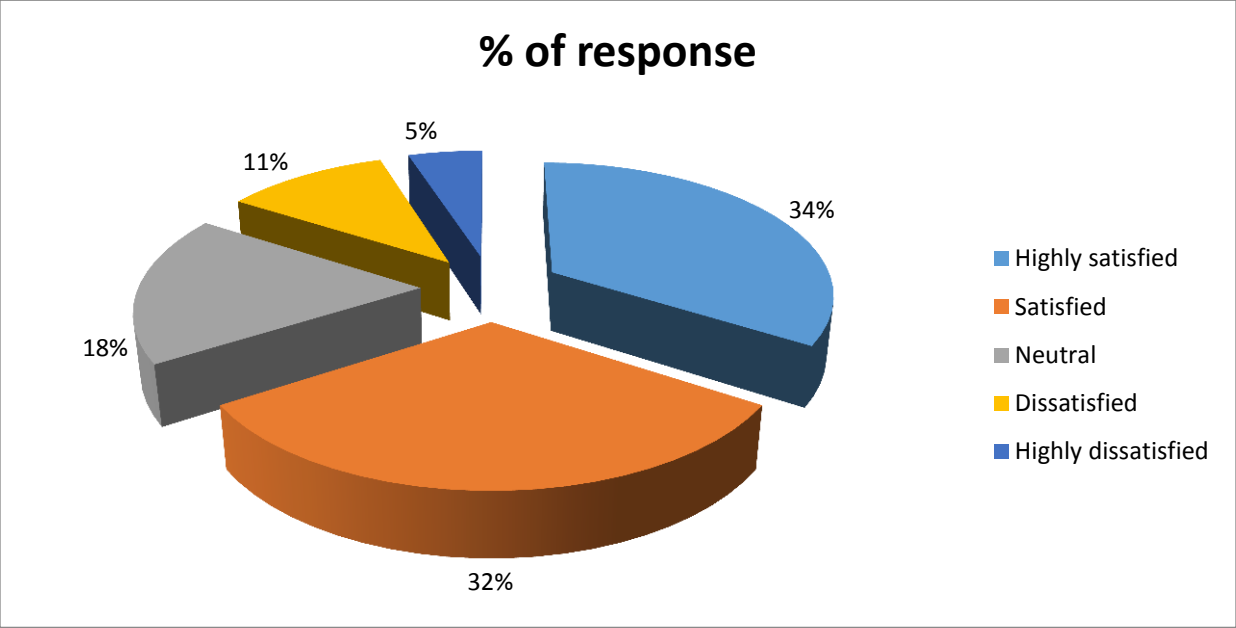
Table no 4.19:- Table showing level of satisfaction with the recruitment process

Level of satisfaction	% of response	No of respondents
Highly satisfied	34%	34
Satisfied	32%	32
Neutral	18%	18
Dissatisfied	11%	11
Highly dissatisfied	5%	5
Total	100%	100

Analysis:

The table indicates that 34% of the respondents felt highly satisfied, 32% felt satisfied, 18% felt neutral 11% felt dissatisfied, 5% felt highly dissatisfied with the overall recruitment process.

Chart no 4.19:- Chart showing level of satisfaction with the recruitment process



Interpretation:

The chart indicates that most respondents are satisfied with the way the company's human resources team follows the entire recruitment and selection process. This is due to the recruitment and selection process standards defined by the company.

The company uses the level of satisfaction to evaluate the feedback on recruitment process

CHAPTER 5

FINDINGS SUGGESTION AND CONCLUSION

5.1 FINDINGS:

- The selection process at ILC is just Appropriate on time
- The information about the drives is mainly carried out through consultancies
- The candidates are informed about their career path and growth aspects during the recruitment and selection process
- The recruitment team clarifies all the questions related to organization and the job profile
- The Time management is the key success factor in recruitment and section process
- The current status of the application is provided at all stages of the recruitment process
- The candidates get their offer letter with in a time period of one week
- The compensation package is informed during the recruitment process
- The location and working hours at ILC are suitable for single candidates
- The eligibility criteria are in regard to educational qualification and experience
- Highly qualified and experienced recruiters are the major aspects for potential recruitment at ILC
- Time management acts as a success factor in the process of interview
- The candidates at ILC have all the right to know about status of the application at all stages
- The company evaluates the recruitment process by the applicant's level of satisfaction
- The HR staff at ILC take a time period of 3 days to 5 days to scrutinize the resume for further selection

5.2 SUGGESTIONS:

- The first thing you need to do is analyze your hiring and you will be able to understand your business easily and help your business.
- Focus on the Internet and advertising.
- Awareness about the hiring process should be spread
- Company should rely on internal sources first to incur less expense and then opt for outsourcing
- The recruitment and selection process should improve the productivity of your business.
- The recruitment campaigns should be conducted during the end of academic years
- The recruitment process could be imparted through various advanced sources.
- The company should provide enough financial aid to support the labor unions

1.3 CONCLUSION

The project is carried out on A Study on recruitment and selection process at ILC Iron & Steel PVT LTD, this suggests the importance of potential recruitment and selection processes.

Potential enlistment is viewed as a standout amongst the most essential angles and is required by generally associations. This examination comprehended and comprehend the distinctive parts of the enrollment and choice procedure. In ILC Iron and steel the wellsprings of the organization are successful for enlistment,

The inside decision of an association is additionally a savvy approach to decrease costs, increment the effectiveness of the organization's representatives and increment the modernity of worker determination. The viable choice procedure has been received by the ILC for a long time. Presently representatives can remain as happy with the enrollment and determination process as could be allowed.

Most representatives are fulfilled, yet they should change as per the present situation. The enlistment and determination process significantly affects authoritative development. So we utilize new thoughts and new gifts

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ANNEXURE

QUESTIONNAIRE

1. Name: _____

2. Age

- a) 21 – 25 years b) 26 – 30 years c) 31 – 35 years d) 36 – 40 years

3. Gender

- a) Male b) Female

4. Marital status

- a) Single b) Married

5. Education Qualification

- a) Diploma b) Graduate c) Post graduate

6. Total years of work experience

- a) 1 – 2 years b) 2 – 3 years c) 3 – 4 years d) 4 – 5 years e) Above 5 years

7. How did you get the information about the recruitment drive to apply for the interview

- a) Reference b) Consultancies c) Advertisement d) Web portals

8. How long did they take to scrutinize your resume

- a) 1 – 2 days b) 3 – 5 days c) A week d) More than a week

9. Are you satisfied with the overall interview process effectiveness

- a) Highly satisfied b) Satisfied c) Neutral d) dissatisfied e) Highly dissatisfied

10. Were you informed about the selection process

a) Yes b) No

11. What do you feel about the selection process

a) Too long b) Just appropriate c) Short

12. Were you informed about the career path and growth aspects

a) Yes b) No

13. I was informed about the compensation package during the recruitment process.

a) Yes b) No

14. Did the recruitment team clarify all your question's related to the organization and your job profile?

a) Yes b) No

15. How long it took for you to complete the interview process?

a) 0-1 hours b) 1-2 hours c) 2-3 hours d) More than 3 hours

16. Rate the time management in the interview process.

a) Very Good b) Good c) Satisfied d) Bad e) Very bad

17. I was kept adequately informed about the status of my application at all stages of the Selection process.

a) Strongly agree b) Agree c) Neutral d) Disagree e) Strongly Disagree

18. Were the interviewers polite?

a) Yes b) No

19. Time taken to receive your offer letter

a) 1-2 days b) 3-5 days c) A week d) More than a week

20. How far you are satisfied with the overall recruitment process.

a) Highly satisfied b) Satisfied c) Neutral d) dissatisfied e) Highly dissatisfied

WEBSITES:

- www.Zaubacorp.com
- <https://m.tradeindia.com/>



ACHARYA INSTITUTE OF TECHNOLOGY
DEPARTMENT OF MBA

PROJECT (17MBAPR407) -WEEKLY REPORT

NAME OF THE STUDENT: MD NIHAL AHAMED

INTERNAL GUIDE: MAHAK BALANI

USN: 1AY17MBA29

COMPANY NAME: ILC IRON & STEEL PVT LTD

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



Company Seal



College Seal

HOD Signature

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