



Goa University
Goa Business
School

Taleigao Plateau,
Panaji- Goa

Submitted in partial fulfillment of the requirement of the degree of Master of Business
Administration (MBA)

Final Internship Report

A study on Recruitment and selection in Vedanta Ltd

VEDANTA SESA GOA IRON ORE LIMITED.



Submitted by

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Roll No: 2061

(MBA Part II)Supervised by: DR. R.NIRMALA

Academic Year2021-2022

DECLARATION

I Rohit Naik student of MBA second year at Goa Business School (No- 2061), hereby declare that the project entitled “A STUDY ON RECRUITMENT & SELECTION IN VEDANTA PVT LTD. has been prepared by me to the best of my knowledge towards the partial fulfilment of the requirement for the award of Master of Business Administration Degree (MBA) during the period from January to April 2022, Under the guidance of Prof. R. Nirmala of Goa Business School (MBA). I further declare that the work reported in this project has not been submitted before and will not be submitted henceforth by anyone else, either in part or in full.

Student Signature

Rohit R. Naik

Place: Sankhalim Goa

Date: 09\05\2022

Signature of guide

DR. Nirmala

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This project would not have been possible without the guidance provided by mentor. I would like to extend my thanks to all the respondents who participated and contributed to completion of my project and had spent their precious time to answer the research questionnaire this project would not have been possible without the information from respondents.

I also take this opportunity to record my sincere thanks to my parents and friends who co-operated me during this period and giving constant motivation and encouragement to complete this project. And I am thankful to almighty for giving me strength and being with me and showing me the guiding light in the passage of life.

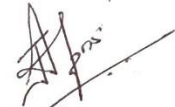
CERTIFICATE

This is to certify that **Mr Rohit Ramesh Naik**, Goa Business School , Goa University , has undergone internship from 07th January 2022 to 30rd April 2022 in HR department of Vedanta Limited, Value Added Business based out of Amona, Goa.

He has successfully completed the project work. The title of his project work is "Streamlining of Business Partner Management". He has shown keen interest in learning and has enhanced his practical knowledge.

We wish him all the very best in her future endeavours.

With Best Wishes,
For Vedanta Limited



Joy Afonso

CHRO - VAB

30 April 2022

VEDANTA LIMITED

Sesa Goa Iron Ore: Sesa Ghor, 20 EDC Complex, Patto, Panjim, Goa - 403 001, India
T +91 0832 2460600 | Website: www.sesagoaironore.com

Registered Office: Vedanta Limited, 1st Floor, 'C' wing, Unit 103, Corporate Avenue, Atul Projects, Chakala, Andheri (East), Mumbai - 400093, Maharashtra, India
CIN: L13209MH1965PLC291394

Sensitivity: Public (P4)

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Key People



Chairman: Anil Agarwal



Vice Chairman: Navin Agarwal



CEO: Sauvick mazumdar



CFO: Navin Jaju



Director VAB: Saptesh Sardesai



CHRO: Pravin George

Company profile

Founded: 1979

Key people: Anil Agarwal (Non-Executive Chairman), Sunil Duggal (Interim CEO)

Revenue: ₹91,442.00 crore (US\$12 billion) (2021)

Operating income: ₹22,423.00 crore (US\$2.9 billion) (2021)

Net Income: ₹11,602.00 crore (US\$1.5 billion) (2021)[

Total Assets: ₹183,482.00 crore (US\$24 billion) (2021)

Total Equity: ₹77,418.00 crore (US\$10 billion) (2021)

Number of employees: 76,752 (2019)

Parent: Vedanta Resources

Subsidiaries:

Sesa Goa Iron Ore

Bharat Aluminum Company

Lanjigarh Alumina Refinery

Hindustan Zinc

Sterlite Copper

Cairn India

ESL Steels

Talwandi Sabo Power Limited

Gamsberg

Black Mountain Mining

Skorpion Zinc

Sesa Goa Iron Ore, a Vedanta Group company is engaged in exploration, mining and processing of iron ore. The company was founded in 1954, as Scambi Economici SA Goa. Since then, it has grown to be one among the top low-cost producers of iron ore in the country. During 1991-1995, it diversified into the manufacture of pig iron and metallurgical coke. It has also developed indigenous and environment-friendly technology for producing high quality metallurgical coke. Sesa Goa Iron Ore also has a 60 MW power plant that produces clean power by using the waste heat recovery from its coke ovens and blast furnace gas.

In 2007, it became a majority-owned subsidiary of Vedanta Resources Plc., when Vedanta acquired 51% controlling stake from Mitsui & Co., Ltd. In June 2009, Sesa acquired VS Dempo & Co. Private Limited (now Sesa Resources Limited) along with its fully owned subsidiary Dempo Mining Corporation (now Sesa Mining Corporation Limited) and 50% equity in Goa Maritime Private Limited.

Sesa Goa Iron Ore operations in India are in Goa and Karnataka.

The annual capacity of Sesa Goa Iron Ore Business is 5.5 MT per annum. The recent SC verdict of February 7, 2018 has brought entire mining industry in Goa to a halt. Vedanta Sesa Goa Iron Ore is hopeful of quick resolution for resumption of mining. The capacity for Iron Ore Business for Karnataka is 5.89 MTPA.

Vedanta has signed a MOU with the state government of Jharkhand to set up a 1 MTPA capacity integrated steel plant in Jharkhand. The plant would contribute to employment generation of nearly 5000 people in the state.

Mission:

M1: To contribute to maintain our pre-eminent position in safety, environment and quality control management in the respective industry sectors

M2: To maximize stakeholder wealth by exploiting core skills if iron ore mining, coke and iron making.

M3: To constantly seek high level of productivity and technical efficiency; to maintain technological superiority over competitors.

M4: To aggressively seek additional resources

M5: To maintain costs in the lowest decile globally

M6: To be an organization with best-in-class people and a performance driven culture by attracting and retaining quality manpower

M7: To contribute to the development of the communities that we operate in or have influence on our business activities.

VALUES:

Trust

Care

Integrity

Respect

Excellence

Innovation

Entrepreneurship

PURPOSE:

Vedanta is a globally diversified natural resources Company with low cost operations. We empower our People to drive excellence and innovation to create value for our stakeholders. We demonstrate world class Standards of governance, safety, sustainability and social responsibility.

PRODUCTS



ZINC



COPPER



IRON ORE



CRUDE OIL



STEEL & ALUMINIUM



NICKEL



PIG IRON



METTALURGICAL COKE

STRATEGIC ANALYSIS

SWOT ANALYSIS

Strengths

Diversified Business: Vedanta Resources has clients all around the world and it's one of the leading businesses in its industry.

Customer Satisfaction: The Company with its strong and dedicated customer relationship management has been able to have a high level of customer satisfaction.

Strong Network: Vedanta has built a reliable distribution network over the years which helps it to reach the potential market.

Strong Assets: With a worldwide network of consumers, Vedanta has their mines and have built their manufacturing units not only in India but also abroad.

Strong Financial Position: Automation of activities, successful marketing strategies for their products, success at execution of new products and highly skilled workforce has given Vedanta Resources a strong financial position in its industry.

Weaknesses

Investment in Innovation: Even though investment in R&D (Research and Development) is above average but in terms of innovation, it's lagging behind its competitors, which is not only affecting sales but also brand image.

Organization Structure: It is only compatible with its current and previous business model which limits the expansion of new products and limits the growth of the company in different sectors.

Allegations: At times name being involved in alleged illegal mining, practices have a spoiled brand name.

Government Intervention: Government intervention in the mining business can cause operation inefficiency.

Technology: The company needs more investments in new technologies, given the scale of expansion the company is planning in different areas to expand into. At present, the company is behind in the investment in technology.

Opportunities

Business to Online: Over the past few years, the company has invested a large sum of money into taking the business online, with this investment the doors to new sales channels can be opened.

Expansion: An opportunity of expanding the business more, worldwide through the London headquarters.

Community Programs: The company should start developing community programs that will not only help them to get a good brand image in nearby regions but will also help them gain potential customers.

The Market Development: This will help them in decreasing the competitors' advantage and work in the favour of Vedanta Resources to increase its competitiveness compared to other organizations.

A Chance to Open New Market Segments with the Government Agreement: Adoption of new technology standards and government free trade agreement has provided Vedanta Resources to excel in new market segments.

Threats

Sales Depend Upon Seasons: Sales also depend on the season as the demand for profitable products is seasonal which can affect the profitability of the company even after having enough resources.

Brand Image of Competitors: Good brand images of the competitors are one of the threats which shouldn't be neglected by any company at any cost.

Changes in Customer Buying Behaviour: A company needs to always focus on the needs and wants of the customer, if you ignore them the customers won't take much time to shift to new products or services.

Environment Regulations: As a mining company, Vedanta has to make sure to follow all environmental rules if not done so the company can go through big losses.

Conclusion: In this SWOT analysis of Vedanta Resources, we came to know that the strength of the company can be explained by the fact that the company have assets that are worldwide to both scale and size; their low cost of production makes the company competitive among its competitors and the skill and experience that are present like their assets is high quality.

Some of the weaknesses are their poor brand management, not giving much importance to marketing and not paying much attention to brand image. Therefore the company must take all required efforts to work on their weaknesses. There are many opportunities for this company that will help them increase their business on a global level.

VRIO Analysis

Resources	Is it Valuable?	Is It Rare?	Is It hard to Imitate?	Is the organization organized to?	
Financial Resources	Yes, They are highly valuable as these help in investing into external opportunities that arise. These also help Company in combating external threats.	Yes, Strong financial resources are only possessed by a few companies in the industry.	Yes, These resources have been acquired by the company through prolonged profits over the years.	Yes, The financial resources are organized to capture value as these resources are used strategically to invest in the right places	Sustained competitive advantage
Human Resource	Yes, workforce is highly trained, and this leads to more productive output for the organization. The employees are also loyal, and retention levels for the organization are high	Yes, The employees are a rare resource these employees are highly trained and skilled.	No, compi can also hire employees from Vedanta by offering better compensation packages, work environment, benefits, growth opportunities etc.	Yes, HR team is responsible for the for all employees recruiting to compensation management to succession planning and training.	Sustainable competitive advantage
patents	Yes, as these allow the firm to sell its products without competitive interference. These patents also provide licensing revenue.	Yes, The patents are rare these patents are not easily available and are not possessed by competitors	Yes, is not legally allowed to imitate a patented product.	No, the organization is not using these patents to their full potential	Unused competitive advantage
Distribution Network	This helps it in reaching out to more and more customers. This ensures greater revenues for It also ensures that as the products are easily available.	Yes, because competitors would require a lot of investment and time to come up with a better distribution network	No, The distribution network is also very costly to imitate by competition	Yes, Vedanta uses there network to reach out to its customers by ensuring that products are available on all of its outlets	Sustained Competitive advantage
Cost structure	No, methods of production lead to greater costs than that of competition, which affects the	No	No	yes	Competitive Disadvantage

	overall profits of the firm.				
Research and development	No, R&D costing more than the benefits it provides in the form of innovation. There have been very few innovative features and breakthrough products in the past few year.	No	YES	No	Competitive disadvantage

Vedanta Limited Porter Five (5) Forces Analysis

Threats of New Entrants

New entrants in Industrial Metals & Minerals brings innovation, new ways of doing things and put pressure on Vedanta Limited through lower pricing strategy, reducing costs, and providing new value propositions to the customers. Vedanta Limited has to manage all these challenges and build effective barriers to safeguard its competitive edge.

How Vedanta Limited can tackle the Threats of New Entrants

By innovating new products and services. New products not only brings new customers to the fold but also give old customer a reason to buy Vedanta Limited 's products.

By building economies of scale so that it can lower the fixed cost per unit.

Building capacities and spending money on research and development. New entrants are less likely to enter a dynamic industry where the established players such as Vedanta Limited keep defining the standards regularly. It significantly reduces the window of extraordinary profits for the new firms thus discourage new players in the industry.

Bargaining Power of Suppliers

All most all the companies in the Industrial Metals & Minerals industry buy their raw material from numerous suppliers. Suppliers in dominant position can decrease the margins Vedanta Limited can earn in the market. Powerful suppliers in Basic Materials sector use their negotiating power to extract higher prices from the firms in Industrial Metals & Minerals field. The overall impact of higher supplier bargaining power is that it lowers the overall profitability of Industrial Metals & Minerals.

How Vedanta Limited can tackle Bargaining Power of the Suppliers

By building efficient supply chain with multiple suppliers.

By experimenting with product designs using different materials so that if the prices go up of one raw material then company can shift to another.

Developing dedicated suppliers whose business depends upon the firm. One of the lessons Vedanta Limited can learn from Wal-Mart and Nike is how these companies developed third party manufacturers

whose business solely depends on them thus creating a scenario where these third party manufacturers have significantly less bargaining power compare to Wal-Mart and Nike.

Bargaining Power of Buyers

Buyers are often a demanding lot. They want to buy the best offerings available by paying the minimum price as possible. This put pressure on Vedanta Limited profitability in the long run. The smaller and more powerful the customer base is of Vedanta Limited the higher the bargaining power of the customers and higher their ability to seek increasing discounts and offers.

How Vedanta Limited can tackle the Bargaining Power of Buyers

By building a large base of customers. This will be helpful in two ways. It will reduce the bargaining power of the buyers plus it will provide an opportunity to the firm to streamline its sales and production process.

By rapidly innovating new products. Customers often seek discounts and offerings on established products so if Vedanta Limited keep on coming up with new products then it can limit the bargaining power of buyers.

New products will also reduce the defection of existing customers of Vedanta Limited to its competitors.

Threats of Substitute Products or Services

When a new product or service meets a similar customer needs in different ways, industry profitability suffers. For example services like Dropbox and Google Drive are substitute to storage hardware drives. The threat of a substitute product or service is high if it offers a value proposition that is uniquely different from present offerings of the industry.

How Vedanta Limited can tackle the Treat of Substitute Products / Services

By being service oriented rather than just product oriented.

By understanding the core need of the customer rather than what the customer is buying.

By increasing the switching cost for the customers.

Rivalry among the Existing Competitors

If the rivalry among the existing players in an industry is intense then it will drive down prices and decrease the overall profitability of the industry. Vedanta Limited operates in a very competitive Industrial Metals & Minerals industry. This competition does take toll on the overall long term profitability of the organization.

How Vedanta Limited can tackle Intense Rivalry among the Existing Competitors in Industrial Metals & Minerals industry

By building a sustainable differentiation

By building scale so that it can compete better

Collaborating with competitors to increase the market size rather than just competing for small market.

PESTEL Analysis

POLITICAL ANALYSIS:

Political analysis includes the factors which can influence the business. It is included the political factor which includes the policy offered by the government to the specific sector. Here for this sector government introduces the National Iron & steel Policy. The main aim for the introduction of this policy is to fill the gap between the demand and supply of the steel. To maximize the production is also main activity is designed under this policy. To increase the production up to million ton is also the main objective of the policy.

Under this policy the special incentives are designed for the Pig Iron sector. Incentives like the cut in the duty, zero duty on imports, provision of the land and other infrastructural facilities are the facilities provided for the Pig Iron. Under this policy the government is encourage to the use the full opportunities available in the PUBLIC AND PRIVATE PATNERSHIP (PPP). With the growing industry the government is increased the sales tax from the 15%to 20% where as 75% FDI (foreign direct investment) is allowed in the industry this scheme also provides the various concessions in the custom duties. Though there is a rise in the infrastructure facilities in the country but considering the Pig Iron industry the present condition of the infrastructure is not sufficient in the nature .because of the lack in infrastructure steel industry is facing many problems

ECONOMICAL ANALYSIS:

Pig Iron industry is concern to be a very booming industry from past decades. Opening up with the various economies the foreign direct investment is the happened in this sector the various foreign players are interested to invest in the country. Under the various economies schemes there is permission in advance licensing scheme which allows the duty free imports of raw material for exports. But, with the boom in the industry GDP is rising at very slow rate. The Pig Iron industry is also facing the problem of the subprime crisis occurs in the united states before 15 months. Because of the subprime crisis there is ill effect occurs in the automobile industry, infrastructure and other business which are related with the Pig Iron industry. There is huge gap between the demand and the supply of the steel in the society.

SOCIO- CULTURE:

The socio culture is one of the important aspect in the analysis of the industry it describes the impact of the particular industry on the society. Likewise the Pig Iron industry also give the encouragement to the permanent employment to the people but on the other hand it divides

the area in to the rural and urban sector because the industry is only in the particular area only which leads to the particular development of that area only and not overall the development. Because of the working conditions the people which are employed in the Pig Iron industry faced many health problems which are incurable in the nature and many industries are not paying the attention on the health of the employees. Any kind of the allowances are not given to the employees. Pig Iron industry is also responsible for the development in the rural sector which leads to the rise in the standard of the living of the people.

TECHNICAL:

The traditional technologies are being used from many years in the industry. There is no innovation in the use of the technique in the production process. The Vedanta is developing the same technique is by which the encouragement is given to the trading of the Pig Iron. Only the electric furnace is being used now days in the production process but because of the fluctuations in the energy there is wastage in the raw material. The basic technologies are used in the production process are basic arc, induction furnace and electric furnace which are outdated in the nature.

ENVIRONMENTAL:

Though the Pig Iron industry is encouraging the many sectors and the encouraging the development it is creating the unfavorable environment in the nature. The all leading industries are following the environmental acts which are declared by the governments, though it is creating very bad impact on the environment. Many industries are using the pollution control equipment and energy saving equipment but that is not sufficient in the nature. The least importance is given to the environmental aspect. But the Vedanta is encouraging the ecofriendly system, to reduce the emission the co2 gas during the production process. Vedanta is developing the Ultra-Low Carbon Pig Iron making where there will be reduction in the environmental loss.

LEGAL:

Government is introducing the various rules and regulations of this particular industry. The government is about to paying the more attention in the health policies of the employees which are working with the Pig Iron industry. Special health incentives and rules are introduced in the Pig Iron industry.

LITERATURE RIVEIW

Importance of recruitment and selection process for sustainability of total quality management

Author(s): Sohel Ahmad, Roger G. Schroeder (2002).

The management literature describes that the behavioral characteristics of employees can

Play an important role in the success of TQM. However, there is little empirical research on this. Using international data sets, this study investigates: the impact of quality control methods on the competitiveness of plants. It also mitigates the process of staff selection for the relationship between quality management practices and factory competitiveness. The results show that quality management techniques have a positive impact on the competitiveness of the plant. Also, the behavioral characteristics of employees are likely to have a significant impact on the effectiveness of quality management practices. This means that managers should pay close attention to the behavioral characteristics of potential employees and to the consistency with the principles of TQM. Managers are not necessarily interested in the expertise of potential employees.

2. Recruitment and Selection: A Review of Developments in the 1980s

Author(s): Neil Anderson, Viv Shackleton ;(1986)

In the 1980s, the development of talent recruitment and selection "technology" is diverse and extensive, and many simultaneous developments are coming soon. The term "technology" here refers to the methods, strategies, techniques, theories, and practices of an employee.

3. Recruiting under the influence: New labor market entrants' reactions to workplace drinking norms

Author(s): Anthony C. Klotz, Serge P. da Motta Veiga (2018).

In previous studies, the effects of alcohol use at work or at home on the privacy and professional life of employees are often marked as harmless. Literature of political technology, organization that promotes drinking norms at work during recruitment process suggests the possibility of attracting people with high level of political skill while canceling people with low level of political skill. Two studies have shown that new labor market entrants with low political competencies are less likely to be fit with firms that promote acceptance of alcohol use in work-related events during recruitment. Drinking instructions at work in their recruitment activities. In other words, this low fit was associated with a

Deterioration of organizational attractiveness.

4. The role of trustworthiness in recruitment and selection: A review and guide for future research

Author(s): Anthony C. Klotz, Serge P. da Motta Veiga, M. Ronald Buckley, Mark B. Gavin (2013).

While scholars recognize the importance of reliability for both job seekers and recruitment organizations, previous studies exploring the stability of the transition period are scattered throughout many other

literatures. This paper examines the precedent studies that investigate the role of the stability of the recruitment and selection process selectively. In this entry

Process, we explore how the perceptions of each other's credibility of jobseekers and hiring organizations are conceptualized by each party's attitudes toward others' benevolence, honesty and ability, and how they affect meaningful recruitment and selection results.

Stability The road to future research is also identified in the review section. Finally, at the crossroads of reliability and immigration, two comprehensive issues - individual variability of trust violations and trust tendencies - are of particular interest.

5. Globalization of HR at function level: four UK-based case studies of the international recruitment and selection process

Author(s): Paul R. Sparrow (2007)

A series of changes are being made to a set of IHRM functions (recruitment, global

Workforce development and career, and compensation) through a globalization process that emphasizes global standardization, optimization, or differences in localized HR processes.

However, the theoretical understanding of related issues is still being pursued by concepts based on the management-based global manpower strategy of a small cadre of international managers, the division of international staff and the change in structure and role of the international human resources department raise three important issues. The first is whether

The globalization process research (workforce) at the functional level and this can provide useful insights into the IHRM literature. The second is about indices that demonstrate the globalization of workforce at the functional level and the likelihood that they will form the basis of useful research in the future. The third is the pattern or strategy of global human resource recruitment activities for organizations across national and international labor markets and whether these patterns can be explained by existing theories. This paper reports

on the study of enterprise-level development of international recruitment and selection, concentrating on domestic and international markets, based on analysis of case studies open in the context of four theoretically derived centralized or decentralized controls and adjustments. It confirms the gap between policy and practice through interviews of HR actors at the corporate level and in the work of the state.

6. Factors influencing the adoption of online recruitment

Author(s): Emma Parry, Hugh Wilson (2009).

The Internet is initially expected to welcome the future of recruitment and is expected

To replace other media with desirable recruitment methods, but the recruitment of online recruitment is not so comprehensive. There is also lack of empirical research

On online recruitment from an organizational perspective. In this white paper, organizations determine the reasons for deciding to use online recruitment and report on the development of a model of factors that affect the adoption of this recruitment method.

7. E-Recruitment: A study into applicant perceptions of an online application system

Author(s): Hela Sylva, Stefan T. Mol (2009).

Little is known about the applicant's response to the Web-based recruitment and selection process. The survey investigates applicants' perceptions of Web-based procedures based on real-world surveys of 1360 applicants to multinational financial services organizations

Applying for jobs in the UK, the Netherlands and Belgium. As regards personal characteristics, candidates are well satisfied with the online application process and its characteristics (as opposed to internally), Belgium (as opposed to Dutch), and Internet (as opposed to the poorer ones). However, we found that web site function, perceived efficiency and ease of use were the most important determinants of satisfying the application. Discuss future research on organizational impacts and E recruitment.

8. Work readiness in graduate recruitment and selection: a review of current assessment methods

Author(s): Cabellero, Catherine Lissette and Walker, Arlene (2010).

Recruitment and selection of graduate students differs from other situations in that graduate applicants generally lack job-related experience. According to a recent survey, an employer places great importance on the readiness of graduates. I think that readiness shows the possibility of a graduate in terms of improvement of long-term work performance and career.

According to literature review, the hiring and selection practices of graduate students now

Find lack of rigor and validity to effectively assess work agility. In addition, various compatible terms and definitions clarified by employers and scholars about configuring job readiness suggest a need for further refinement of this configuration. This paper argues that business responsiveness is an important selection criterion and that it should be systematically reviewed as part of its evaluation process. In the sense that work agility can be

Measured, the current evaluation method is wrong, allowing more effective decision-making practices and potentially predicting long-term work capacity and performance.

INTRODUCTION

Recruitment and Selection:

Recruitment is the process of attracting individuals on a timely basis in sufficient numbers and with appropriate qualification, to apply for jobs within an organization. The process of searching prospective employees with multidimensional skills and experience that suits organization strategies is fundamental to the growth of the organization, this demands more comprehensive strategic perspective recruitment. Organizations require the services of large number of personnel, these personnel occupies the various positions created to the process of organization. Each position of the organization has certain specific contributions to achieve the organizational objectives. The recruitment process of the organization has to be strong enough to attract and select the potential candidates with right job specification. The recruitment process begins with human resource planning and concludes with the selection of required number of candidates, both HR staff and operating managers have responsibilities in the process.

"Right person for the right job is the basic principle in recruitment and selection. Every Organisation should give attention to the selection of its manpower, especially its managers. The Operative manpower is equally important and essential for the orderly working of an enterprise.

Different every business Organisation/unit needs manpower for carrying different business activities smoothly and efficiently and for this recruitment and selection of suitable candidates is essential. Human resource management in an Organisation will not be possible if unsuitable persons are selected and employment in a business unit.

RECRUITMENT AND SELECTION PROCESS AT VEDANTA

1) Campus Recruitment

Vedanta recruits Highly Talented fresher's from top IIT, NIT colleges and other Regional Colleges across India at a trainee position which are like minded, hardworking and talented and can become the future prospect leaders in Vedanta.

The criteria for the recruitment process In Vedanta is a bit uncompromising in terms of quality of pool candidates. The candidates should cross the 60% marks in matriculation, intermediate, graduation, post-graduation, Diploma and other courses. And should not exceed the age of 26 at the time of recruitment. And candidate should not have any backlogs at a time of selection.

2) Internal job posting

Internal job posting is a job opening made available to existing employees within a company. Whenever there is a need to fill a position Human Resource manager post a job Description of the particular position and post it across Vedanta all over the world. Inviting applications to fill vacant position.

3) LinkedIn

Vedanta also Recruits people on LinkedIn inviting applications for middle and top level post.

4) Consultancy recruitment

Vedanta also have the partnerships with other recruitment consultant firms these position are filled only at a time of emergency.

Selection process at Vedanta

1) Personality and cognitive test

A cognitive ability test in general is simply put a measurement of a mental performance and a personality test is a method of assessing human personality constructs.

2) Panel Interview

The selected candidates in test are moves to the panel Interview consist of Head of the Department, HR manager, and as a cross functional manager from other Department. The panel selects the candidate for a particular post and keep some on a waiting list.

3) Formal Interview

The selected candidate moves to the last round. After selected for the post the candidate has to present the PowerPoint presentation and answer the interview which is conducted by the group of corporate managers from Vedanta from other state and country who are unaware about candidate and can conduct unbiased interview. And after selected from these interview candidate can onboard.

QUESTIONNAIRE

Please mark what you feel appropriate.

Q1.Gender

A.Male

Female

Q2. Age

A.18-20

B.20-30

C.30-40

D.40-50

E.50-60

Q3.Education qualification

A.matriculation

B.Intermediate

C.Graduate

D.post-Graduate

E.others

Q4. Does HR provide an adequate pool of quality Applicants?

A.Yes

B.NO

C.Sometimes

Q5. Which is the most important quality the organization looks for in a candidate?

A. Knowledge

B. Past Experience

C. Optimistic Nature

D. Discipline

E. Team Work Ability

F. Other _____

Q6.Which source you feel is the best way of recruitment?

A.Campus placement

B.Internal job posting

C. LinkedIn

D. Consultancy recruiter

Q7.on which basis you get staffing service?

A.permanent

B.Temporary

C.contract

Q8.) To fill a Position in your Department what would you prefer?

A.Campus recruitment.

B.Internal Job posting.

Q.9) Does the organization conduct recruitment and selection process on time?

A.Yes

B.No

Q.10) How would you rate the accuracy of the job descriptions and job postings?

A) Excellent

B) Good

C) Average

D) Poor

Q.11) how enthusiastically would you reapply for a job here?

A) Extremely likely

B) most likely

C) most unlikely

D) extremely unlikely

Q.12) Do you accept E-Recruitment as a suitable way of recruiting?

A) Strongly agree

B) somewhat agree

C) Neutral

D) somewhat disagree

E) strongly disagree

Q.13) how is the performance of online recruitment over response of candidates?

A) Very good

B) Good

C) Average

D) Bad

PROJECT OBJECTIVE

- 1) To judge the efficiency and effectiveness of recruitment and selection procedure in Vedanta Ltd.
- 2) To know about the sources of recruitment.
- 3) To gain knowledge of the selection procedure adopted
- 4) To understand the internal recruitment process in Organisation.
- 5) To find out better process of recruitment

SCOPE OF STUDY

This study speaks about the Recruitment & selection process practiced by Vedanta Ltd. Detailed Description of Recruitment & Selection process is studied and reported. It also analyses the employee Satisfaction levels at Vedanta Ltd, along with the ethical practices followed in Vedanta Ltd. This study compares the Recruitment & Selection process followed by Vedanta Ltd with the Actual/standard Recruitment & Selection process carried out in the organization.

RESEARCH-METHODOLOGY

RESEARCH DESIGN

A Research Design is the framework or plan for a study which is used as a guide in collecting and analyzing the data collected. It is the blue print that is followed in completing the study. The Basic objective of research cannot be attained without a proper research design. It specifies the methods and procedures for acquiring the information needed to conduct the Research effectively. It is the overall operational pattern of the project that stipulates what Information needs to be collected, from which sources and by what methods. A research design is the arrangement of conditions for collection and analysis of data in a Manner that aims to combine relevance to the research purpose with economy in procedure

Research Methodology is systematic method which is used to collect information about A particular topic and to do detailed study on that topic. Currently we are using Descriptive research methodology for this study.

Descriptive Research is concerned with describing the characteristics of a particular individual, Or of a group. It includes studies concerned with specific predictions, with narration of facts and Characteristics concerning individual, group or situation.

Out of above research methods the research method, which was most suitable to my research, was Descriptive Research because it provides us all the opportunities to cover all the aspects that I require to conduct the research and get an appropriate outcome.

Sample unit

Employees of Vedanta at PID I Amona.

Sample Size

Sample Size is number of respondents or people selected from a population to collect

Data/samples for computing in the research. The sample size for this study is 50.

Sampling-Technique

Sampling-Techniques is the process by which the sample for the research or study is selected.

This helps in selecting a group for the survey, as it is difficult to do the survey for the entire world's population. Various types of sampling techniques are there

The Sampling-Technique used in the study currently is Simple Random Sampling-

Technique. A simple random sample is a subset of a statistical population in which each member of the subset has an equal probability of being chosen. A simple random sample is meant to be an unbiased representation of a group.

DATA COLLECTION METHOD

The task of data collection begins after a research problem has been defined and research Design/plan checked out. While designing about the method of data collection to be used for the study, the researcher should keep in mind two types of data.

1) Primary Data:

The data, which are collected for the first time, directly from the respondents to the base of Knowledge & belief of the research, are called primary data. The normal procedure is to Interview some people individually or in a group to get a sense of how people feel about the Topic.

2) Secondary Data:

When data are collected & compiled in a published nature, it is called secondary data.

So far as this research is concerned, primary data is the main source of information. The data collected is through questionnaire & information provided by the respondent.

RESEARCH TOOL

Research tool is an instrument or means through which the research is carried out for example, surveys, questionnaire, etc. for these research survey is carried through hard copy of papers

LIMITATIONS

1. As there was time constraints, limited information was collected. Employees busy work life can also be the reason to collect minimal information.
2. The information collected and analyzed from the employee might be biased.
3. As the research was limited to a single part of the organization it can't be considered as the overall view of the employees in the organization

Research Topic: To find out the relation between the age of the employees and their views on Recruitment and selection at Vedanta.

Chi-Square Analysis

- A fundamental problem in genetics is determining whether the experimentally determined

Data fits the results expected from theory.

- Karl Pearson and R.A. Fisher developed the “chi-square” test.
- The chi-square test is a “goodness of fit” test: it answers the question of how well do Experimental data fit expectations.
- The “X” is the Greek letter chi; the “S” is a sigma; it means to sum the following terms for all phenotypes. “Obs” is the number of individuals of the given phenotype observed; “exp” is the number of that phenotype expected from the null hypothesis.
- Note that you must use the number of individuals, the counts, and NOT proportions, ratios, or frequencies.

$$X^2 = \frac{(\text{obs} - \text{exp})^2}{\text{exp}}$$

Exp

- Critical values for chi-square are found on tables, sorted by degrees of freedom and probability levels. be sure to use $p = 0.05$.
 - If your calculated chi-square value is greater than the critical value (Tabulated Value) from the table, you “reject the null hypothesis”.
 - If your chi-square value is less than the critical value, you “fail to reject” the null hypothesis (that is, you accept that your genetic theory about the expected ratio is correct).
- .
- A critical factor in using the chi-square test is the “degrees of freedom”, which is essentially the number of independent random variables involved. (If $CV > TV$, Reject H_0 & Accept H_1 , Vice-versa).

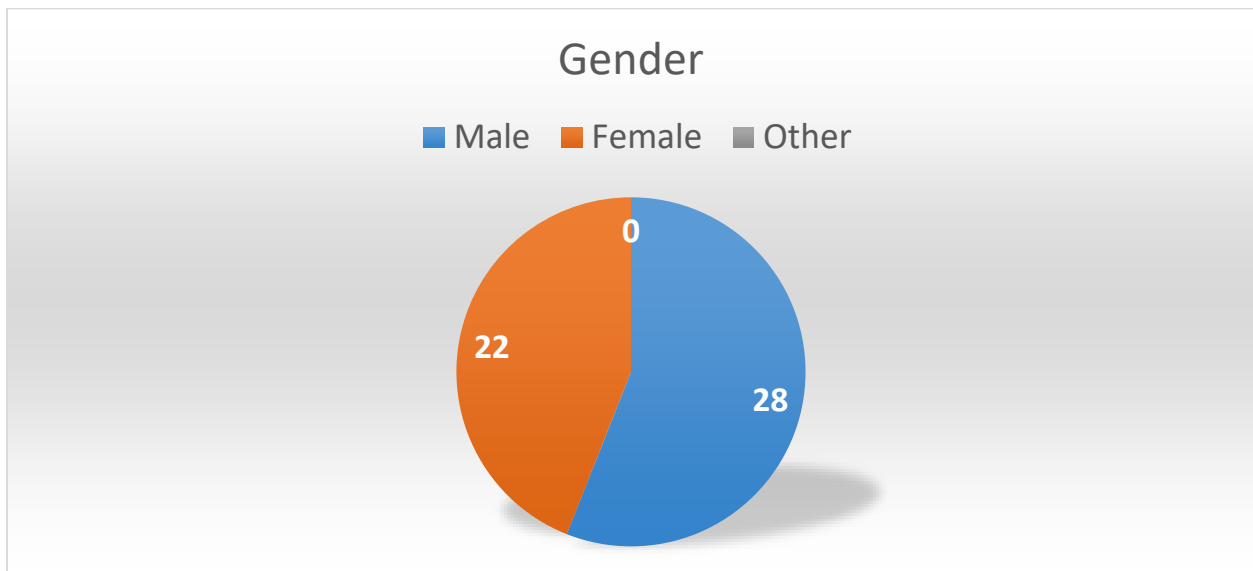
DATA ANALYSIS AND INTERPRETATION

Q1.Gender

A.Male

B.Female

OPTIONS	MALE	FEMALE	OTHER
RESPONSES	28	22	0
PERCENTAGE	56	44	0



Interpretation:

It was found that 56% of the Respondents are male and 44% of the Respondents are females from the above survey conducted in Sesa Vedanta Ltd.

Q2. Age

A.18-20

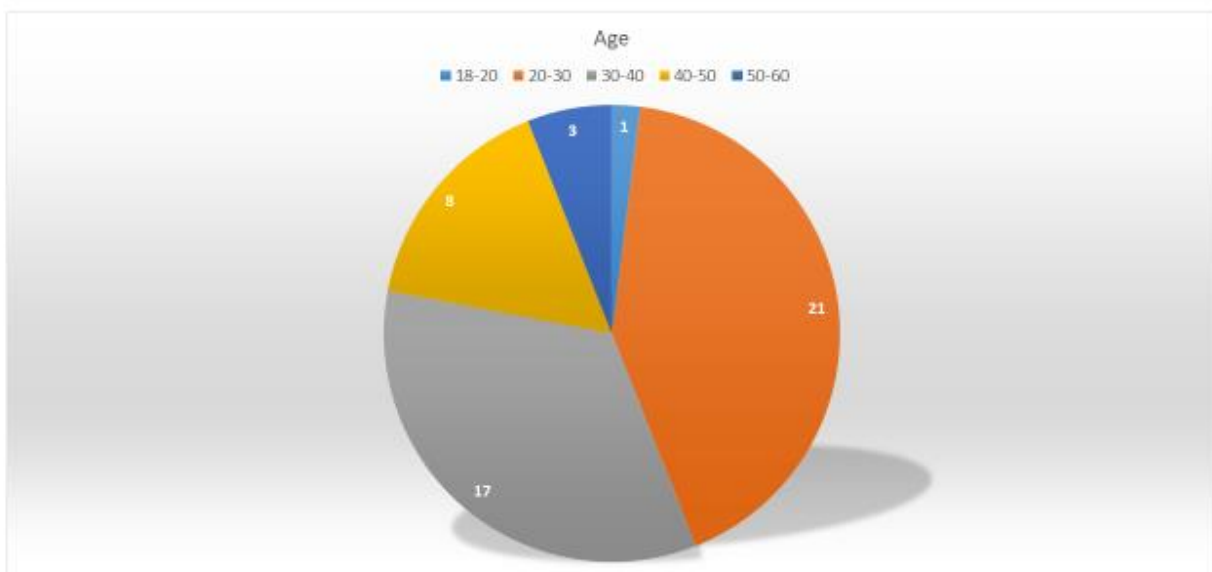
B.20-30

C.30-40

D.40-50

E.50-60

Options	18-20	20-30	30-40	40-50	50-60
Responses	1	21	17	8	3
Percentage	2	42	34	16	6



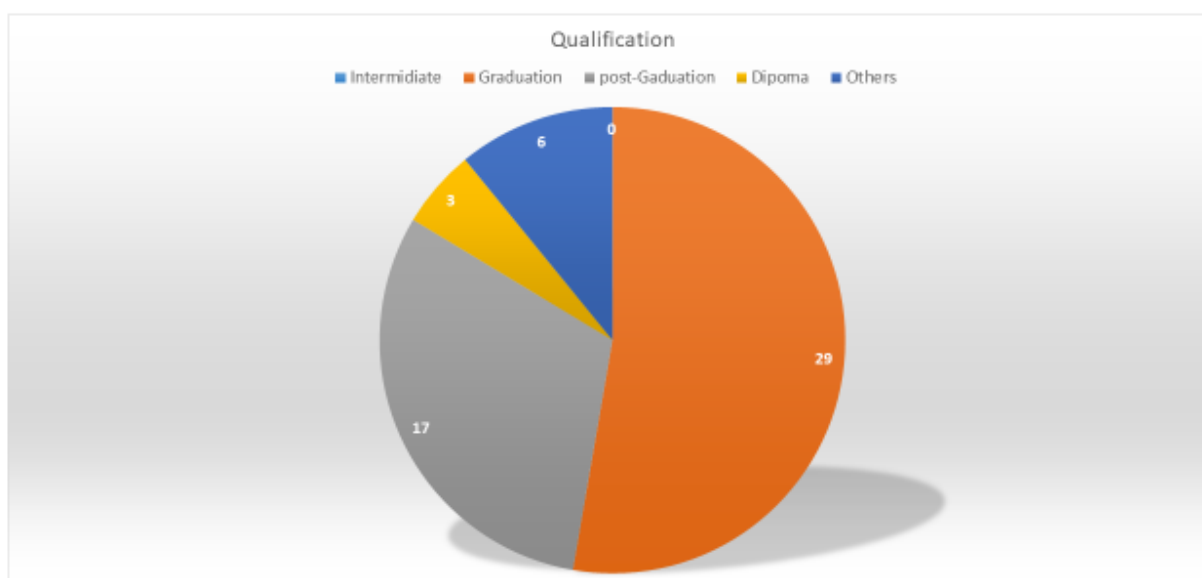
Interpretation:

It was found that 42% of the employees are between the age 20-30 and between the age 30-40 is 34% followed by the age 40-50 which is 16% and then 6% and 2% between the age 50-60 and 18-20 respectively. so majority that is 76% of employees are between the age 20-40.

Q3.Education qualification

A.Diploma B.Intermediate C.Graduate D.post-Graduate E.others

Options	Intermediate	Graduation	Post- graduation	Diploma	others
Responses	0	29	17	3	1
Percentage	0	58	34	6	2



Interpretation:

It was found that 58% of the employees working in Vedanta have completed their graduation and 34% of the employees have completed their post-graduation. Followed by others with 12% and diploma that is 6%.

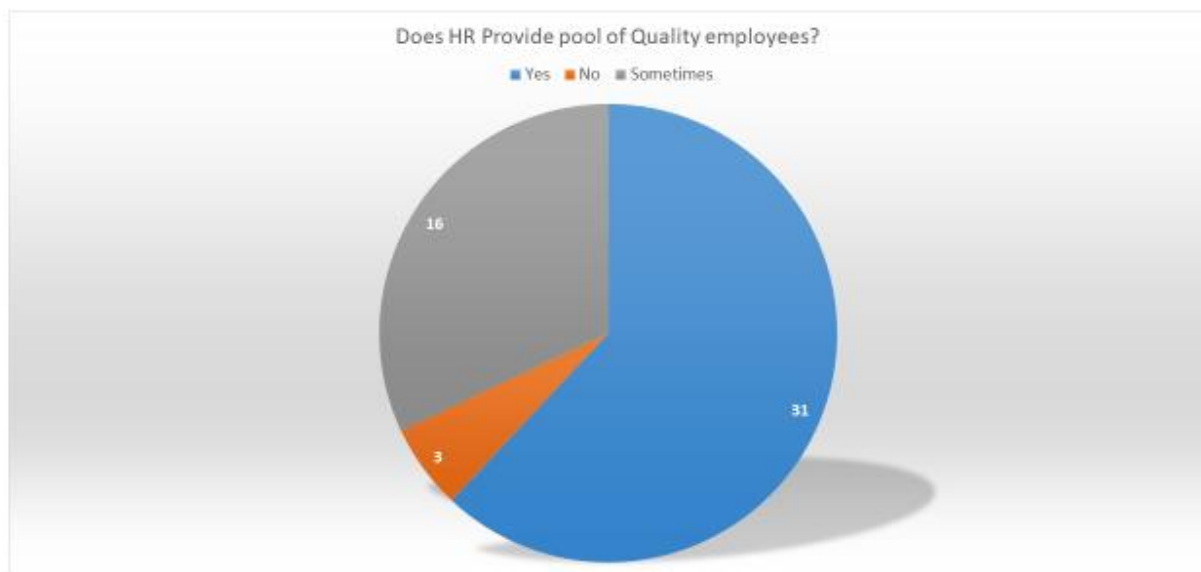
Q4. Does HR provide an adequate pool of quality Applicants?

A.Yes

B.No

C.Sometimes

Options	Yes	No	Sometimes
Response	31	3	16
Percentage	62	6	32



Interpretation:

62% of the Employees in Sesa Vedanta Ltd feels HR provide pool of quality employees while 32% feels they provide it sometimes and only 6% of employees feels HR doesn't provide the pool of quality employees.

Age/Quality of candidates	18-20	20-30	30-40	40-50	50-60	total
yes	1	12	10	5	3	31
no	0	2	1	0	0	3
sometimes	0	7	6	3	0	16
total	1	21	17	8	3	50

HYPOTHESIS

Null Hypothesis H_0 =There is no relation between the age and the quality of applicants given to them.

Alternative Hypothesis H_a = there is a significant relation between the age and the quality of applicants given to them.

Significance of level is $\alpha=0.05\%$

Expected Frequency: $\frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$

Grand Total

Observed Value(o)	Expected value (E)	(O-E)	(O-E) ²	(O-E) ² /E
1	0.62	0.38	0.1444	0.232903
12	13.02	less1.02	1.0404	0.079908
10	10.54	less0.54	0.2916	0.027666
5	4.96	0.04	0.0016	0.000323
3	1.86	1.14	1.2996	0.69871
0	0.06	less0.06	0.0036	0.06
2	1.26	0.74	0.5476	0.434603
1	1.02	0.02	0.0004	0.000392

0	0.48	less 0.48	0.2304	0.48
0	0.18	less 0.18	0.0324	0.18
0	0.32	less 0.32	0.1024	0.32
7	6.72	0.28	0.0728	0.010833
6	5.44	0.56	0.3136	0.057647
3	2.56	0.44	0.1936	0.075625
0	0.96	0.96	0.9216	0.96
			Calculated χ^2	3.61861

$$\begin{aligned}
 \text{Degrees of freedom} &= (\text{column}-1)(\text{rows}-1) \\
 &= (5-1)(3-1) \\
 &= 8
 \end{aligned}$$

8 degree of freedom and significance of level show the chi-square value is 15.51

Conclusion:

In these question the Null Hypothesis is accepted because the tabulated value is more than the calculated value. It means there is no significant relation between the age of the employees and quality of the applicants given to them

Q5. Which is the most important quality the organization looks for in a candidate?

- A. Knowledge B. Past Experience C. Optimistic Nature D. Discipline
E. Team Work Ability F. Other _____

Options	knowledge	Past experience	Optimistic nature	Discipline	Teamwork ability	other
Responses	29	4	9	3	3	2
Percentage	58	8	18	6	6	4



Interpretation:

It was found that 58% of the Respondents feels knowledge is the most important quality the organization looks for in candidate and 18% feels optimistic nature is important. 8% feels experience followed by 6% for both Discipline and Teamwork ability and only 4% feels for other that is communication.

Q6. Which source you feel is the best way of recruitment?

- A. Campus placement B. Internal job posting C. LinkedIn D. Consultancy recruiter

Options	Campus placement	Internal job posting	LinkedIn	Consultancy recruiter
Responses	33	13	1	3
Percentage	66	23	2	6



Interpretation:

It is found that 66% of the respondents feels campus placement is the best way of recruitment while 26% feels internal job posting followed by 6% for consultancy recruiter and only 2% feels LinkedIn.

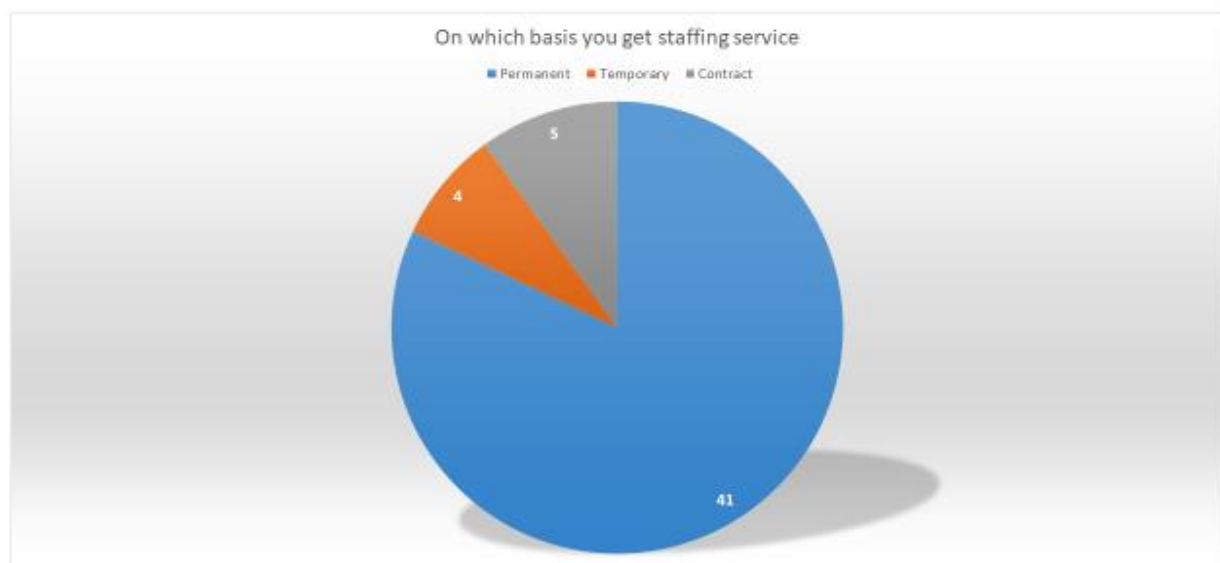
Q7.on which basis you get staffing service?

A.permanent

B.Temporary

C.contract

Options	Permanent	Temporary	Contract
Responses	41	4	5
percentage	82	8	10



Interpretation:

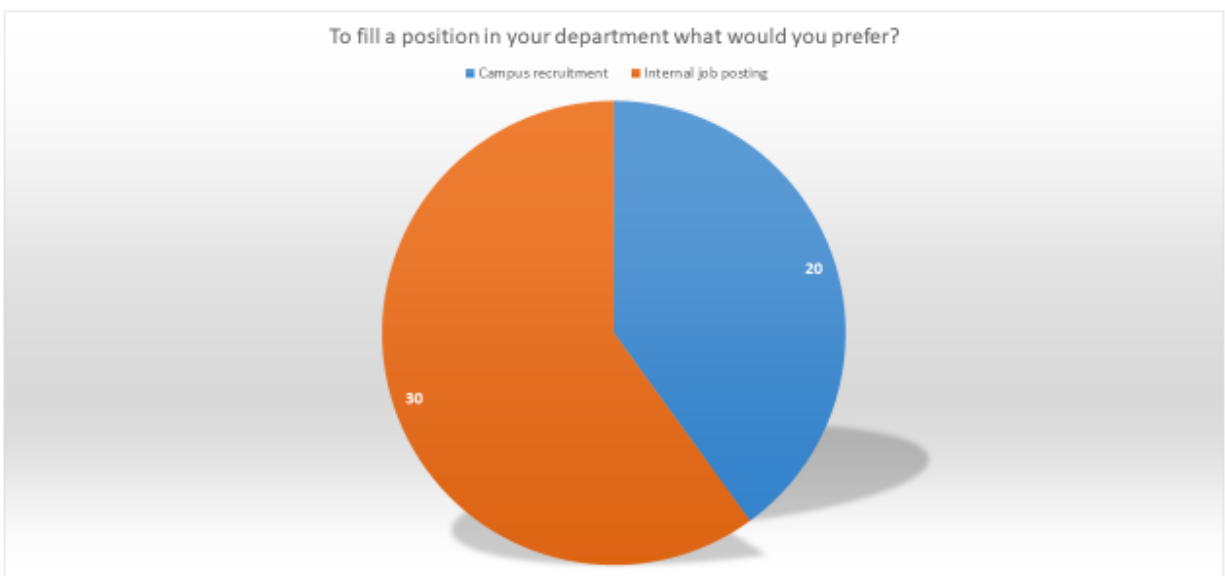
It is found that 82% of the employees get staffing service on permanent basis and 10% of the employees get staffing service on contract basis and 8% of the employees get staffing service at temporary basis.

Q8.) To fill a Position in your Department what would you prefer?

A.Campus recruitment.

B.Internal Job posting.

Options	Campus recruitment	Internal job posting
Responses	20	30
Percentage	40	60



Interpretation:

It was found that 60% of the respondent will prefer internal job posting to fill a position in their department and 40% feels that they prefer campus placement to fill a position in their department.

Age/to filled a position in your department what would you prefer	20	30	40	50	60	total
campus recruitment	0	9	5	4	2	20
internal job posting	1	12	12	4	1	30
total	1	21	17	8	3	50

HYPOTHESIS

Null Hypothesis H_0 =There is no relation between the age and the position to fill in the department

Alternative Hypothesis H_a = there is a significant relation between the age and the position to fill in the Department

Significance of level is $\alpha=0.05\%$

Expected Frequency: Raw Total * Column Total

Grand Total

Observed value(O)	Expected value(O)	(O-E)	(O-E) ²	(O-E) ² /E
0	0.4	-0.4	0.16	0.4
9	8.4	0.6	0.36	0.042857
5	6.8	-1.8	3.24	0.476471
4	3.2	0.8	0.64	0.2
2	1.2	0.8	0.64	0.533333
1	0.6	0.4	0.16	0.266667
12	12.6	-0.6	0.36	0.028571
12	10.2	1.8	3.24	0.317647
4	4.8	-0.8	0.64	0.133333
1	1.8	-0.8	0.64	0.355556
			X ² calculated	2.754435

$$\begin{aligned}\text{Degrees of freedom} &= (\text{column}-1)(\text{rows}-1) \\ &= (5-1)(2-1) \\ &= 4\end{aligned}$$

4 degree of freedom and significance of level show the chi-square value is 9.488

Conclusion:

In these question the Null Hypothesis is accepted because the tabulated value is more than the calculated value. It means there is no significant relation between the age of the employees and types of position to fill in the department.

Q.9) Does the organization conduct recruitment and selection process on time?

A.Yes

B.No

Options	Yes	No
Responses	46	4
Percentage	92	8



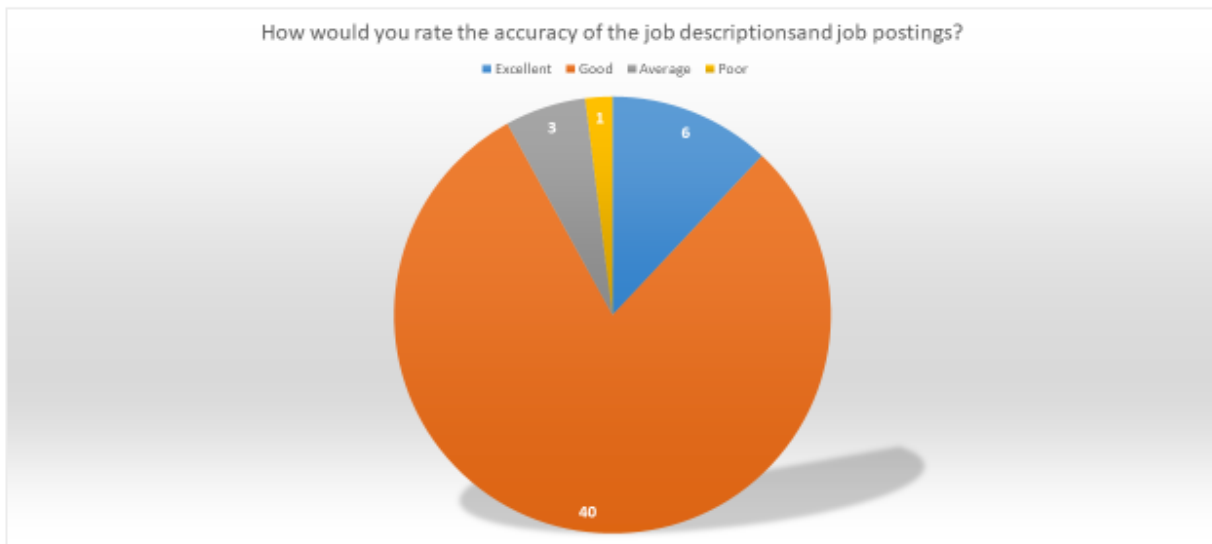
Interpretation:

It is found that 92% of the respondents feels HR Department conduct Recruitment and selection process on time while only 8% of the respondent feels HR department doesn't conduct Recruitment and selection process on time.

Q.10) How would you rate the accuracy of the job descriptions and job postings?

A) Excellent B) Good C) Average D) Poor

	Excellent	Good	Average	Poor
Responses	6	40	3	1
Percentage	12	80	6	2



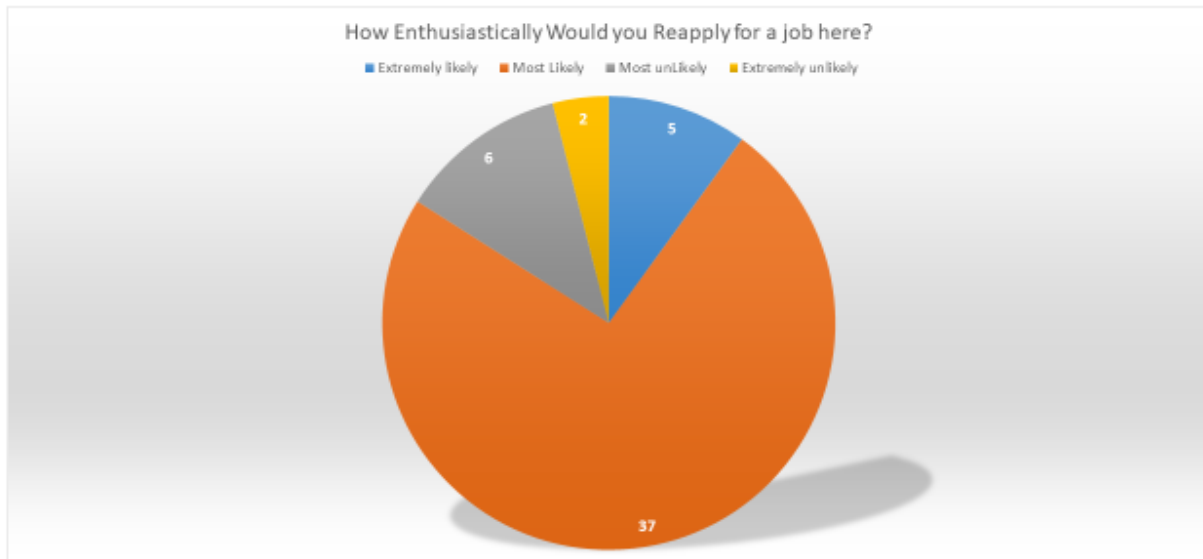
Interpretation:

It is found that 80% of the respondents rates accuracy of the job descriptions and job postings as good and 12% of the Respondents rates it as excellent while 6% rates it as average and only 2% rates it as poor.

Q.11) how enthusiastically would you reapply for a job here?

A) Extremely likely B) most likely C) most unlikely D) extremely unlikely

Options	Extremely likely	Most likely	Most unlikely	Extremely unlikely
Responses	5	37	6	2
Percentage	10	74	12	4



Interpretation:

It is found that 74% of the respondent feels they most likely will reapply for the job at Sesa Vedanta while 12% feels they most unlikely and 10% feels they will reapply as extremely likely and only 4% feels extremely unlikely.

Age/how enthusiastically would you reapply for a job here	20	30	40	50	60	total
extremely likely	0	1	0	3	1	5
most likely	1	15	15	4	2	37
most unlikely	0	5	0	1	0	6
extremely unlikely	0	0	2	0	0	2
total	1	21	17	8	3	50

HYPOTHESIS

Null Hypothesis H_0 =There is no relation between the age and job satisfaction level

Alternative Hypothesis H_a = there is a significant relation between the age and job satisfaction level.

Significance of level is $\alpha=0.05\%$

Expected Frequency: $\frac{\text{Row Total} * \text{Column Total}}{\text{Grand Total}}$

Grand Total

O	E	(O-E)	(O-E) ²	(o-E) ² /E
0	0.1	-0.1	0.01	0.1
1	2.1	-1.1	1.21	0.57619
0	1.7	-1.7	2.89	1.7
3	0.8	2.2	4.84	6.05
1	0.3	0.7	0.49	1.633333
1	0.74	0.26	0.0676	0.091351
15	15.54	-0.54	0.2916	0.018764
15	12.58	2.42	5.8564	0.465533

4	5.92	-1.92	3.6864	0.622703
2	2.22	-0.22	0.0484	0.021802
0	0.12	-0.12	0.0144	0.12
5	2.52	2.48	6.1504	2.440635
0	2.04	-2.04	4.1616	2.04
1	0.96	0.04	0.0016	0.001667
0	0.36	-0.36	0.1296	0.36
0	0.04	-0.04	0.0016	0.04
0	0.84	-0.84	0.7056	0.84
2	0.68	1.32	1.7424	2.562353
0	0.32	-0.32	0.1024	0.32
0	0.12	-0.12	0.0144	0.12
			X ² calculated	20.12433

$$\begin{aligned}
 \text{Degrees of freedom} &= (\text{column}-1)(\text{rows}-1) \\
 &= (5-1)(4-1) \\
 &= 12
 \end{aligned}$$

12 degree of freedom and significance of level show the chi-square value is 21.03

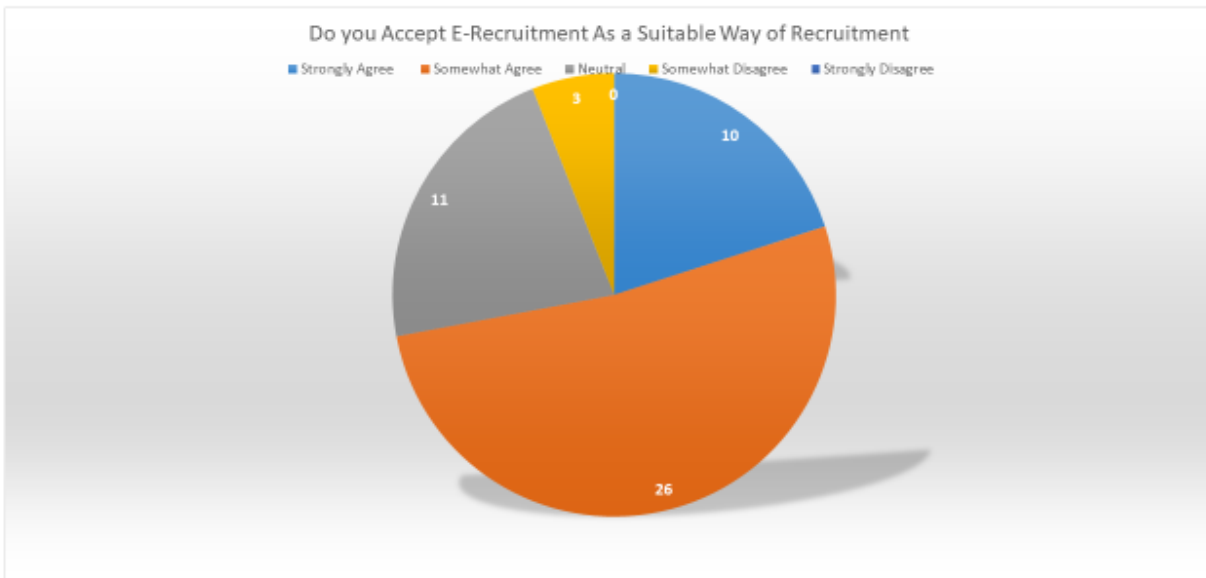
Conclusion:

In these question the Null Hypothesis is accepted because the tabulated value is more than the calculated value. It means there is no significant relation between the age of the employees and and the job satisfaction level.

Q.12) Do you accept E-Recruitment as a suitable way of recruiting?

A) Strongly agree B) somewhat agree C) Neutral D) somewhat disagree E) strongly disagree

Options	Strongly agree	Somewhat agree	Neutral	Somewhat disagree	Strongly disagree
Options	10	26	11	3	0
percentages	20	52	22	6	0



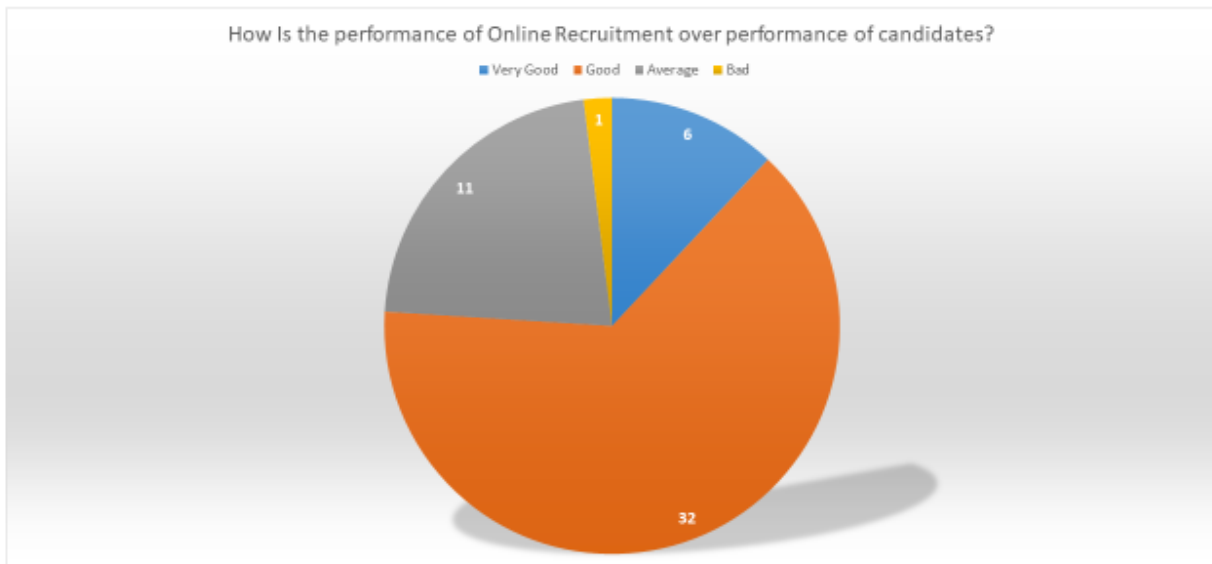
Interpretation:

It is found that 52% respondents are somewhat agree and accept E-recruitment as a suitable way of Recruitment while 22% are neutral followed by 22% are strongly agree and only 6% are somewhat disagree

Q.13) how is the performance of online recruitment over response of candidates?

A) Very good B) Good C) Average D) Bad

Options	Very good	Good	Average	Bad
Responses	6	32	11	1
Percentages	12	64	22	2



Interpretation:

It is found that 64% of the respondents feels performance of online recruitment over performance of candidates is good. While 22% feels it as neutral followed by 12% feels it as very good and only 2% feels as poor.

Findings:

- In the conducted survey the 56% of the respondents are male and 44% of the respondents are female. which is a healthy gender ratio
- From the survey I found that 42% of employees are between the age 20-30 which is very young age and better for the organization.
- It was found that 58% of employees working have completed their Graduation Degree.
- In the organization 62% of the employees are happy with the HR department as they feel they provide quality of Applicants.
- It was found that 58% of the respondents feel Knowledge Is the most important quality organization looks for in a candidate.
- 66% of the Respondents feels campus placements is the way of recruitment. As from their organization can get a young talented students in large numbers as applicants.
- It was found that 82% of the respondents are on permanent basis.
- 60% of the Respondents feels they will prefer internal job posting to fill the position in their department. As it will be easy for the department to have someone whom already have the experience of working in Vedanta and feel they can settled very fast with the work & policies.
- In the organization 92% of the employees are happy and feel HR department conduct recruitment and selection process on time.
- 80% of the employees are happy and feel accuracy of job description and job postings are on time.
- It was found that 84% of the respondent feels they will reapply for the job at Vedanta as these shows job satisfaction level of employees is very high.
- In the organization only 6% of the employees didn't accept E-Recruitment as a source of recruitment.
- It was found that only 2% of the employees feel performance of the candidates on E-Recruitment was bad.

Suggestions

- Recruitment and selection process at Vedanta is quite tough it should be liberalize by the organization.
- Rather than recruiting on the basis of past performance organization should more focus on recent and current performance.
- HR department should kept targets to recruits candidates via job portals eg. LinkedIn, naukri and should evaluate the performance at the end. These will help the HR Department to get the idea about the quality of applicants that will be get from E-Recruitment's.
- Sesa Vedanta Ltd. needs to establish a permanent and proficient online platform to fill the contract job positions in the organization. As business partners are also very important part of the organization. At the end it will help & provide more and talented applicants to the Business partners.
- The organization needs to reduce the work pressures by enhancing the work into few more employees as the work pressures was found very intensive during the day hour.
- The Sesa Vedanta Ltd. should improve the research and development department so that the department can establish few innovative ideas for recruitment and selection process in a cost effective way.
- The organization should organize the sports events especially for women as most of the woman's avoids to play the sports in the sports Room.
- The shuttle service can be improved.(As it is the only way travel from one plant to other)

Insight derived

- After doing these internship in Vedanta I got a lot of experience about how they work in the Vedanta and also get many new things to learn which I never heard before.
- Improvement in communication and interpersonal skill
- Confidence to interaction with senior management and ability to build strong relationship with the employees
- Ability to manage project and work effectively.
- I was able to understand the strategies of the respective managers used to solve the live Challenges or Problems.
- Got a chance to meet most of the Business partners(contractors) and got the idea types of service/ work they rendered
- My knowledge of Business and Human Resource theories was transformed into a series of practical techniques and skills that I can now implement in real-life scenarios.
- In these time I learned how to communicate and and build relationship with the people I worked with the process overall helped me developed my professional network
- Culture influences communication I learned that Vedanta has its own culture and observed others and learned how they interact and engaged with co-workers.
- As an intern I discovered it's essential to be enthusiastic and open to learning new skills asking for more work and being curious to learn.
- During these days it improved my time management skills as I was a keeping a diary with me and before a day I used to write my work and plan the day.
- My communication skill got improved by meeting different manager and co-workers and also how to have communication on E-mail & Outlook.

Conclusion

My internship at Sesa Vedanta Ltd has been very motivating for me I got to know how the HR departments of the organization operates and the knowledge I was provided in my MBA course works assisted me to compare theoretical knowledge with practical functions.

During my Internship I have completed the 2 projects which have been given to me by the HR manager the First project was to “streamline contract labours” where I was told to visit all the departments of Vedanta at VAB and take the details of Contract labours which include (gate pass no., name, designation, area of work, Gender, Department and Contractor) the objective of these project was to Eliminate workers who are left and rectify the workers which have been wrongly tag in different department on gatepass.so I have gone through around 2,400 of contract workers from which I have submitted 1,700 contract workers list who were present at that time and eliminate around 300 of workers who were left or their contract have been end. And around 120 of workers were wrongly tagged or having some error on their gate pass.

The second project they have given me to make a departmental structure for contractors and their workers. As every department has departmental structure for employees but for contract workmen it is mostly not there so I provided them with a departmental structure which include HOD of the Department company employees under him and then contractors in that department with type of work or service contractor rendered under under that supervisors and total no of workmen’s and their designation.

I have also attended a 1 week corporate social responsibility activity (CSR) at Amona high school. Which was a nice experience with students as I have conducted games, gives a speech on career guidance, also teach those English and maths. Also help my co-workers in day to day work like helping in employee engagement activity, filling of sheets in excel, Distributing of Training Forms etc.

During these period, I have completed a survey to find out at Sesa Vedanta Ltd.thise survey helped me to know the opinion of the employees working. From the breakdown of survey my acute observation in the workplace the employees were efficient ad skillful in their work.

To conclude I would like to mention that recruitment and selection process at Vedanta is a good and it needs some minor improvements to uphold the employee’s perception about it.

So in the taken survey on the Recruitment and selection at Vedanta all the three times Hypothesis has been rejected which shows there is no relation between the age and the perception of employees on recruitment and selection.

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<https://sesagoaironore.com/>

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ANNEXURE

QUESTIONNAIRE

"A Study on Recruitment and Selection process in Vedanta Ltd.

I, Rohit Naik student of MBA from Goa University has prepared these,
Questionnaires to understand the "Recruitment and Selection process in "Vedanta Ltd",
Researcher assures you that the opinion or response collected shall be highly,
Confidential and the research outcomes will be used only for the academic purpose.
We sincerely appreciate your cooperation in this regard.

Please mark what you feel appropriate.

Q1. Gender

A. Male

Female

Q2. Age

A. 18-20

B. 20-30

C. 30-40

D. 40-50

E. 50-60

Q3.Education qualification

A.matriculation

B.Intermediate

C.Graduate

D.post-Graduate

E.others

Q4. Does HR provide an adequate pool of quality Applicants?

A.Yes

B.No

C.Sometimes

Q5. Which is the most important quality the organization looks for in a candidate?

A. Knowledge

B. Past Experience

C. Optimistic Nature

D. Discipline

E. Team Work Ability

F. Other_____

Q6.Which source you feel is the best way of recruitment?

A.Campus placement

B.Internal job posting

C. LinkedIn

D. Consultancy recruiter

Q7.on which basis you get staffing service?

A.permanent

B.Temporary

C.contract

Q8.) To fill a Position in your Department what would you prefer?

A.Campus recruitment.

B.Internal Job posting.

Q.9) Does the organization conduct recruitment and selection process on time?

A.Yes B.No

Q.10) How would you rate the accuracy of the job descriptions and job postings?

A) Excellent B) Good C) Average D) Poor

Q.11) how enthusiastically would you reapply for a job here?

A) Extremely likely B) most likely C) most unlikely D) extremely unlikely

Q.12) Do you accept E-Recruitment as a suitable way of recruiting?

A) Strongly agree B) somewhat agree C) Neutral D) somewhat disagree E) strongly disagree

Q.13) how is the performance of online recruitment over response of candidates?

A) Very good B) Good C) Average D) Bad

**** THANK YOU ****