Project On Recruitment & Selection At Mouri Tech Prvt Ltd

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ABSTRACT:

Recruitment and selection play a crucial role in building a skilled and efficient workforce, directly impacting an organization's success. This project explores the recruitment and selection process at MOURI Tech Pvt. Ltd., a leading IT services company, to understand its strategies, methodologies, and effectiveness. The study delves into the various recruitment sources, including internal hiring, employee referrals, campus placements, job portals, and social media. It also examines the selection process, which includes screening, assessments, interviews, and final hiring decisions. The research highlights best practices followed by MOURI Tech in attracting top talent while maintaining cost and time efficiency. Furthermore, the project identifies challenges faced in the recruitment process, such as talent shortages, high competition, and retention issues, along with strategies implemented to overcome them. Data has been collected through primary sources such as HR interviews and employee feedback, as well as secondary sources like company reports and industry insights. The findings suggest that a well-structured recruitment and selection process enhances employee quality, improves retention rates, and contributes to organizational growth. The project concludes with recommendations for optimizing the hiring process at MOURI Tech to align with evolving industry trends and workforce expectations.

1.1 INTRODUCTION

Recruitment and selection are fundamental human resource functions that directly impact an organization's growth, productivity, and long-term success. As companies compete for top talent in a dynamic job market, an effective hiring process becomes crucial in acquiring skilled professionals who align with the organization's vision and goals.

This study focuses on the **recruitment and selection process at MOURI Tech Pvt. Ltd.**, a global IT services company known for its commitment to innovation, quality, and employee-centric policies. The research aims to analyze how the company attracts, assesses, and hires the right talent to maintain a competitive edge in the industry. The **recruitment process** involves identifying staffing needs, sourcing candidates from various channels, and engaging in employer branding strategies to attract qualified individuals. The **selection process** further refines this by implementing structured assessments, interviews, and evaluation techniques to ensure the best fit for the job role.

1.2 NEED FOR THE STUDY

MOURI Tech Pvt. Ltd., a growing IT services company, requires a strong talent acquisition strategy to meet its evolving workforce demands. This study is essential to understand the company's recruitment and selection practices, evaluate their effectiveness, and identify areas for improvement.

1.3 OBJECTIVES OF THE STUDY

1. To understand the recruitment strategies adopted by MOURI Tech for sourcing potential candidates.

2. To examine the selection process and the various stages involved in screening, interviewing, and final hiring decisions.

3. To evaluate the effectiveness of recruitment channels such as job portals, social media, employee referrals, and campus placements.

4. To identify challenges in the hiring process and analyze their impact on the organization's talent acquisition.

5. To assess the impact of recruitment and selection on employee retention and job satisfaction.

6. To compare MOURI Tech's recruitment practices with industry benchmarks and best HR practices.

7. To provide recommendations for optimizing the hiring process, reducing costs, improving efficiency, and ensuring a better fit between candidates and job roles.

1.5 SCOPE OF THE STUDY

The study on **recruitment and selection at MOURI Tech Pvt. Ltd.** aims to provide a comprehensive understanding of the hiring practices followed by the organization and their effectiveness in acquiring the right talent. The research focuses on various aspects of recruitment, selection, and workforce planning within the company. This research will provide valuable insights for HR professionals at MOURI Tech to refine their hiring strategies, reduce hiring costs, improve candidate experience, and ensure long-term employee retention. Additionally, it can serve as a reference for other organizations looking to optimize their recruitment and selection process

1.6 METHODOLOGY

The methodology of this study outlines the research approach, data collection techniques, and analysis methods used to evaluate the recruitment and selection process at **MOURI Tech Pvt. Ltd.** The study aims to provide a comprehensive assessment of the effectiveness of the company's hiring strategies and their impact on workforce quality and organizational success.

1. Research Design

The study follows a **descriptive research design**, as it aims to analyze the current recruitment and selection practices at MOURI Tech. The research will focus on understanding HR policies, hiring strategies, and selection criteria used by the organization.

2. Data Collection Methods

a) Primary Data:

- **HR Interviews:** Structured interviews with HR managers and recruiters to understand hiring strategies, challenges, and improvements.

- **Employee Surveys:** Questionnaires distributed to recently hired employees to evaluate their recruitment experience, selection process, and job satisfaction.

- **Observations:** Direct observations of the recruitment process, including job postings, screening methods, and interview techniques.

b) Secondary Data:

- Company reports and HR policies related to recruitment and selection.

- Industry reports, journals, and articles on best hiring practices in the IT sector.

- Online resources, job portals, and company career pages to analyze external recruitment strategies.

2.2 REVIEW OF LITERATURE

(Kumar, 2014) Studied on Recruitment and selection process. Primary data is collected by using methods such as questionnaires, interviews, observation etc. Secondary data is collected from various journals, books, websites, government reports, newspapers etc. The study aim is to analysis the process of Recruitment and selection and to observe the procedure to select the candidate from internal as well as external source. Data analysis has been done with statistical tools of 150 respondents. This also add to the current knowledge of human resource management that Talent acquisition is the key determining factor that how well HR departments contribute towards the achievement of overall objective.

DATA ANALYSIS AND INTERPRETATION

Table: 4.1.16 Does Recruiters face problems while Recruiting candidates for a Position

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Yes	84.6%	84.6%
2	No	15.4%	15.4%
TOTAL		100%	100%

Source: Primary data

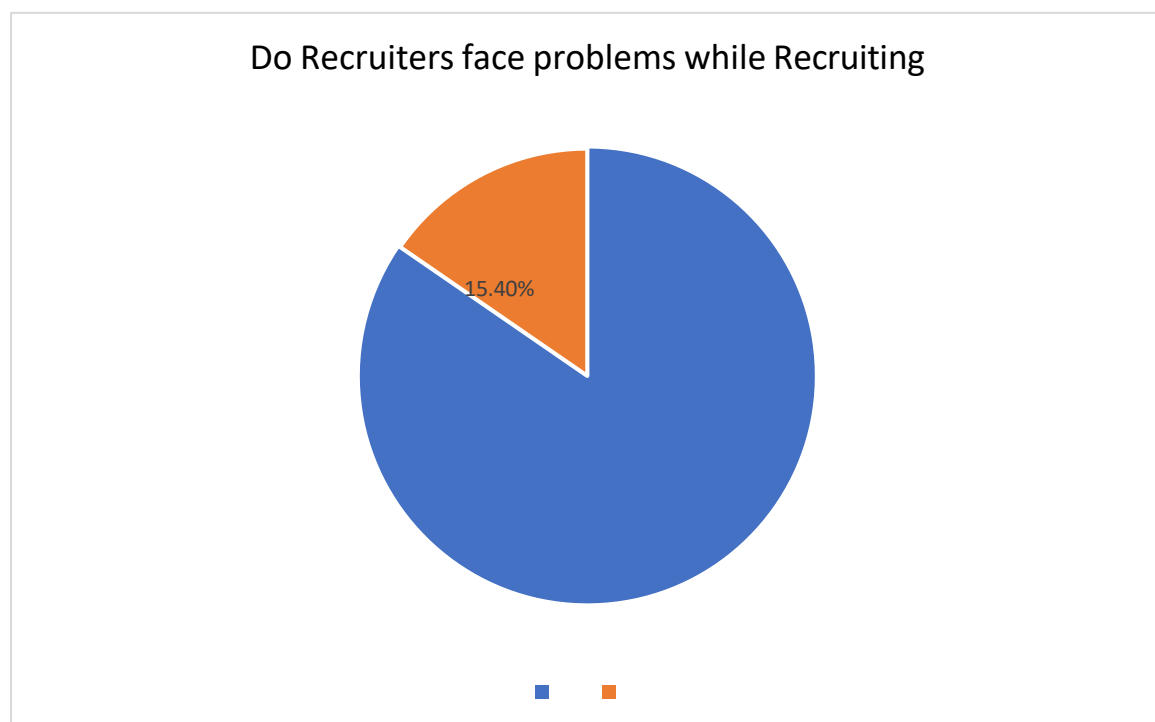**Do Recruiters face problems while Recruiting**

Fig: 4.1.16 Do Recruiters face problems while Recruiting Interpretation

From the above table it is interpreted that 84.60% of the respondent's face problems while recruiting and 15.40% of respondents did not face problems while filling a position.

Inference

Majority (84.60%) of the respondents answered that they face problems while recruiting a candidate for the position.

Table 4.1.17 Major difficulties faced while recruiting a candidate

S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Not meeting the requirements	24.1%	24.1%
2	Location	58.2%	58.2%
3	Notice period	8.9%	8.9%
4	Compensation	8.9%	8.9%
TOTAL		100%	100%

Source: Primary data
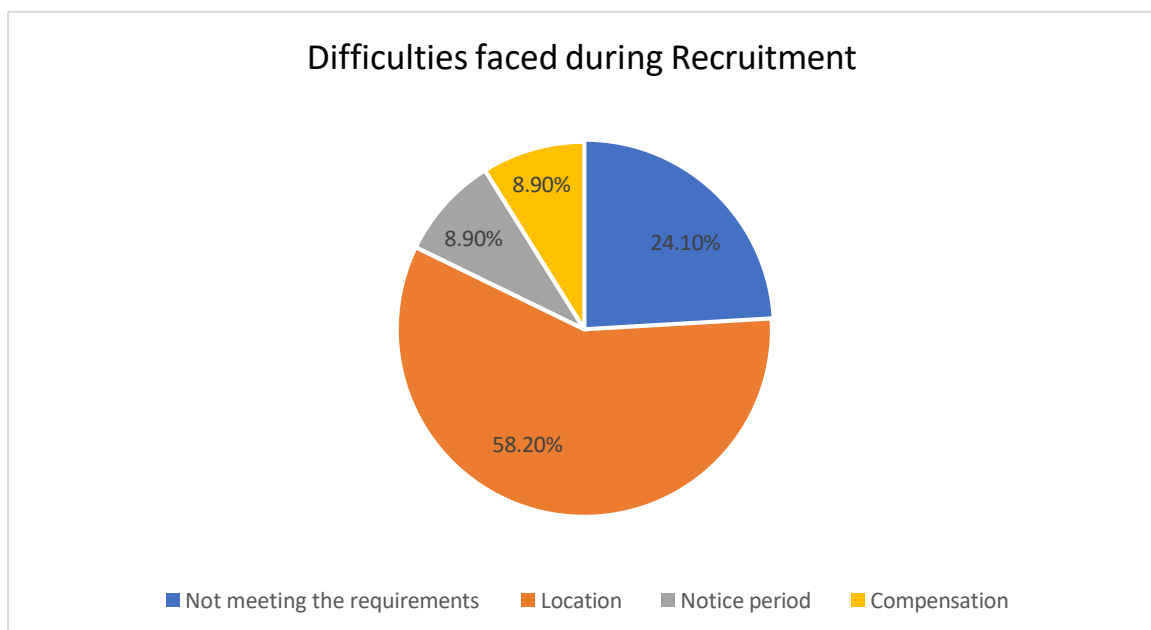

Difficulties faced during Recruitment

Fig: 4.1.17 Difficulties faced during Recruitment Interpretation

From the above table it is interpreted that 58.20% of the respondents answered Location, 24.10% of the respondents said Not meeting the requirements, 8.90% of the respondents said Notice period and Compensation as the major difficulty faced while recruiting.

Inference

Majority (58.20%) of the respondents said Location replied that Location Is the major difficulty faced while recruiting candidate in an Organisation.

Table: 4.1.18 Reasons for the difficulties faced while recruiting candidates

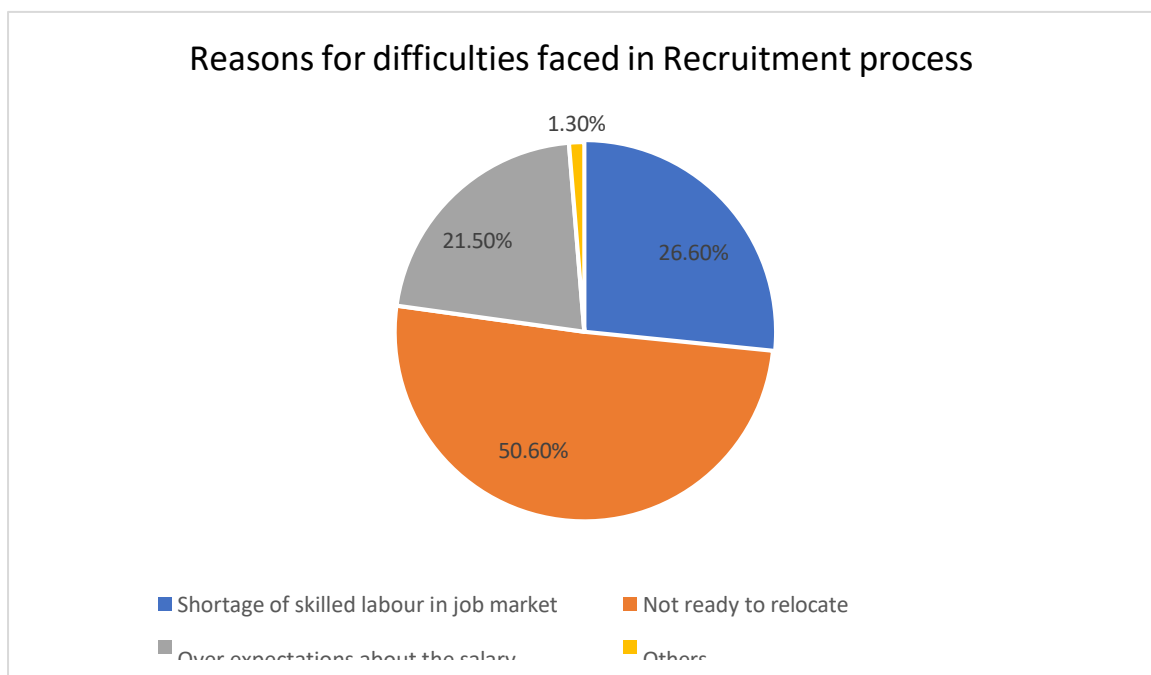| S.NO	PARTICULARS	NO OF RESPONDENTS	PERCENTAGE
1	Shortage of skilled labour in job market	26.6%	26.6%
2	Not ready to relocate	50.6%	50.6%
3	Over expectations about the salary	21.5%	21.5%
4	Others	1.3%	1.3%
TOTAL		100%	100%

Source: Primary data

Fig: 4.1.18 Reasons for difficulties faced in Recruitment process Interpretation

From the above table it is interpreted that 50.6% of the respondents said Not ready to relocate, 26.6% of respondents Shortage of skilled labour in job market, 21.5% of respondents said Over expectations about the salary and 1.3% of the respondent said offers shopping as the major difficulties faced while recruiting a candidate.

Inference

Majority (50.6%) of the respondents replied that not ready to relocate is the major difficulty faced by recruiters by filling a position.

HYPOTHESIS

HYPOTHESIS TESTING:

Effectiveness of Recruitment vs Satisfaction with Recruitment Process

Sl. No	5-scale Likert Scale	Effectiveness of Recruitment (%)	Satisfaction Level (%)
1	Strongly Agree	64.6	59.5
2	Agree	27.8	30.4
3	Neutral	6.3	10.1
4	Disagree	1.3	0
5	Strongly Disagree	0	0
	Average	20.0	20.0
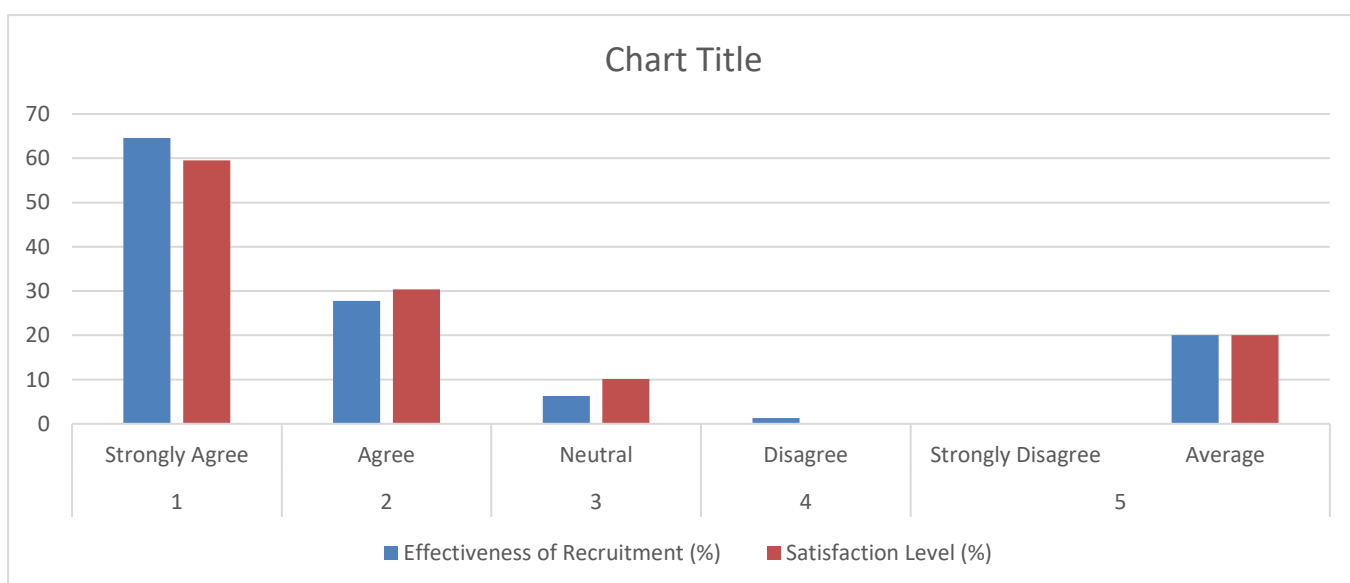
Interpretation:

NULL HYPOTHESIS (H$_0$):

There is no significant relationship between the effectiveness of recruitment and satisfaction level of the

recruitment process.

The average effectiveness is 20.0%, and satisfaction level is also 20.0%.

The difference between the two variables is 0%.

 Hence, the null hypothesis is accepted.

ALTERNATIVE HYPOTHESIS (H$_1$):

There is a significant relationship between the effectiveness of recruitment and satisfaction level of the recruitment process.

But since the difference between the two averages is 0%, this is not statistically supported.

 Hence, the alternative hypothesis is rejected.

5.1 FINDINGS

1. Strong Emphasis on Practical Skills

Mouri Tech focuses more on technical abilities and job-specific skills than on academic credentials, using coding tests and real-time scenarios during selection.

2. Advanced Use of Recruitment Technology

The use of Applicant Tracking Systems (ATS) and AI tools streamlines the hiring process, reduces manual workload, and improves the speed and quality of candidate screening.

3. Balanced Recruitment Strategy

The company maintains a 50-50 approach to hiring, balancing campus recruitment for freshers with lateral hiring for experienced professionals, ensuring a dynamic and diverse workforce.

4. Positive Candidate Experience

Clear communication, timely updates, and a respectful process contribute to a strong employer brand and high levels of candidate satisfaction.

5. Continuous Process Improvement

Mouri Tech collects feedback from all stakeholders and regularly updates its hiring practices, showing a commitment to refinement and adaptability in a competitive talent market.

5.2 SUGGESTIONS

1. Enhance the use of AI-driven recruitment tools for candidate screening.
2. Implement more data-driven decision-making in the selection process.
3. Increase diversity and inclusion initiatives in hiring.
4. Strengthen employer branding to attract top talent.
5. Expand internship and campus hiring programs.
6. Improve the onboarding experience with structured training modules.
7. Utilize employee referrals to enhance candidate quality.
8. Adopt competency-based assessments for better talent evaluation.
9. Offer competitive salary and benefits to attract skilled professionals.
10. Focus on employee retention strategies to reduce attrition rates.
11. Incorporate gamification techniques in recruitment to engage candidates.
12. Leverage social media platforms for wider candidate reach.
13. Develop mentorship programs to support new employees.
14. Conduct periodic feedback surveys to refine hiring practices.
15. Align recruitment strategies with long-term organizational goals.

5.3 CONCLUSION

In spite of few challenges realized with recruitment and selection practices at Shivanjali Society, these measures have been effective in the selection of employees for the Organisation, even though much needs to be done to enhance it. Recruitment and selection of employees to a greater extent determines the performance of an organization and it is of great importance if organizations want to achieve their goals Effective recruitment and selection processes are vital for the success of any organization, particularly in the competitive IT industry. MOURI Tech's strategic approach to hiring ensures that it attracts and retains top talent, aligning with its business objectives. By continuously evolving its recruitment practices, integrating technological advancements, and fostering a culture of inclusivity, MOURI Tech can maintain its position as a leading IT solutions provider. Implementing the suggested improvements will further enhance the efficiency and effectiveness of the recruitment process, contributing to long-term organizational success.

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Books:

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2 Personnel Selection: Adding Value Through People, latest ed.Mark Cook — offers evidence-based frameworks for selection processes.

3. A Practical Guide to Job Analysis, latest ed.Erich P. Prien, Jeanette & Leonard Goodstein — foundational for linking job analysis to effective recruitment

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