



## CERTIFICATE

This is to certify the project work entitled  
"A STUDY ON RECRUITMENT AND SELECTION"

Is done by

NAME: ADITHI SOHNI

ROLL NO: 110420405004

As a part of their Curriculum in the Department of  
Commerce

IDEAL DEGREE COLLEGE FOR WOMEN

HYDERABAD -500007

This work has been carried out under my guidance

*B. Madhusudhan*

PRINCIPAL: B.MADHUSUDHAN



*[Signature]*  
EXTERNAL EXAMINER

*[Signature]*  
MENTOR: S.BHAGYA LAXMI

ANNEXURE-1  
DECLARATION

I hereby declare that the project entitled "A STUDY ON RECRUITMENT AND SELECTION" is an original work done by me and has been submitted to the Department of Commerce Osmania University, Hyderabad in partial fulfilment for the award of the Degree of Bachelor of Commerce (Computer Applications).

This report has not been submitted anywhere else for award of any other degree or diploma or certificate.

Name and address of the student

ADITHI SOHNI

*Adithi*  
Signature Of The Student

Ideal Degree College for Women

## ANNEXURE-2 CERTIFICATION

This is to verify that project report titled "A STUDY ON RECRUITMENT AND SELECTION" Submitted in partial fulfillment for the award of the Bachelor Degree of Commerce (Computer Applications), Osmania University, Hyderabad was carried out by ADITHI SOHNI bearing roll no:110420405004 under my guidance. This has not been submitted to any other university or institution for the award of any degree or diploma of certificate.

Name of the Mentor  
S. BHAGYA LAXMI



Signature of the Mentor

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## CONCLUSION

Managing the organization is capable by the R & S process. It will also help in leading company. It's a competitive benefit for increasing the workforce of company. It helps in classifying and managing different levels, so as to avoid conflicts in the organization.

Utilisation of Fair, valid and reliable R & S process helps in improving the business by the point view of market. This process helps in decision making in critical situations. To know the employee satisfaction levels R & S process can be used. Motivational & encouraging activities can be conducted to enhance the skills of the employee. Identifying the strengths and weakness of the employee is very essential for organizational growth, as it will inversely affect the overall performance of the organization. Training facilities will be provided to the candidates based on it. Few changes in the R & S process can help company to grow. Talented employees are retained and new talents are found for the job to reach the goal. Effective R & S process helps to decrease employee turnover in the organization. Recruitment process requires certain attempts and cost for it to be successful. It also helps to boost the morale of the employee. It improves the communication internally within the organization. Selection tools included assessment, testing, etc. It determines the validity and reliability of the company.

Above study, says many people working in company are quite happy with the R & S practiced by company.