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(SUMMER TRAINING REPORT SUBMITTED TOWARDS PARTIAL FULFILLMENT OF POST GRADUATE DIPLOMA IN MANAGEMENT)

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ACADEMIC SESSION XXXX-XXXX

Under the guidance of:

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COLLEGE ADDRESS

Recruitment And Selection Project Report On Infosys

RJ Shavelson

Recruitment And Selection Project Report On Infosys:

RECRUITMENT AND SELECTION PRACTICES OF IT COMPANIES IN ANDHRA PRADESH - A STUDY OF SELECT <u>UNITS</u> Dr. Ravi Kumar Gummadi, 2015-09-01 A highly successful organisation is built on the strengths of exceptional people No matter how much technology and mechanisation is developed no organisation could survive and prosper without them Luszez and Kleiner 2001 The most important corporate resource over the next few years will be talent smart sophisticated business people who are technologically literate globally astute and operationally agile And even as the demand for talent goes up the supply of it will be going down This seems to particularly hold true in case of the IT ITES Information Technology and Information Technology Enabled Services industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply Moreover due to shortages of skilled workers high turnover rates and rapid business growth in the service sectors it has been noted that recruiting selecting and placing applicants are among the top three priorities of human resource professionals Since the IT industry in India is faced with these three challenges recruitment and selection comprises an important human resource practice in this industry Further in this industry human resources comprise both the raw material and the technology and are therefore of prime importance As India completes the transition from being an agrarian economy to being a full fledged first world economy operating at the leading edge of contemporary technology the IT sector is emerging as major driver of the economy The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe This has increased the need to setup in house development centers or outsource to third party service providers in low cost countries such as India IT and IT enabled services include a wide range of services from back office data entry and processing to customer contact services corporate support functions knowledge support functions and research and design activities As per the latest Forbes Research India now controls 44 per cent of the global offshore outsourcing market for software and back office services As per Nasscom estimates it is projected to grow to 51 per cent If this growth is sustained Nasscom has estimated that there will be a potential shortfall of above 2 10 000 IT and ITES professionals in India by the year 2012 and demand will out pace the supply Though the Indian IT industry is in a strong position to leverage this global software opportunity as India currently has one of the world's largest most qualified pools of scientific and engineering manpower this growing global demand is not only for numbers but also for appropriately skilled industry oriented professionals as companies are further scaling their operations and offering high value added services which involve higher levels of technology and more specialized higher end services Hence firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower Moreover according to a recent study by McKinsey Co although the potential supply of talent in low wage countries such as India is large and growing

rapidly only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i e though there are many candidates with the technical skills to fill a position they may not have the cultural skills to fit in with the organisation The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets Paradigm shifts in Business Delivery Innovative Management Practices St martin Institute of The Global Challenge Vladimir Pucik, Paul Evans, Ingmar Bjorkman, Shad Morris, 2024-05-03 Business Management, Formerly published by Chicago Business Press now published by Sage Since strategy organizational capabilities and people management are increasingly intertwined in multinational firms The Global Challenge takes a general management perspective on the issues associated with international human resources Each chapter in this book is a stand alone guide to a particular aspect of international human resource management HRM from the history and overview of international human resource management in the first chapter to the functional implications for human resource professionals in the last from building multinational coordination to managing the human side of cross border acquisitions. The authors build on the traditional agenda of international human resource management how to respond to cultural and institutional differences manage cross border mobility and develop global leaders This new edition contains the latest advances from research and practice Global Strategy Vinod K. Jain, 2016-07-15 Global Strategy Competing in the Connected Economy details how firms enter compete and grow in foreign markets Jain moves away from the traditional focus on developed countries and their multinational enterprises instead focusing on both developed and emerging economies as well as their interaction in an increasingly connected world As the current global business environment is increasingly shaped and connected by faster technological developments geopolitical forces emerging economies and new multinationals from those economies this highly charged dynamic provides rich opportunity to revisit mainstream paradigms in globalization innovation and global strategy The book rises to the challenge exploring new competitive phenomena new business models and new strategies Rich illustrations real world examples and case data provide students and executives with the insights necessary to connect compete and grow in a globalized business environment This bold book succinctly covers strategy models and implementation for a range of global players providing students of strategy and international business with a rich understanding of the contemporary business environment For access to additional materials including Powerpoint slides a list of suggested cases and sample syllabus please contact Vinod Jain vinod jain01 yahoo com **Global Strategy** Vinod Jain, 2016-07-15 Global Strategy Competing in the Connected Economy details how firms enter compete and grow in foreign markets Jain moves away from the traditional focus on developed countries and their multinational enterprises instead focusing on both developed and emerging economies as well as their interaction in an increasingly connected world As the current global business environment is increasingly shaped and connected by faster technological developments geopolitical

forces emerging economies and new multinationals from those economies this highly charged dynamic provides rich opportunity to revisit mainstream paradigms in globalization innovation and global strategy The book rises to the challenge exploring new competitive phenomena new business models and new strategies Rich illustrations real world examples and case data provide students and executives with the insights necessary to connect compete and grow in a globalized business environment This bold book succinctly covers strategy models and implementation for a range of global players providing students of strategy and international business with a rich understanding of the contemporary business environment For access to additional materials including Powerpoint slides a list of suggested cases and sample syllabus please contact Vinod Jain vinod jain01 yahoo com

A STUDY ON RECRUITMENT STRATEGIES IN IT COMPANIES Dr.N. Sree Rajani,

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Sustainable Management Practices for Employee Retention and Recruitment Kapoor, Tanvi, Singh, Abhishek K., Sahay, Kasturi, Kaur, Harvinder, Verma, Rahul, 2025-02-21 Artificial intelligence AI plays a transformative role in the evolution of industry 4 0 particularly in the field of human resource management HRM AI technologies revolutionize workplace operations by automating tasks like recruitment performance management and training These innovations improve efficiency while helping organizations align employee skills with job roles enhance decision making and streamline HR processes However the rise of AI in HRM also raises concerns about job displacement and potential bias in decision making To address these issues further research into transparency accountability and human oversight are essential for ensuring AI s ethical and effective integration Sustainable Management Practices for Employee Retention and Recruitment examines the impact of sustainable management on businesses recruitment and retention practices It explores the use of computers and automation in the workplace and its impact on the financial aspects of HRM and its improvements using intelligent and autonomous systems powered by data and machine learning This book covers topics such as human capital talent development and data analysis and is a useful resource for business owners HR professionals data scientists Project Work in Business Studies Class XII - by Dr. S. K. Singh Sanjay Gupta Dr. S. K. academicians and researchers Singh, Sanjay Gupta, 2020-06-16 UNIT I PROJECT WORK 1 Introduction 2 Project Guidelines 3 Project I A Introduction B Investigation I C Investigation II 4 Summary and Conclusion A Appendix B Bibliography C Teacher's Observation UNIT II Questions for Viva Voce With Answers 1 Nature and Significance of Management 2 Principles of Management 3 Business Environment 4 Planning 5 Organising 6 Staffing 7 Directing 8 Controlling 9 Financial Management 10 Financial Market 11 Marketing 12 Consumer Protection Viva Voce Questions for Practice With Formats Partners In Success: Strategic Hr And Entrepreneurship Editors: Nina Muncherji, C. Gopalakrishnan, Upider Dhar, 2009 Papers presented at the Nirma International Conference on Management held at Ahmedabad in January 2009

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