

Summer Internship Project Report
On
Effectiveness of Talent Acquisition at Clear Exam
By
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Roll No.: 2019BBA029



Under the Supervision of
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(Finance and Accounting)

(Submitted in partial fulfillment of the requirements for BBA degree)

Institute of management
JK Lakshmipat University, Jaipur
(2020-21)

DECLARATION

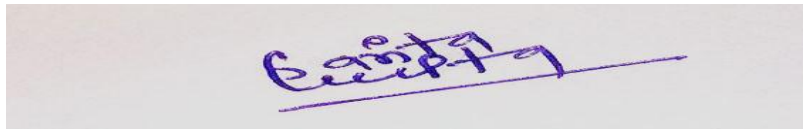
I do hereby solemnly declare that the work presented in this Internship Report has been carried out by me and has not been previously submitted to any other University, College, and organization for any academic Qualification, Certificate and BBA Degree

I hereby warrant that the work I have presented does not breach any existing copyright acts.

Siddhi Kejriwal
2019BBA029
Business Administration
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CERTIFICATE

It is certified that the Summer Internship Report titled **Effectiveness of Talent Acquisition at Clear Exam** submitted by **Siddhi Kejriwal** is an original piece of research work carried out by the candidate under my supervision.



**Signature of the Faculty Guide
(Dr. Sarita Gupta)**

CERTIFICATE



Date: 14th August, 2021

Certificate of Internship

*This is to certify that **Ms. Siddhi Kejriwal** has successfully completed her internship with ClearExam for a period of 8 weeks from 14th June 2021 to 14th August 2021 on **Effectiveness of Talent Acquisition at Clear Exam**.*

*The domain she worked upon was "**Human resource**" which was mentored by Mr. Rajan Agarwal.*

She is inquisitive and a quick learner. We have found her to be a self-starter who is motivated to learn and is duty bound and motivating. She worked sincerely on all her assignments and her performance was par excellence.

We wish her all the best for future.

*From
ClearExam*

*Rajan Aggarwal
(Director)*

ClearExam

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ACKNOWLEDGEMENT

This report has reached its completion due to the joint effort made by many individuals. As such,

I must express my gratitude to everyone involved.

First, I would like to thank my Professor Dr. Sarita Gupta for the moral support from the onset and throughout and providing me with the necessary guidance and information needed to complete this report.

I am also very thankful to Clear Exam Ed Tech Company and my Industry Mento Mr. Aditya Jain and Mr. Srijan Mukheerjee. for letting me do my internship at their organization. The learning and hands on experience I gained during my time there has allowed me to have newer and more refined perspectives about the knowledge I had received in my courses at JK Lakshmipat University.

Thanks for all your encouragement!

Sincerely

Siddhi Kejriwal
2019BBA029

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PROJECT SUMMARY

This report covers the overall situation of Talent Acquisition and its contribution on business development and Work Place of one of the Clear Exam Educational sector.

The authors main objective was to understand the roles, implication and impacts of Talent Acquisition to understand the impact of Talent and Work Place on the field of Human Resource. That is being constantly established nowadays for the long run success of companies.

In this report, the author has included the organization's overview as well as the responsibilities author has been given to handle. The author also included the thorough research of the company's official website and presented some suggestions and area of improvement.

The report also discusses the present scenario of Talent Acquisition in India and future scope of the same.

The report has been made with proper Knowledge and understanding of work.

I believe this report has enough reasons to appreciate the effectiveness of Talent Acquisition on the field of Human Resource.

COMPANY OVERVIEW

Overview of Clear exam

CLEAR EXAM (SUCCESS MANTRA) had its origination by **Mr. Rajan Aggarwal** (Founder, CLEAR EXAM) in 2011. Prior to this, his interactions with the IIT JEE and medical aspirants while teaching them made him realize that he immensely enjoyed teaching. His flair of problem-solving with utmost ease, soon became his passion.

In 2014, **Ms. Akanksha Jain** (Co-Founder, CLEAR EXAM), pooled in her expertise and efforts and the duo set out to achieve their common goal of providing the students with the most feasible coaching without compromising on the quality of tutelage.

What started as a compelling desire has now flourished into a full fledged establishment. CLEAR EXAM has maintained its progressive success years through the years which passed by. Still, every year CLEAR EXAM sets new benchmarks for itself. Combined with the efforts of its teaching faculty and management, it aims to make its mark as a foremost name in quality training for **IIT-JEE and Medical Entrance Examinations**.

Website - <https://www.clearexam.ac.in>

Industry - Education Management

Company size - 11-50 employees

164 on LinkedIn Includes members with current employer listed as ClearExam,

Headquarters - Delhi, Delhi

Type - Educational Institution

Founded - 2011

Specialties - CLAT Entrance Exam Coaching, DU LLB Entrance Exam Coaching, Foundation Classes-9th and 10th Classes, Hotel Management Coaching, IIT JEE MAIN COACHING, IIT JEE ADVANCED COACHING, BMS (Bachelor in Management Studies) Coaching, and BBA (Bachelor in Business Administration) Coaching

ClearExam is a full-service coaching institute for K12 level entrance exam. It operates mainly on IIT, Medical, Law, Management entrance exams. ClearExam is a perfect cue for an educational company which pushes back the boundary of test preparation and creates seamless experiences. It also conjures up the image most associated with expert coaching which helps students to crack the entrance exams.

ClearExam is a coaching institute as well as learning platform where you can access over a large number of course-specific study resources contributed by a community of faculties.

You'll find practice problems, study guides, videos, class notes, and step-by-step explanations for every subject you're studying. With ClearExam you'll get the guidance to take on the toughest assignments, gain a deeper understanding of core concepts, and study for exams for your courses at your school. When you study with CLEAR EXAM, you will be prepared to tackle many competitive exams with confidence.

Vision

Reach a million, Teach a million.

Mission

Impart quality education to meet the needs of the profession and society, and achieve excellence. Attract and develop talented and committed human resources, and provide an environment conducive to innovation, creativity, team-spirit and entrepreneurial leadership.

Value

We're Fanatical

We Honor Passionate Teachers. We believe that teachers with passion can change the world for the better.

Our love for education, culture & technology ignites the passion for everything we do.

We Win Through Creativity

We are determined to find creative solutions across all job functions, taking bold risks and using every challenge as an opportunity to learn, innovate and push the boundaries.

We Get Things Done

We are relentless about execution and pride ourselves on shifting quickly from decision to delivery. Our can-do attitude, focus and willingness to take ownership drives our success and ability to scale.

We Embrace Openness

We encourage open dialogue and transparency across all levels and teams.

Culture is our Core

Our biggest advantage is our culture. We are diverse and yet feel connected .



OVERVIEW OF TALENT ACQUISITION

Talent acquisition is an ongoing strategy to find specialists, leaders, or future executives for your company. Talent acquisition tends to focus on long-term human resources planning and finding appropriate candidates for positions that require a very specific skillset.

Talent acquisition is often seen as a strategic approach to the early stages of talent management, the process employers use in hiring, deploying, training and evaluating the performance and compensation of employees.



In some cases, the talent acquisition team is part of an organization's Human Resources department. In others, Talent Acquisition is its own department that works in coordination with HR. The skill sets of effective talent acquisition professionals include sourcing strategies, candidate assessment, compliance and hiring standards, and fluency in employment branding practices and corporate hiring initiatives.

WHY TALENT ACQUISITION

To build a successful business you need a combination of different key elements, among which people are one of the most important. Employees are the driving force behind a company's operations. Hence, finding and retaining the right people is crucial for business success.

Clear exam have realised how talent acquisition benefits a business, companies are increasingly starting to understand the difference between recruiting and acquiring talent, and recognising how effective talent acquisition is vital for any business. To fully understand it, it's important to draw a line between talent acquisition and recruitment.

The first big difference between them is that while recruiting delivers on a company's short-term hiring needs, talent acquisition is centred on the organisation's long-term goals in terms of HR strategy. The talent acquisition task is part of human resources (HR) and involves recruiters, sourcing agencies, HR professionals and hiring managers in the activities of sourcing, attracting, interviewing, hiring, and onboarding employees. Whereas recruiting is just one aspect of talent acquisition, that has to do with the selection and hiring of a candidate to fit a job vacancy. Instead of simply filling the positions that are open at a given moment, the talent acquisition process goes further and runs continuously to identify the best candidates for future positions that can be harder to fill, such as executive-level positions, leadership roles, or jobs that require specialized training.



Clear exam is aware of global HR practices might not distinguish between recruitment and talent acquisition. However, business owners, CEOs, and HR heads with futuristic approach understands its importance. A few benefits that make talent acquisition services important for any business are as follows:

Talent Acquisition Strategy Impacts Future Success

Having the right talent is vital for the growth of any business (big or small). Without the right set of resources to carry out crucial business functions, no business can expect to achieve upwards growth. With an appropriate talent acquisition strategy, a business can not only prosper in present but also secure its future plans.

Talent Acquisition Saves Time and Money

Recruitment is a time and cost-intensive process. According to a study by the Center for American Progress (CAP), the average cost of replacing an employee is approximately 20% of their annual salary. In order to fill an open position, a company has to shell out money for advertisements, job portals, and headhunters. In addition to this cost, application and interview process takes time and finalizing a right candidate in a day or two is never possible. The notice period of hired resource and case of wrong hires are also not rare. All of this together makes a serious dent on a company's budget and takes its own time. With a right talent acquisition strategy, or by partnering with a talent acquisition expert businesses can save time and money both.

Talent Acquisition Provides Competitive Advantage

Without a skilled and experienced workforce to carry out necessary business functions, managing a business is kind of a struggle. It impacts overall productivity, customer satisfaction, and affects revenue flow directly. A futuristic talent acquisition strategy makes sure the right pool of talent is available at all time offering a competitive advantage

Talent Acquisition Goes Beyond the Active / Available Candidate

As a talent acquisition professional myself, I find it the most important benefit for an organization. It helps in attractive passive candidates too, who are not currently ready for a job change. I came across several such cases where a candidate was neutral towards an open position (on the same level of hierarchy he was presently working on) when contacted for the first time. However, the same candidate expressed his willingness to make a move if a better role is presented to them.

SCOPE OF TALENT ACQUISITION

In talent acquisition and recruitment industry, there are plenty of well-paid career options such as Human Resource (HR) Managers, HR consultants, HR Analysts HR Technology vendors, Employee Relations Manager, HR Training and Development, and HR generalists. In a corporate, HR departments hold the responsibilities of sourcing candidates for a various job opening, recruiting them, retaining them, improving their performance, and motivating them. They also keep their watchful eyes on the employees within the organization to make the workplace free from any harassment and implement the company laws and rules from time to time. The roles and responsibilities of clear exam are wide-ranging from company size and goals. And, each of these tasks is daunting per se, for which HR tools and software are designed to smooth the process. Therefore, the skills and qualifications required to fill the vacant seats in the HR department of a company are wide-ranging and continually evolving.

As technology is, nonetheless, transforming the talent acquisition industry, the web designers and software developers can also enter the market segment and bid on their technical skills. Organizations such as HR consultancy firms always prefer to have a customized ATS system and HR tools, which help them work efficiently.

At esteemed organization where I am working from past 2 months while doing that I got to understand what qualities we look for as a intern.

Talent acquisition as a function has become closely aligned with marketing and PR as well as Human Resources. As global organizations need to recruit globally with diverse needs and requirements, effective recruiting requires a well thought out corporate messaging around hiring and talent development. Talent acquisition professionals often craft the unique company message around the approach clear exam takes to hiring and the on-going development of employees. The employment brand, therefore, encompasses not only the procurement of human capital but the approach to corporate employee attraction and development. The unique needs of large companies to recruit and hire, as well as to attract top talent, led to the development of a unique talent acquisition practice and career.

PROCESS OF TALENT ACQUISITION

Clear exam mainly focuses on Talent acquisition process which includes the following five stages:

Developing a specific talent acquisition strategy.

This is essential to understand where the company is on the market, who your competitors are, and what their budget is, as well as think about the methods that work best based on the budget of your company. Then, using the information collected, you need to come up with an effective plan covering what needs and can be done, and where and how you will find the talent you need to reach your goals.

2. Build Talent Pipelines

Because the acquisition of talent is a continuous process, a good talent acquisition strategy depends on a steady stream of talent. And the only way to ensure that a constant flow of talent into the organization is by building talent pipelines that you can tap on an ongoing basis.

3. Build strong Employer Branding

Corporate branding holds the key to successful Recruitment Marketing and Talent acquisition in the end. A company's brand often makes prospective candidates aware of who the organization is, and what they have to offer. Without such awareness, talented individuals won't consider working for that company. Positive Branding is important for Employees.

4. Talent relationship management

Top-talent might be actively (or passively) looking for new opportunities, but they are also conscious about what they want in terms of the quality and reputation of new workplaces.

Recruitment Marketing is responsible for that initiative. It involves:

- **Awareness:** Selling the company. The first step in RM is to create awareness about an organization, and the growth prospects it offers to its employees. Social Media campaigns are a good tool to use in building such awareness.
- **Consideration:** Selling the opportunity. Once you make a pool of potentially talented individuals aware of your company, you need to market career-building (and not necessarily employment) opportunities to them, so they'll give your organization some consideration as a prospective employer. Participation in job fairs, engaging in social media marketing, and holding frequent career counseling sessions – both off-line and online – are great ways to convert casual awareness into active consideration.
- **Interest:** If a talented individual is seriously considering your company to make their next career move, they'll exhibit that in the form of active interest in specific job openings you have available. Targeted job ads, industry-specific online bulletin boards and social recruitment campaigns will help you to pique the interest of talent for your postings.

5. Recruitment

The next stage, Recruitment, involves five states covering:

1. Candidate sourcing – where you actively scan potential pools of candidates;
2. Lead nurturing – which involves cultivating a pipeline of potential candidates;
3. Candidate selection – which is a process of short-listing prospective candidates to be acquired;
4. Interviewing – where interactions with short-listed candidates result in final selection decisions;

5. Onboarding – which is a process of assimilating selected candidates into the company.

One study puts the number of [employee turnover](#), resulting from bad hiring decisions, at 80%.

41% percent of respondents to that study pegged the cost (to the organization) of bad hiring decisions at \$25,000, with some reporting it to be as high as \$50,000.

The key to successful recruiting is to have well-thought-out procedures for each step in the process.

At clear exam I got to understand talent acquisition practically and in part of that process I identified and acquired skilled workers who have the potentials and can contribute for the betterment of workplace.

I learned the difference between talent Acquisition and recruitment before this internship I was only having idea about recruitment but now I also understand what is talent acquisition and what is the reason behind this process in a practical manner.

Now I can clearly relate that when is required what in the organization. In each company there is two major plannings which is short and long. Whenever compny requires long term fixes long term planning can be used.

Talent acquisition takes more time up-front because it is a strategic process but in end, it helps to build the best possible team for company. And clear exam focuses on that part and that is the reason it is doing better day by day.

OBJECTIVES

- To understand the concept of talent Acquisition in practical and related roles and responsibility of Human Resource Department at clear exam.
- To determine the effectiveness of Talent Acquisition Process at clear exam.
- To cross compare different methods of outreaching at clear exam.

METHODOLOGY

Theoretically, reports are prepared based on either one or both categories of data. This report is result of the study of data and information collected from the both primary and secondary sources **but major data is collected from primary source which was questionnaire** and which was distributed among 50 Employees and got responses of 20 Employees in order to make the report more meaningful and presentable. Considering the present finding, this report is based on descriptive business reach where, information has been collected through different sources to make a constructive output. In preparation of the report, structured questionnaire was used. Data pertaining to Talent acquisition process and most of the information is collected from my project guide of the company and my personal and practical experience.

In this report secondary data is also used. Data was collected from secondary resources such as.

- Annual reports
- Official Website
- Journal
- Published Articles
- Internal links

INTERNSHIP

JOBS AND RESPONSIBILITIES

The roles and responsibilities as Human Resource Intern were not only limited in the area of Hiring and Firing only. The analysis of talent acquisition and outreaching was also performed.

OUTREACHING

Collect contact information on college placement cell for campus recruitment (internship)

DOCUMENTATION

Make offer letter for elected candidates according to information provided

Make internship/live project completion certificate according to information received from team leader.

TEAM LEADER

Manage team of interns working in documentation and resolve any issues team members face.

Coordinate with the project manager(s) and handle offer letter processing and allot available resource for the task.

Keep track of interns completing their internship and handle certificate processing quickly and efficiently. Distribute and allot available resource for the task.

Dispatch internship/live project certificates through email to institutes/candidates' proper email id immediately after their internship is complete.

Handle grievance of past interns and collage regarding certificates. Coordinate with project manager(s) on tasks.

ANALYSES AND INTREPETATION

What talent Acquisition is all about I came to know via my Internship. How it can help the company make the right hiring decisions, and what you need to do in order to take full advantage of it.

I understand and Analyses the cost of good hiring – firing and hiring the right talent has become the top priority for many businesses.

The regular hiring process, Talent acquisition is a process that occurs when companies are looking to fill a skills gap in an organization. Instead of that clear exam mainly focusing on filling the gap of people who is having a responsibilities to getting good marks which can increase their values and the same time company gets a relevant and dedicated interns who is having responsibilities on their head.

During the analyses I personally got to know that almost 700 interns across india got selected by clear exam in the month of May, April, June. In short , talent acquisition analytics can the defined using informative data which I used to to inform hiring and strategies and processes.

The good hiring which is done by clear exam paying them good fit for the company.

Outreaching is also part of talent acquisition and I performed this task during my internship. It was helpful to contact with collages and attract good talent which every organization and company required. I tried to communicate almost 140 collages and collected all the information such as website, linkdin placement coordinator profile, collage emailed as well as placement

Name of the college	LinkedIn	Phone	Email
Malla Reddy Engineering College, Secunderabad	linkedin.com/in/prasanna-kumar-j-351103138	9652327675	hemareddytpo@mrec.ac.i
Maturi Venkata Subba Rao Engineering College, Hyderabad	NA	9885921778	placements@mvsrec.edu.i
Symbiosis Institute of Business Management, Hyderabad	NA	040 2723 2100	cr@sibmhyd.edu.in
Vidya Dayini College of Information Technology & Management, M	linkedin.com/in/ranjana-dutta-9259713a	040 – 24446391	ydcit_vdesrediffmail.com
International Institute of Management, Hyderabad	NA	098660 93388	eatodir@imthyderabad.edu
Vasavi College of Engineering, Hyderabad	linkedin.com/in/prashanth-kumar-sadula-a706a03	91 40 23146026	placements@staff.vce.ac.i
St. Martin's Engineering College	NA	40 - 799726778	principal@smec.ac.in
CVR College of Engineering, Pocharam	NA	91 9849877494	placement.cvr@gmail.com
Carlton Business School, Hyderabad	linkedin.com/in/sudeep-chinnabathini-46890723	91 8884032828	mailto:contact@getmyuni.co
M.C.Gupta College of Business Management, Hyderabad	linkedin.com/in/anitha-b-294a3a19b	040-65145529	info@mcgcbm.org
David Memorial Business School, Secunderabad	NA	095020 06006	info@davidmemorial.in
Bhoj Reddy Engineering College for Women , Hyderabad	NA	040-24332182	placements@brecw.ac.in
Malla Reddy Engineering College for Women, Secunderabad	linkedin.com/in/swetha-m-26b862198	9652327675	hemareddytpo@mrec.ac.i
Badruka Institute of Management Studies, Hyderabad	NA	7337341647	placements@badruka.con
Best Business school AP, Hyderabad	NA	NA	NA
Bellary College of Business Management, Secunderabad	NA	0752366000	NA

coordinator name, email, phone number. With the help of that work it becomes easy to communicate with right person at right time which can attract talent from their colleges.

While preparing the sheets I understand how database is an organized collection of structured information work in a systematic manner where company can effectively communicate with placement coordinator and attract as many talent.

After finding right talent the next task comes which is recruitment. find them and contact with them. once I have targeted the specific skills and characteristics what we are looking for in a candidate.

Apart from outreaching I also did documentation and I got to understand that how systematically task has been done and performed in a disciplined manner.

SUN Aug 1	MON 2	TUE 3	WED 4	THU 5	FRI 6	SAT 7
● 8am Internship Con	● 9:30am Interns Join				● 8am Internship Con	
8	9	10	11	12	13	14
	● 8am Internship Con					● 9am Internship Con
15	16	17	18	19	20	21
Independence Day	Parsi New Year			Muharram/Ashura		Onam
22	23	24	25	26	27	28
Raksha Bandhan (Rak)				Internship Completion		
29	30	31	Sep 1	2	3	4
	Janmashtami Janmashtami (Simarta)					Internship Completion

It's a calendar where systematically work is scheduled according to the date of completion and the team leader need to check it and make the certificates who is done with their internship.

	Content writing				20/07/21
Ujjawal Vats	9850170636	ujjawal.vats@itm.edu	Content writing	ITM	Ariba, Lagnajita
Kiran Mathew Paul	9946174640	p41150@irma.ac.in	Content writing	IRMA	
Sree Vishnu Shreedharan			Content Writing	GLC Mumbai	6 months
Anushka Makharia	9820854793	anushkamakharia@gmail.com	Content Writing	HR College of C	3 months
Risha Goel	8130511548	rishaqoel012@gmail.com	Content writing	IMS Noida	2 months
ATUL SINGH	8249017971		Content Writing	Birla Global univ	2 months
Sindhuja Shankar	9773062668	sindhujaashnkr@gmail.com	Content Writing	MIT-WPU	2 months
Abdullah Ahmed	8120069874	abdullahahmed2225@gmail.com	Content Writing	SUAS	2 months
Archita Gupta	9540057037	architagupta267@gmail.com	Content Writing	Vivekananda	2 months
Piyush Dhinra	8585958621	piyushdhinra2201@gmail.com	Content Writing	Vivekananda	2 months
MAHAK GUPTA	9582681788	mahakshailgupta@gmail.com	Content Writing	Vivekananda	2 months
MURALI KRISHNA MANI	6382389744	muralikrshmani2001@gmail.com	Content Writing	PANIMALAR EN	3 months

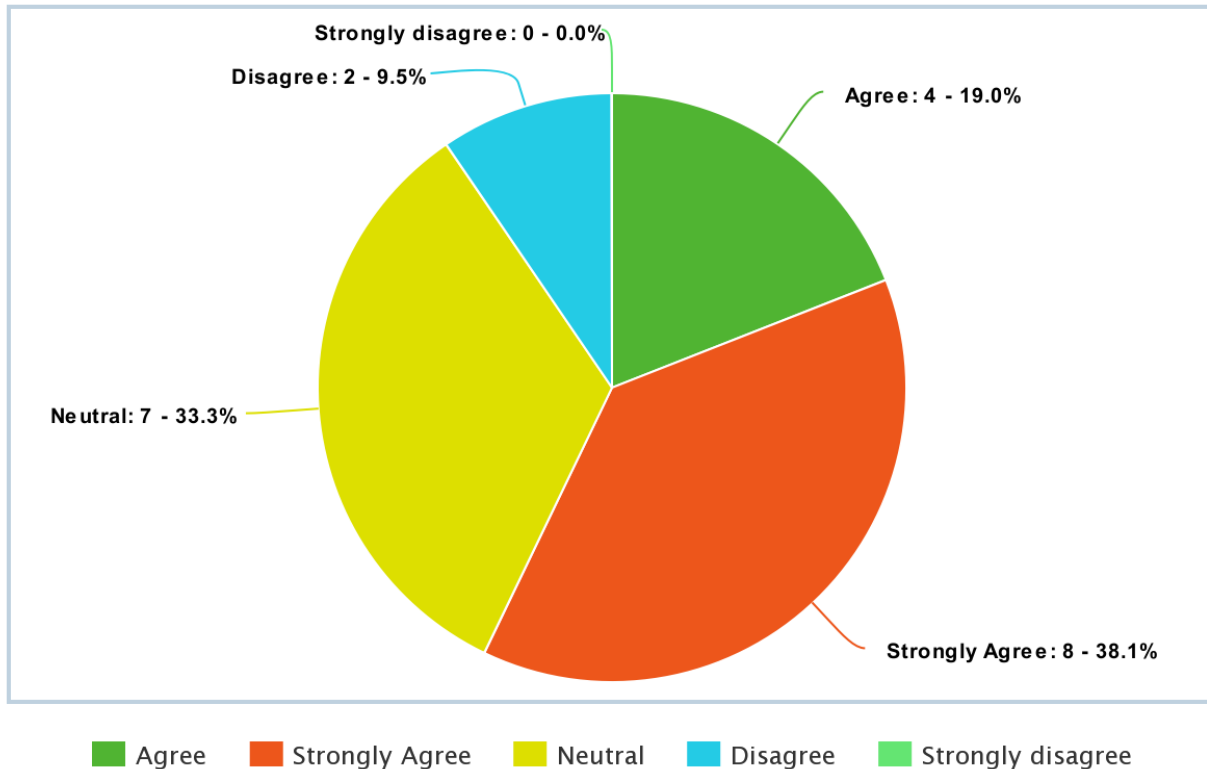
After finding which college is done then the next task is to identify personal details of interns who are done with their internship to provide them the certificate.



After preparation of the certificates team leader have to schedule the certificates email to the placement coordinator of collage.

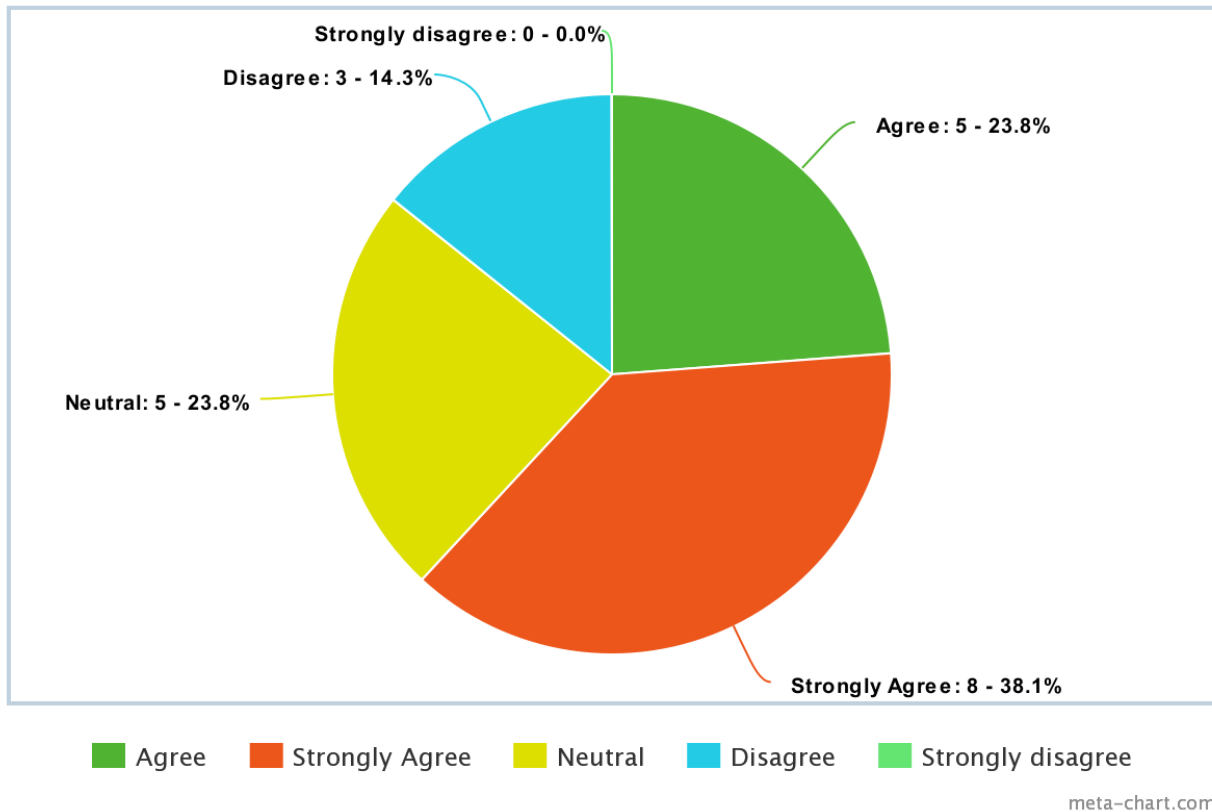
Through this activity I analysed the work and observed that each and every task is performed in a structured manner. Which is plus point of clear exam.

Question 1. During the time of recruitment, do you prefer external source more acceptable than internal source, the one most Suitable for your company?



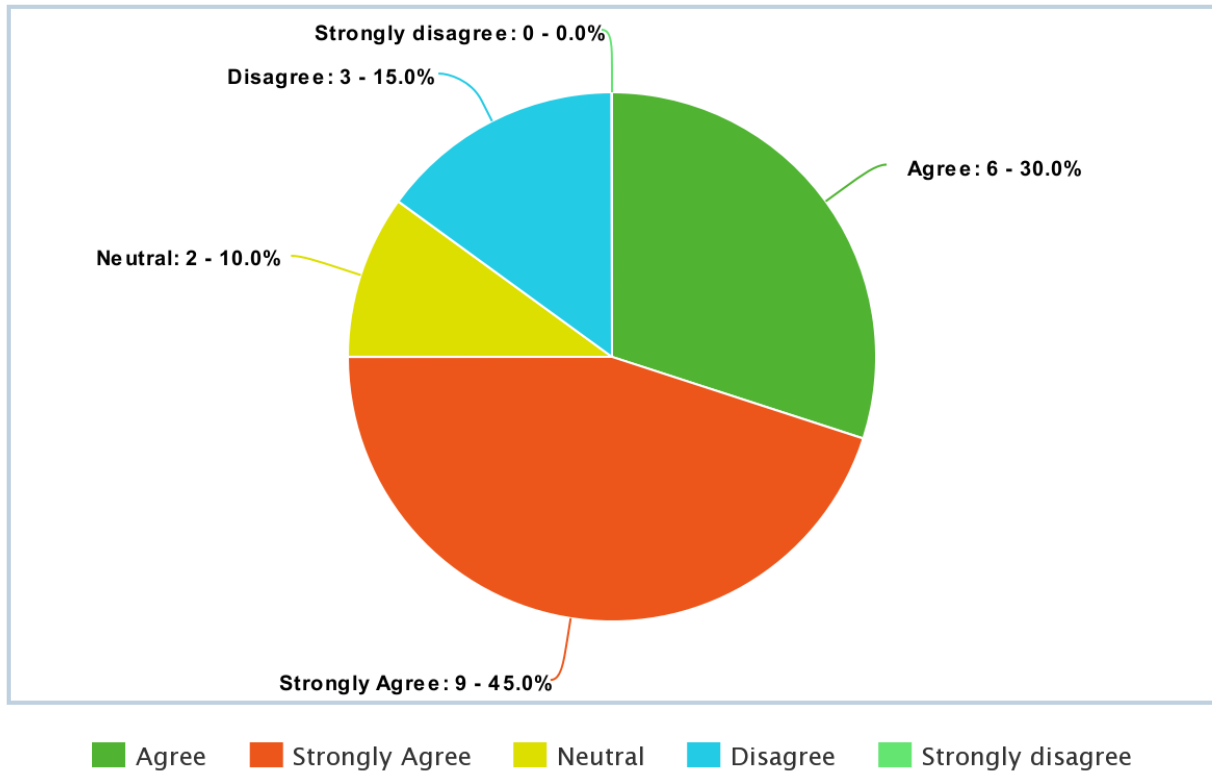
Yes, through the survey I got to know most of the people would prefer external source more than the internal source. As the survey states 38.1 % are strongly agree

Question 4. Do you consider the reference check as an integral part of recruitment?



The house were divided in majority part that they used reference check as an integral part of recruitment.

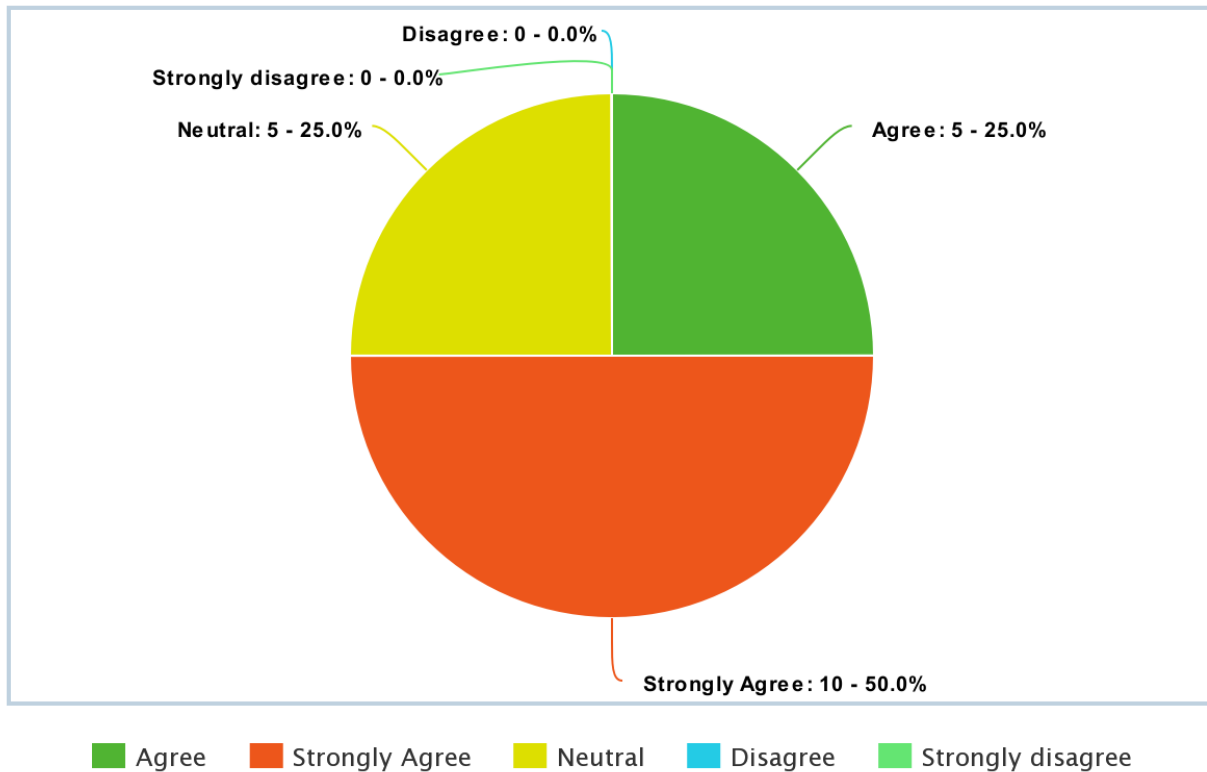
Question 6. Are people, responsible for employer branding (HR), if aware of employer branding as a concept?



Most of the people have responded with Agree.

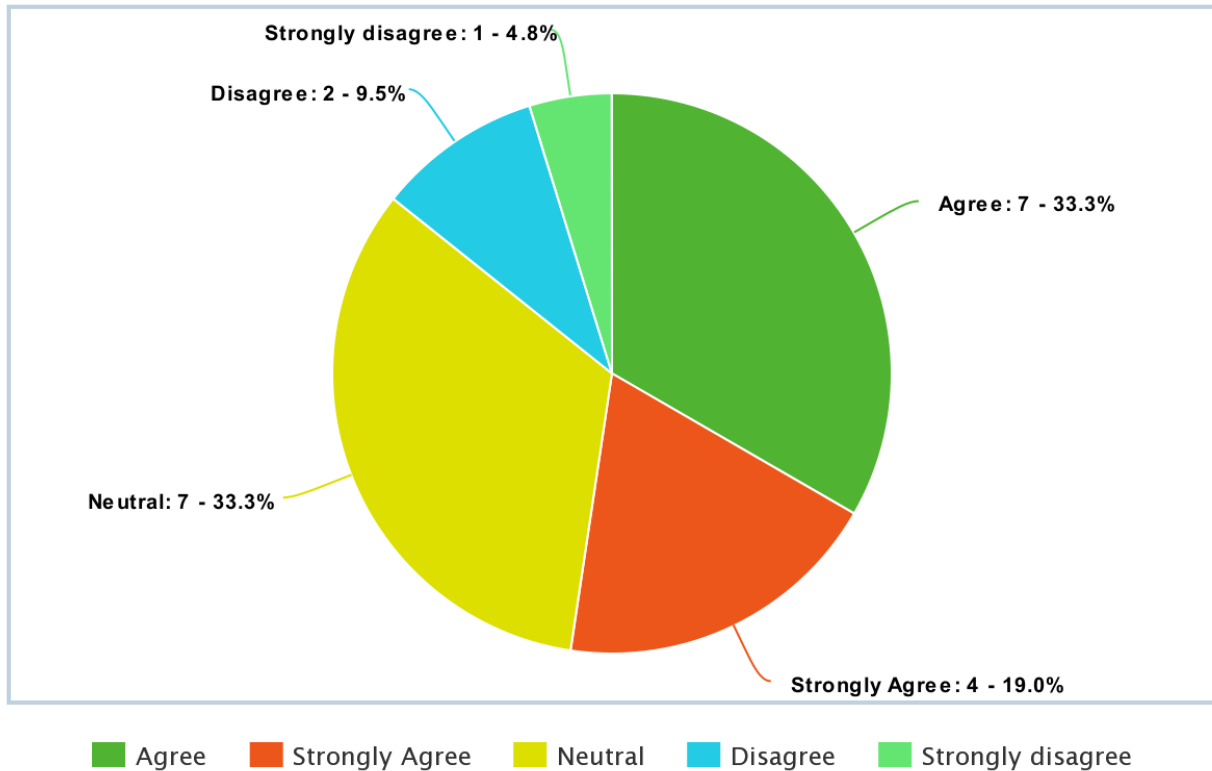
Strongly Agree- 45.0 % as employees believes that people responsible for Employee branding.

Question 7. Is your company's communication channel strong enough in promoting and straightening the brand in the marketplace in order to cater talent acquisition?



Most of the people have agreed with the above statement because people's perspective is similar as the most important part is communication for each organization and employee.

Question 8. Do HR prefer hire calibre employees?



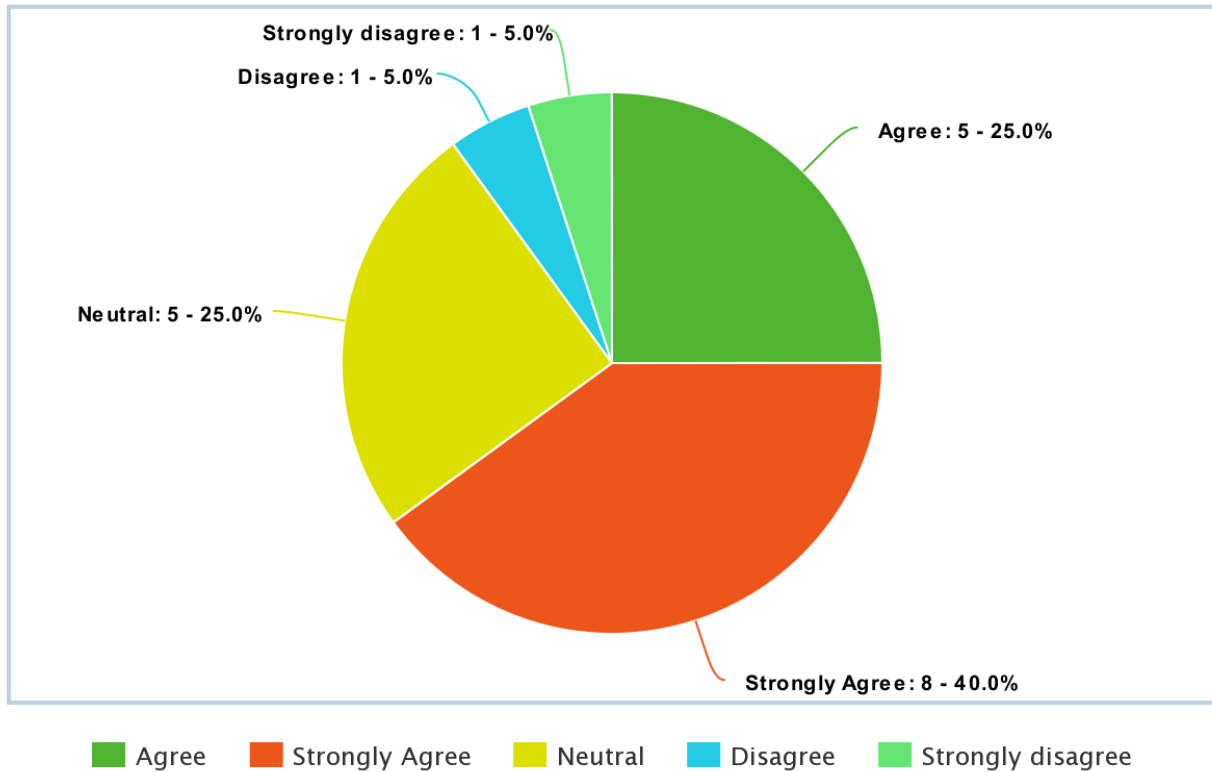
Most of the audience were divided in two parts:

Neutral – 33.3 %

Agree- 33.3 %

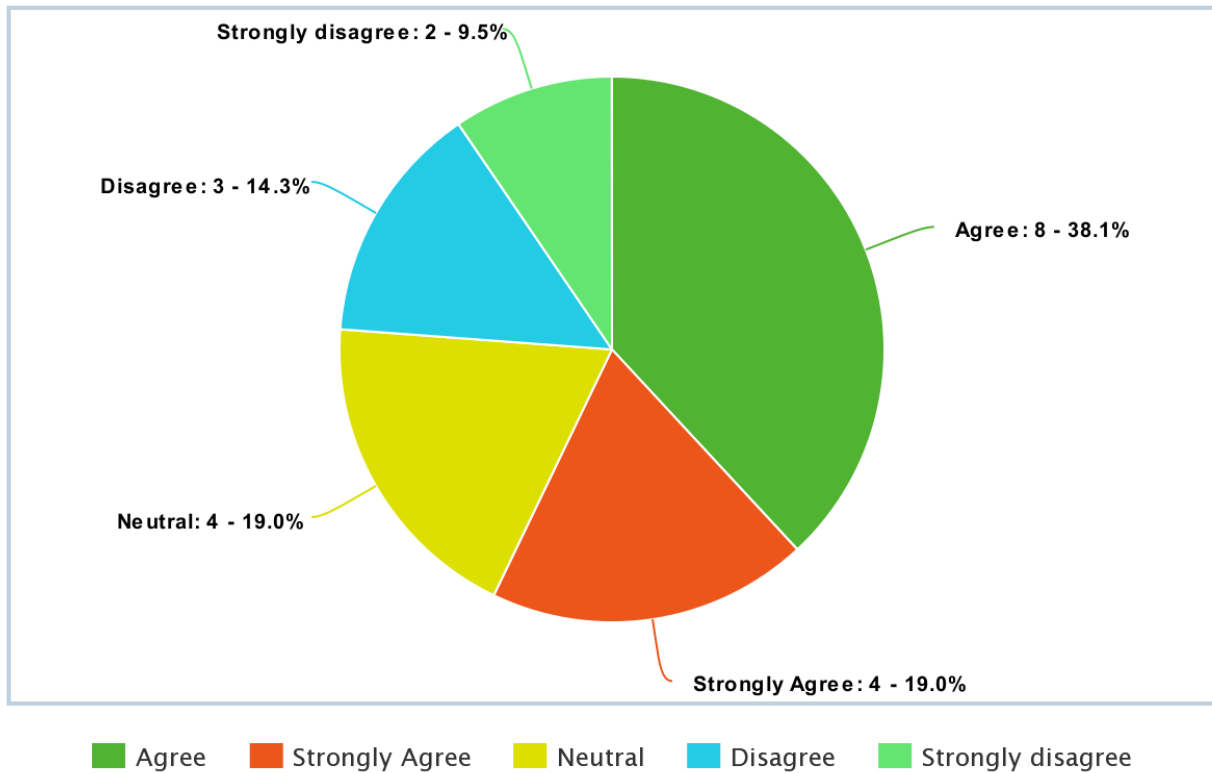
They believe that calibre employees must be consistently hired.

Question 9. Does salary factor attracts most of the potential employees then Career growth and development?



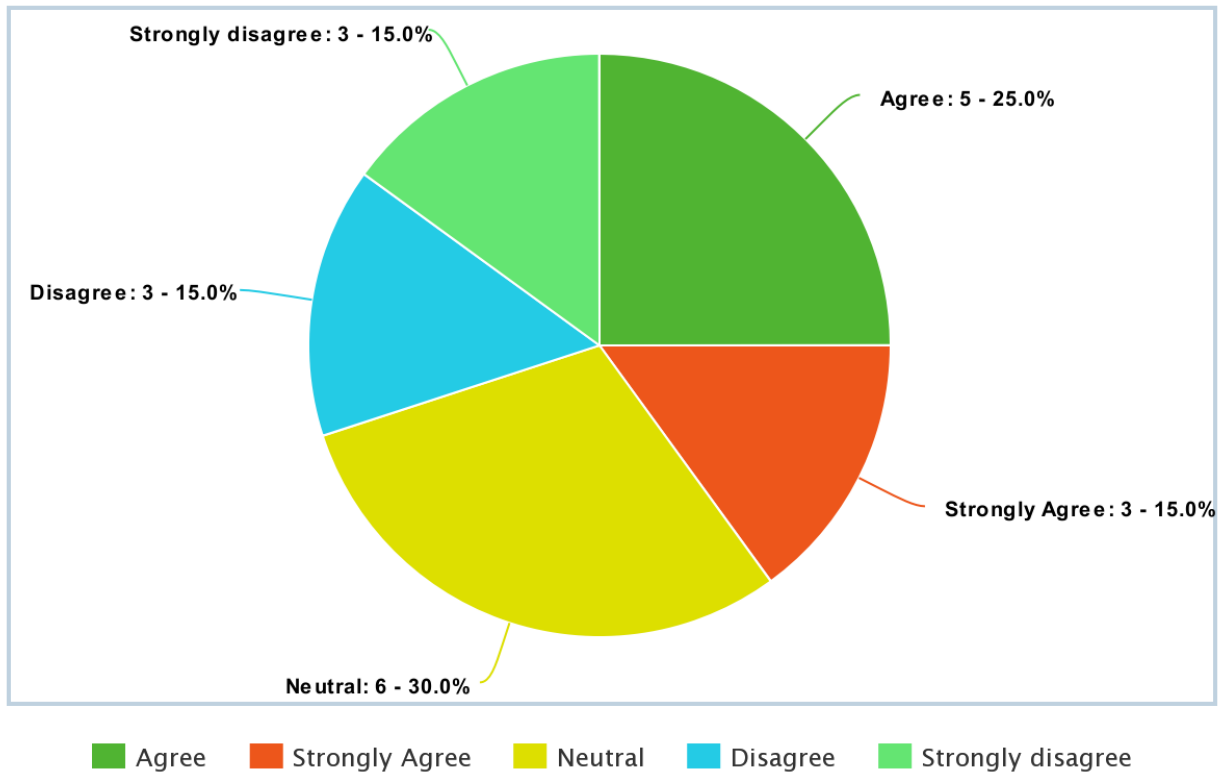
I believe not only salary factor affects but also the rewards, branding and other factors are important but the people around agrees relating to the salary factor only.

Question 10. Do you ensure that salaries being set are according to the market scenario?



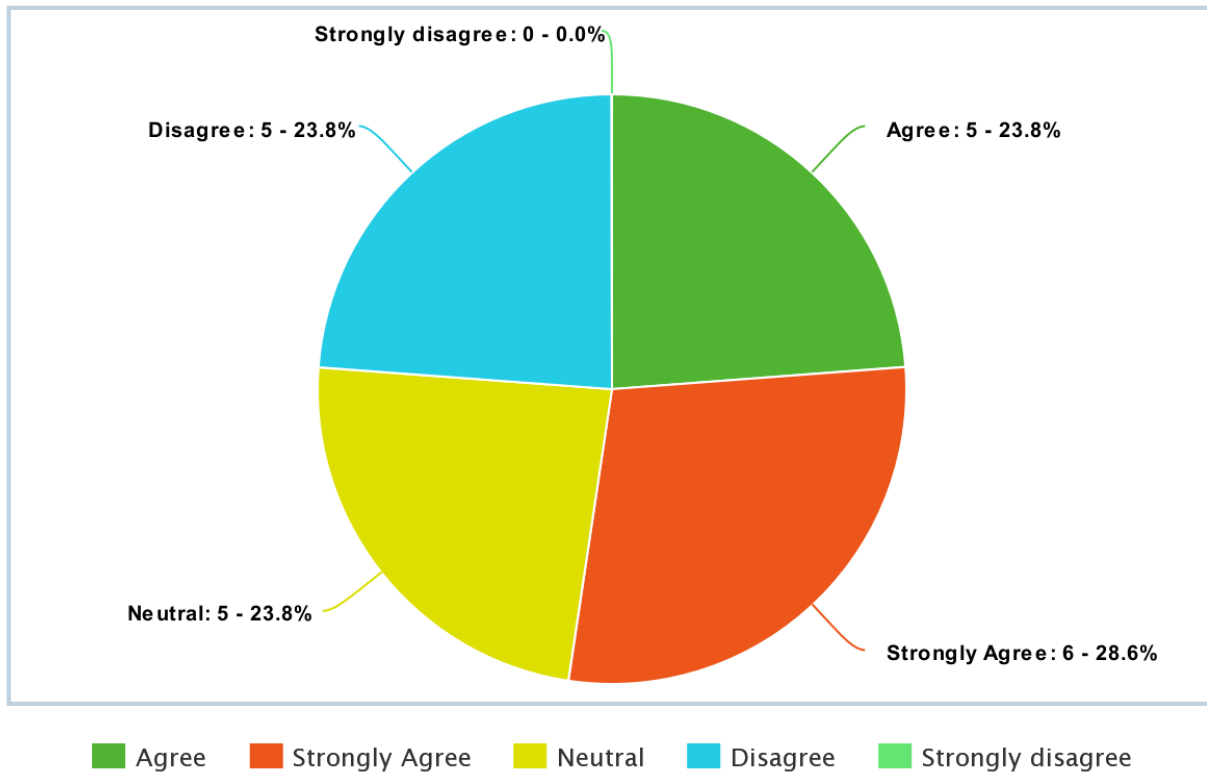
Yes, absolutely salaries are set according to the market scenario.

Question 11. Is your company lacking, fairness in supervision and inconsistency in employment opportunities, having an impact on employee retention?



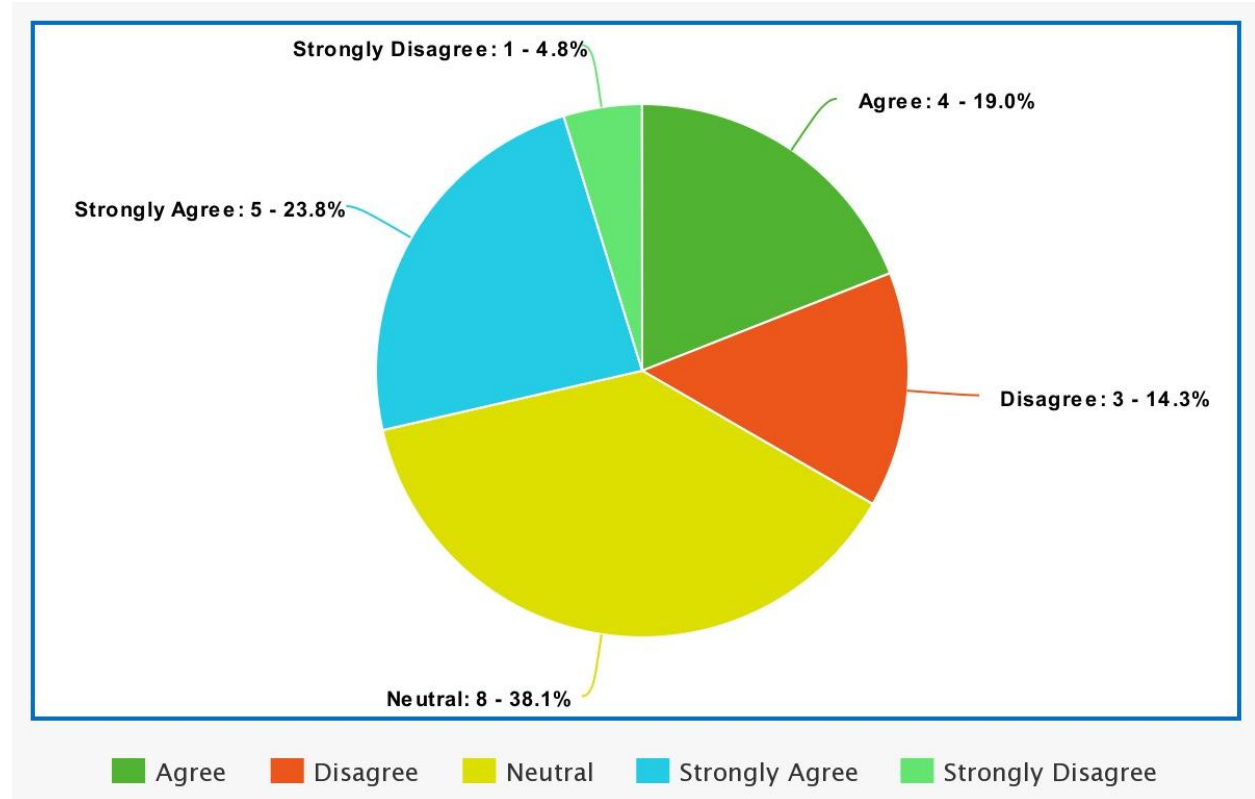
Most of the people were on neutral side as they weren't experienced too much. And few were agree as well as disagree. So the percentage had lead :

Question 12. Do you ensure that vacancies do not remain open for long period of time?



The equal proportionate of people agrees as well as disagrees that they ensure and does not ensure vacancies remain open for a long period of time.

Question 13. Do Employees should possess a good overall knowledge of HR recruitment process and policies?

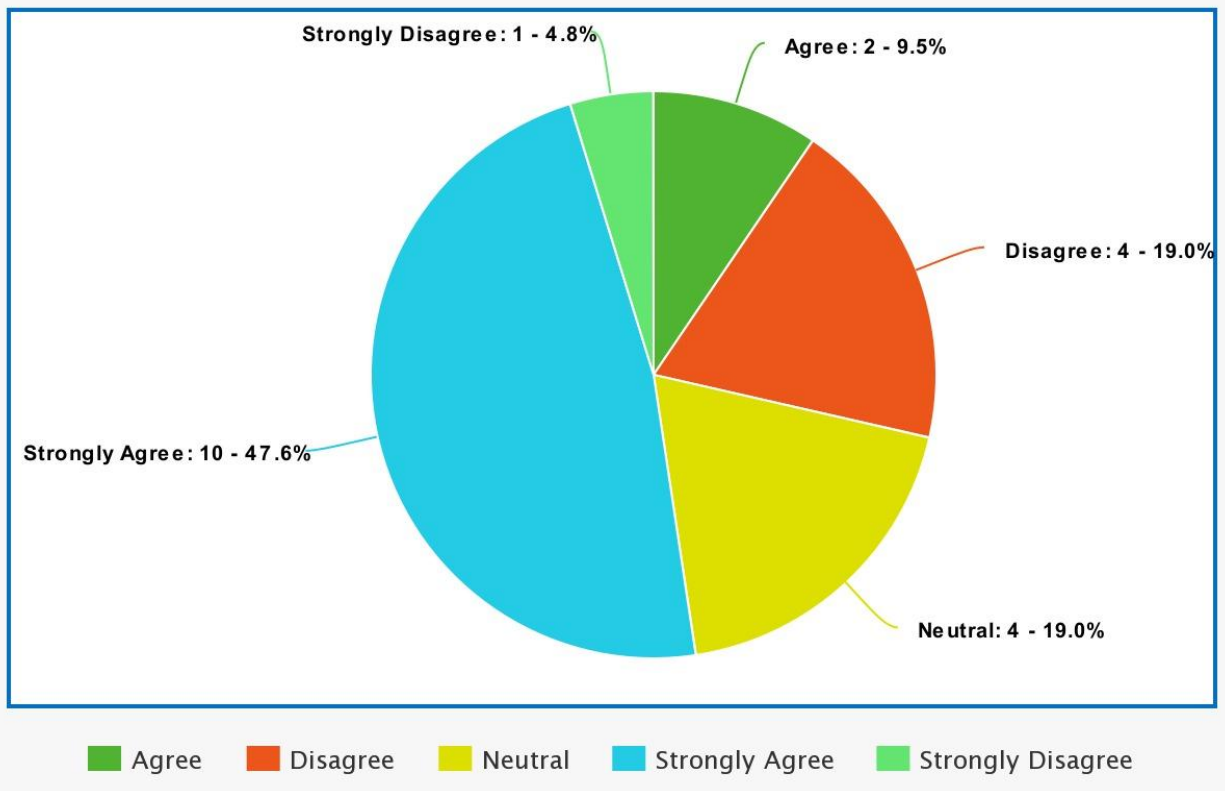


Neutral – 38.1%

Strongly agree – 23.8%

The house is divided in both the house but majority is on neutral side 38.1% people are saying that good overall knowledge of recruitment process and policies. Most of people are thinking that it is ok but most of the people are also agree to have a good overall knowledge is important.

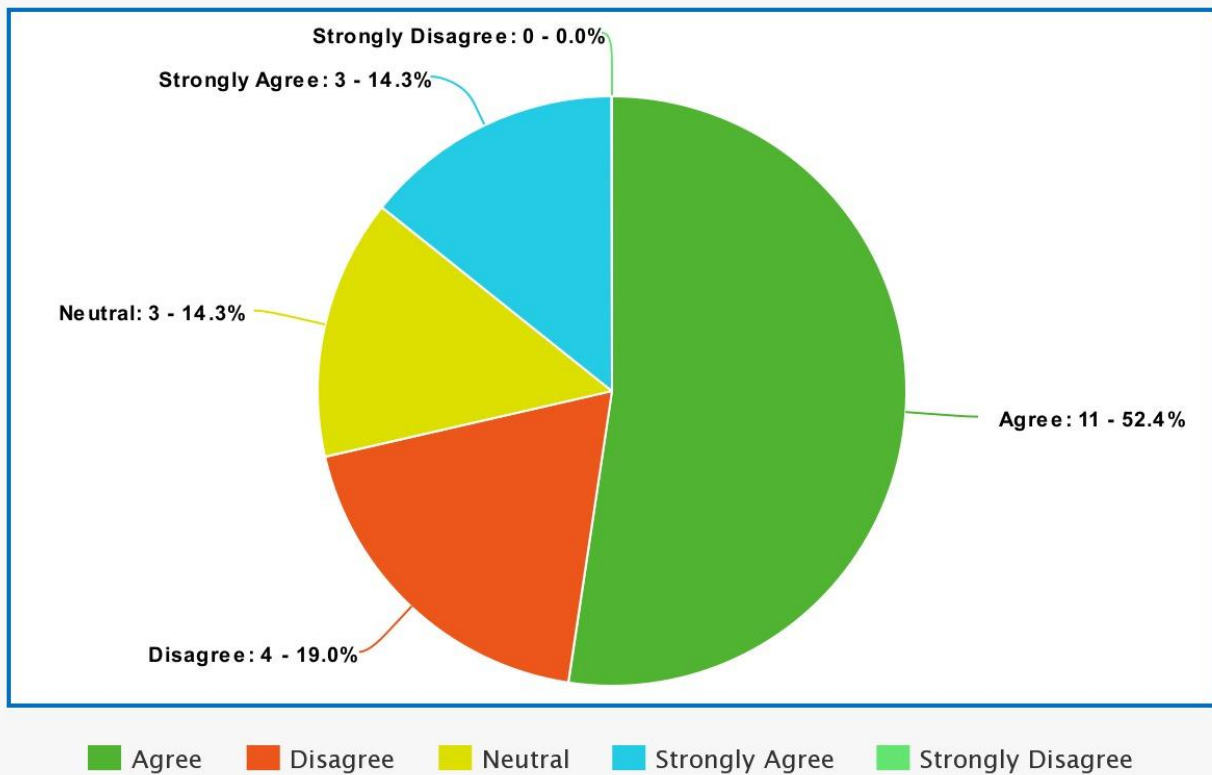
Question 14. Do you frequently meet team members for formal career planning session?



Most of the people are on the agree side.

And it is important to meet with team and getting all the knowledge related work so that it can increase awareness about the work and encourage them to work.

Question 15. Do you perceive issues which can hinder the development of employees?



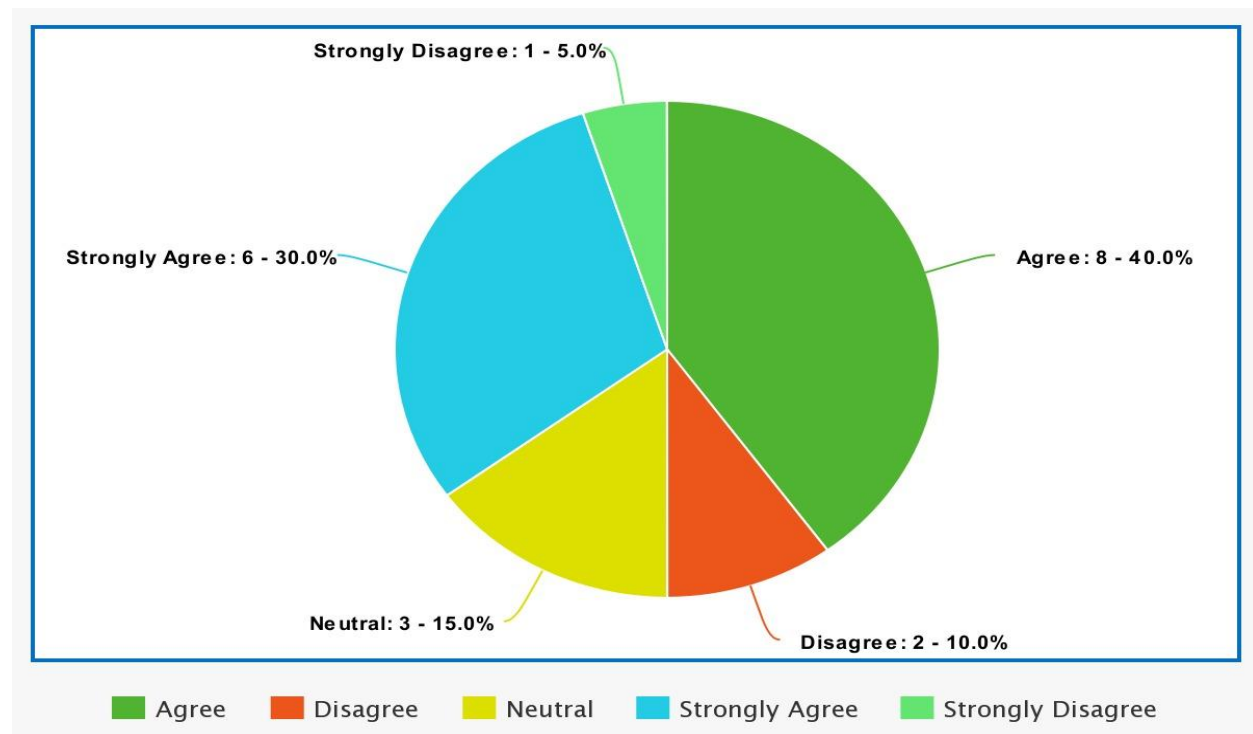
Most of the people are agree.

Agree – 52.4%

Disagree – 19%

People are agreed and it is good for the development of employees.

Question 16. Do you think that the one having the authority to select, comprehensive job specification and job description korma availability of sufficient number of applicants are the essential to make the section procedure successfully?

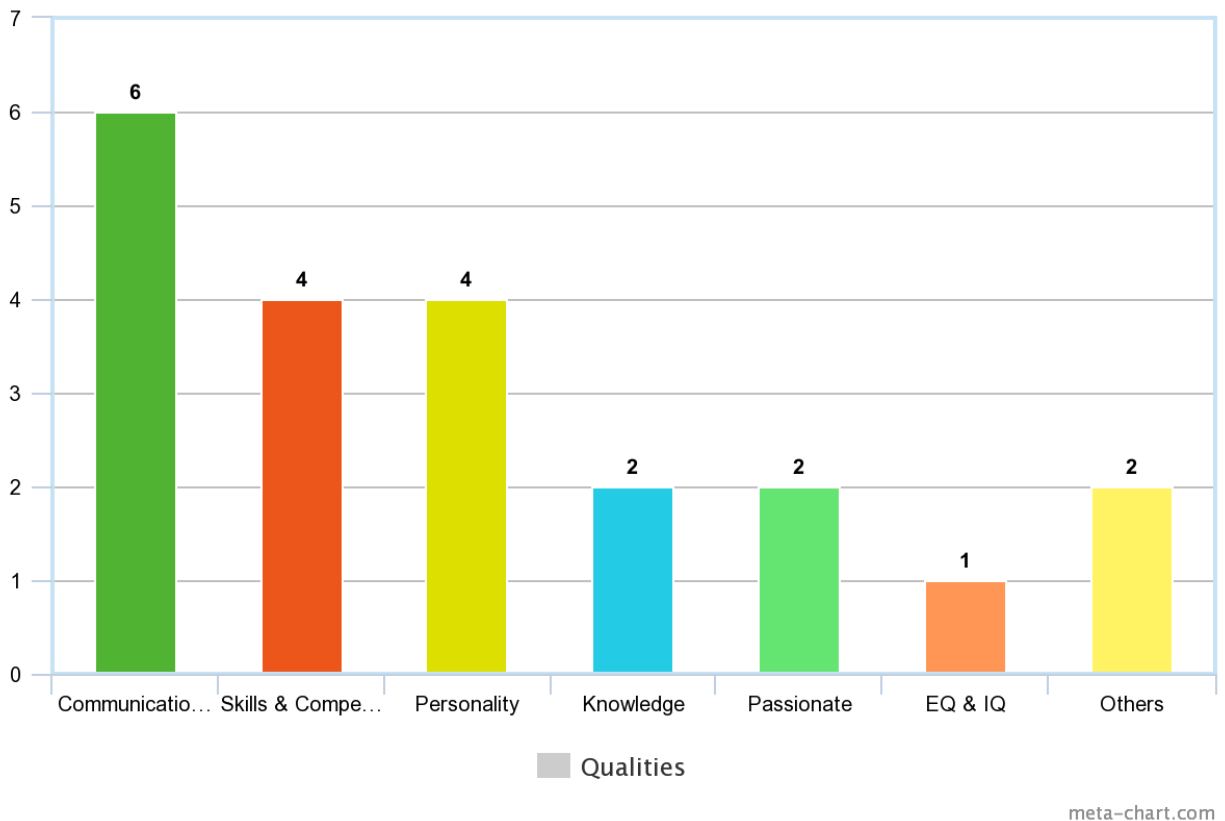


Agree – 40%

Disagree – 10%

The ratio is 4:1 showing that one having the authority to select, comprehensive job specification and job description korma availability of sufficient number of applicants are the essential to make the section procedure successfully.

Question 17. While acquiring the talent of qualities to look for?



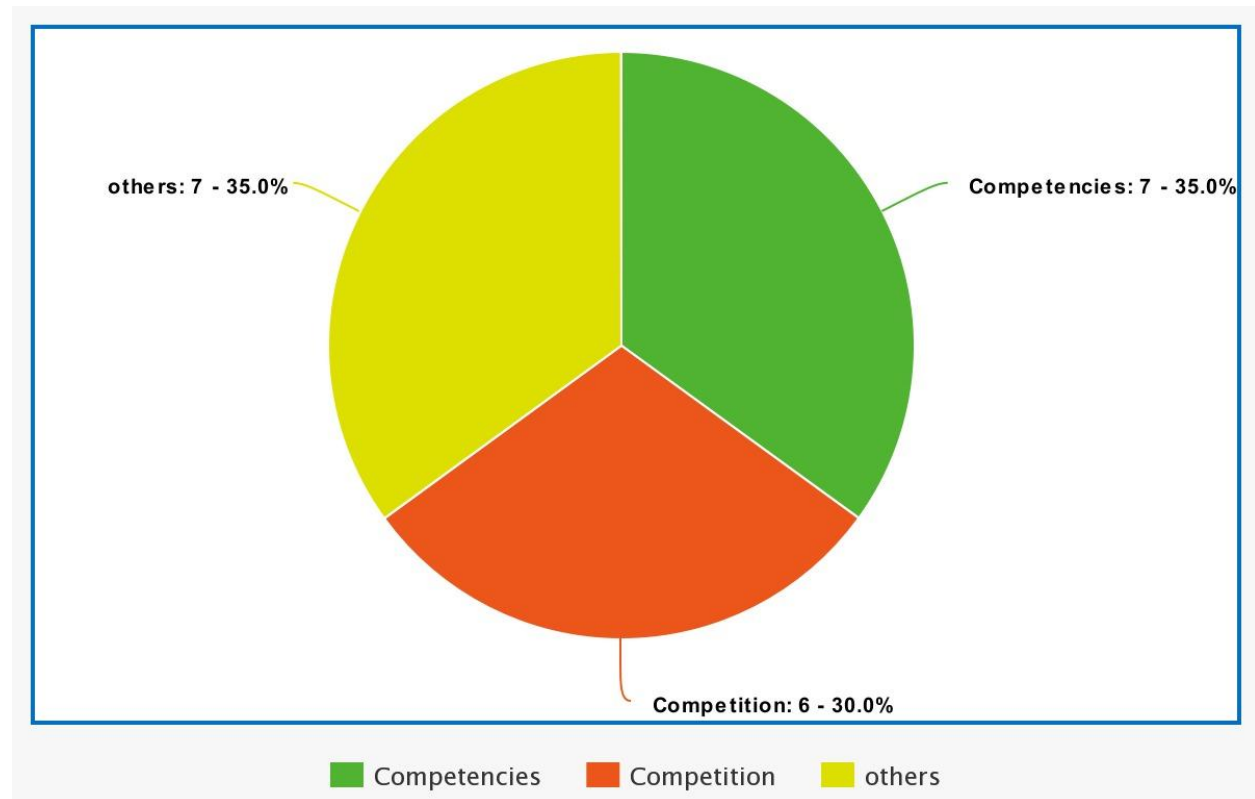
According to the survey communication is the priority of HR and persons.

A person who is able to communicate well definitely attract talent and stand as competitor.

Skills and competency and personality is one of the important thing which can help to the company to do best and reach their goal.

Knowledge and passion is one of the ability and Quality which is demandable everywhere.

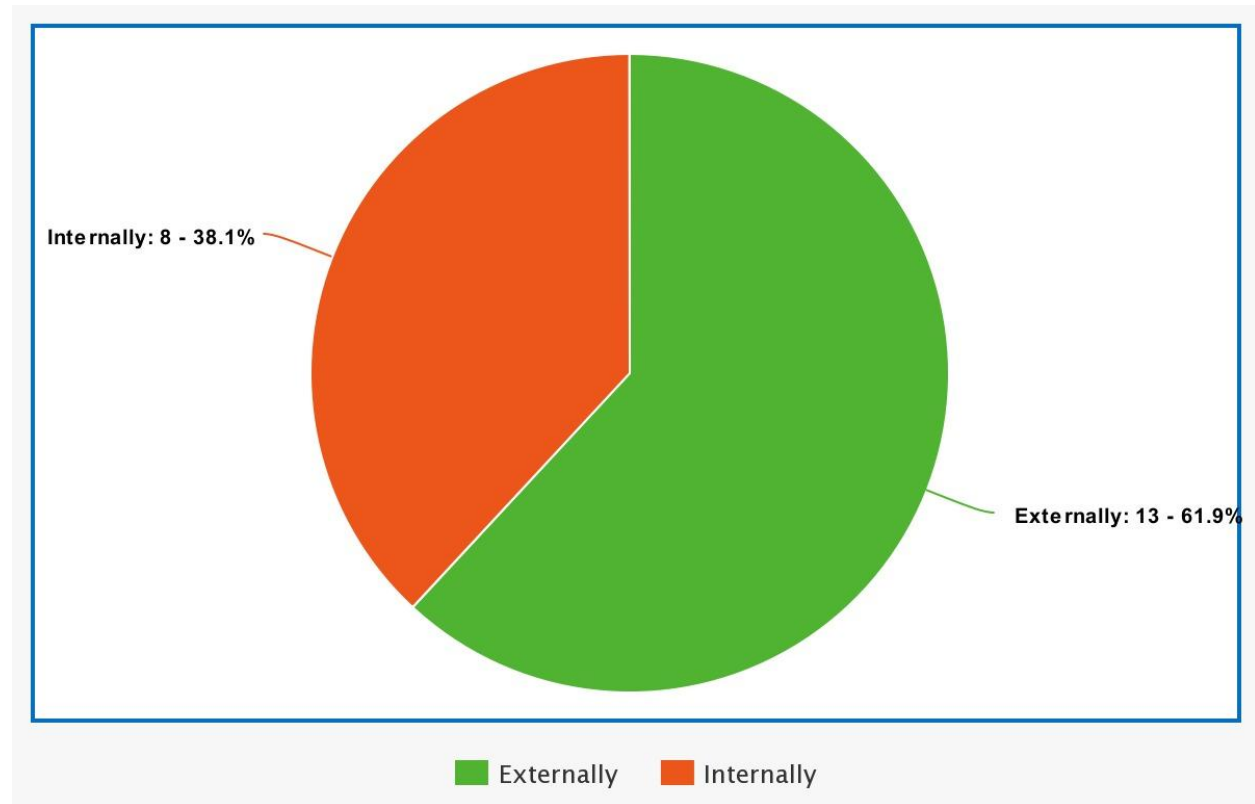
Question 18. How would you decide between two different persons with same skills?



Competencies and Competition most commonly used by the people.

And through this activities HR may differentiate persons with same skills.

Question 19. How clear exam recruit interns externally as well as internally?



According to the survey clear exam recruit interns externally rather than internally.

They search employees outside of the current employee pool to fill open position in an organisation or a company. Mostly use internet to recruit.

CONCLUSION

In applying the talent acquisition part through both study and practice, learned many valuable lesson about talent acquisition and Human Resource to use their power to increase the visibility and awareness of talent acquisition.

However, there should be a balance of Talent Acquisition and Recruitment. For example, if there is only recruitment process then it will become difficult to fill gap of long term talent which is required and it can be negative impact on talent pool.

There is still much to learn, including the type of talent acquisition adjustment is required that can be use to utilize talent in a right direction. Look forward to feedback on my project.

The greatest thing that was learned during the internship was how to accomplish the task effectively, how to make best use of virtuality how to convert challenges into opportunities how to utilize resource properly without overlapping. Talent could be effectively optimized so that its presence can be highly significant on human resource

LEARNING

- Whatever I learned during my internship definitely gives me an experience which I can retain and apply in my near future.
- I learned how to behave in a disciplined manner.
- As a leader I learned how to motivate and distribute the work on time.
- As per my knowledge I am not that great on documentation part but here I learned soft as well as hard skill.
- I learned how to do work practically.

RECOMMENDATION

After working Talent Acquisition in the field of Human Resource, here are some recommendations.

- The organisation should practice proper guidelines the purpose of HR management has to improve the productive contribution of people in the organization
- Human resource should arrange proper training and development
- The HR department should be well informed regarding the employment
- To evaluate employees performance the organisation should follow promotion policy properly in order to get competitive advantage and to deliver quality service
- Top management should try to modify services proper training needed for ensuring effective and efficient performance of employees

Suggestion

- Time management is very essential and it should not be ignored at any level of process
- Communication personal and technical skills need to be tested for employees.
- They should hire experienced people therefore it will help them to do there best and increase there profitability.

The strategy to identify, evaluate and effectively use the online communicating channels can be defined in four steps:

Step 1: Discovering the right channel: Identifying the inbound and outbound marketing channels that are relevant and looks promising to drive brand awareness and sales conversions.

Step 2: Evaluate: Test the market, gauge the industry rivalry and bring in best practices, redefine strategy and create an influencing factor to make your presence in that niche.

Step 3: Measure: Analytics shall be a constantly running parallel to each activity you perform, understand the audience and analyze the return on investment to determine the effectiveness of the activity.

Step 4: Repeat the best: Sort out the proven ones and re-run the successful strategies. Explore and exploit the win-win channels.

Through the strategy company can easily work on communication channel.

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