

**“A STUDY ON TALENT ACQUISITION AND ITS IMPACT ON ORGANISATION
PERFORMANCE WITH REFERENCE TO MANGALORE CHEMICALS AND
FERTILIZERS LTD, MANGALORE”**

Submitted by

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4AL21BA094

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAVI

In partial fulfilment of the requirements for the award of the degree of

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

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SEPTEMBER 2023



Date: 10.08.2023

CERTIFICATE

This is to certify that Ms. Suraksha, (USN.4AL21BA094) MBA student of "Alvas Institute of Engineering and Technology, Moodbidri", has done her project work on "A study on talent acquisition and its impact on organization performance with reference to Mangalore Chemicals & Fertilizers Limited, Mangalore" from 17th April 2023 to May 2023.

During the period of her project, she has been found to be keen in learning and displaying good conduct & character.

Wishing her all the best in her career.

A handwritten signature in black ink, appearing to read 'Chetan Mendonca', is written over a horizontal line.

Chetan Mendonca

Joint General Manager-HR

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ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

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Approved by AICTE, New Delhi & Recognised by Government of Karnataka

Accredited by NAAC with A+ Grade and NBA (CSE & ECE)

Date: 01-09-2023

CERTIFICATE

This is to certify that SURAKSHA bearing USN 4AL21BA094 is a bonafide student of Master of Business Administration course of the Institute in 2021-23, affiliated to Visvesvaraya Technological University, Belgaum. Project report on "A STUDY ON TALENT ACQUISITION AND ITS IMPACT ON ORGANIZATION PERFORMANCE WITH REFERENCE TO MANGALORE CHEMICALS AND FERTILIZERS LIMITED, MANGALORE" is prepared by her under the guidance of Mrs. Harshitha V Shetty, Assistant Professor, PG Department of Business Administration in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum Karnataka.

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DECLARATION

I, **Suraksha(4AL21BA094)** hereby declare that the Project report entitled “**A Study On Talent Acquisition And Its Impact On Organisation Performance**” With Reference To **Mangalore Chemicals And Fertilizers Ltd, Mangalore** is prepared by me under the guidance of **Mrs. Harshitha V Shetty**, Assistant professor, PG Department of Business Administration, Alva's Institute of Engineering and Technology and external assistance by **Mr. Deekshith Shetty**, Assistant HR Manager, Mangalore Chemicals and Fertilizers Ltd.

I also declare that this Project work is towards the partial fulfillment of the university Regulations for the award of degree of Master of Business Administration by Visvesvaraya Technological University, Belgaum.

I have undergone a summer project for a period of Six weeks. I further declare that this Project is based on the original study undertaken by me and has not been submitted for the award of any degree/diploma from any other University / Institution.

Place: Mijar

Date:31/08/2023

Suraksha

Signature of the Student

ACKNOWLEDGEMENT

I like to convey my deep sense of gratitude to my internal guide Mrs. Harshitha V Shetty, Assistant Professor, PG Department of Business Administration, for having guided me on every aspect right from the beginning of the project report. And I also thanking with utmost gratitude to my external guide for giving resources and information about the organization which is very crucial to study and prepare the project report.

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Executive Summery

The Project report on “A Study On Talent Acquisition And Its Impact On Organization Performance With Reference To Mangalore Chemicals And Fertilizers Ltd, Mangalore” is submitted in fractional implementation of requirements for the award of Master of Business Administration (MBA). This project includes industry profile, company profile, Statement of problem, objectives of the project, methodology, analysis and interpretation, findings, suggestions and conclusion.

Talent Acquisition is an important aspect of organization and management. The increasing research in this field and deliberate study on the subject contributed to its conceptualization and meaning which helped to develop a comprehensive outlook of Talent acquisition process as an important concept in any organization. Talent acquisition is a policies, procedures, values and expectations that exist in an organization which influence the work motivation, commitment, performance and ultimately individual satisfaction in the work, employers or about the whole organization itself.

The study gives the opportunity to identify the existing recruitment process in the organization and how it helps to attain the best candidates as well as suggest that how the talent acquisition process can positively impact the productivity of the organization. To collect the data for the study, primary data is gathered through circulating questionnaire to 100 random employees within the organization and secondary data is collected through company websites and internet and book.