

Internship Report on
A STUDY ON RECRUITMENT AND SELECTION PROCESS OF KAVERI
GRAMEENA BANK, GUBBI

Submitted By

Ms. RASHMI.R

4LV15MBA10

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM

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

MASTER OF BUSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

GURUDATT SOMAYAJI
GOWDA

Faculty
MBA Department
BANK
AIET, Mijar.

EXTERNAL GUIDE

Mr. SHRINIVAS

HR MANAGER
KAVERI GRAMEENA



Department of MBA
Alva's Institute of Engineering and Technology
Shobhavana campus, Mijar, Moodbidri, DK
2015-2017



**KAVERI GRAMEENA BANK
GUBBI BRANCH, TUMKUR DIST.**



Ref no: kgb/2589/16-17

Date: 10-03- 2017

CERTIFICATE

This is to certify that Ms. **RASHMI. R**, bearing Register No. **4LV15MBA10**, MBA Student from **ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY, Mudubdri** has completed her Project report Study on **"RECRUITMENT AND SELECTION PROCESS AT KAVERI GRAMEENA BANK"** at our **Gubbi Branch, Tumkur dist**, during the period **2nd Jan 2017 to 10th March 2017.**

During her stay in our company, we found her performance and conduct to be good

We wish her all success in life and career.

Best Regards,

For KAVERI GRAMEENA BANK



ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

(Affiliated to Visvesvaraya Technological University, Belagavi

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

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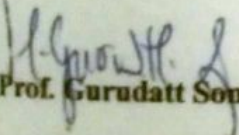
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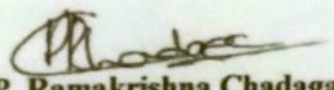
Date: 15 May 2017

CERTIFICATE

This is to certify that **Ms. Rashmi R** bearing **USN 4LV15MBA10**, is a bonafide student of Master of Business Administration course of the Alva's Institute of Engineering and Technology (2015-2017), affiliated to Visvesvaraya Technology University, Belgaum. Internship report on "A Study on Recruitment and Selection Process of Kaveri Grameena Tumkur ", is prepared by her under the guidance of **Prof. Gurudatt Somayaji**, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration of Visvesvaraya Technological University, Belgaum, Karnataka.


Prof. Gurudatt Somayaji

Project Guide


Prof. P. Ramakrishna Chadaga

Dean MBA


Dr. Peter Fernandes

Principal

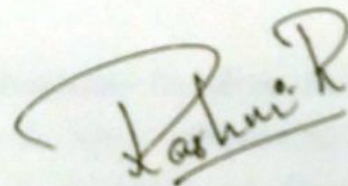
DECLARATION

I, **Rashmi R**, hereby declare that the internship report entitled "**A Study on Recruitment and Selection Process of Kaveri Grameena Bank**" with reference to "**Kaveri Grameena Bank**," prepared by me under the guidance of **Prof. Gurudatt Somayaji**, faculty of MBA Department, **Alva's Institute of Engineering and Technology** and external guidance by **Mr. Shrinivas Gowda**. I also declare that this internship 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 Ten 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: **15-05-2017**



Signature of the student

ACKNOWLEDGEMENT

Completion of task in an efficient and effective way within the period of given time, the assistance and hard work of many people are complementary. There is a pleasure to acknowledge to those many people whose timely support went a long way in the completion of project report.

Firstly I thank almighty God for showering his blessing and keeping me in good health throughout the tenure of the project.

I am extremely grateful to my research guide **Prof. Gurudatt Somayaji**, MBA Department, for his regular supervision and valuable suggestions.

I am thankful to **Mr. Shrinivas Gowda** HR manager, for granting permission and providing requisite information regarding the project.

It's my privilege to thank our principle **Dr. Peter Fernandes** for giving me the opportunity to take up this project. At the outset I would like to acknowledge my gratitude to **Prof. Ramakrishna Chadaga**, Dean of Department of Business Administration. My profound gratitude to all the faculty members of the department of Business Administration, Alva's Institute of Engineering and Technology, Mijar, Moodbidri.

Finally there are heart full of thanks to my parents and family members for the continual encouragement and blessings and also my friends for their support to finish my project successfully.

(RASHMI R)

USN: 4LV15MBA10

TABLE OF CONTENTS

Chapter No.	Contents	Page No.
01	Introduction	01-08
02	Industry and Company profile	09-14
03	Theoretical background of the study	15-19
04	Data Analysis and interpretation	20-44
05	Summary of Findings, suggestions and Conclusion	45-53
	Bibliography	45

EXECUTIVE SUMMARY

A project report titled "**A Study on Recruitment and Selection Process of Kaveri Grameena Bank**" Recruitment involves attracting the candidates for a particular vacancy and making the candidates apply for that particular job. Selection involves choosing the best candidate from the various selection process which involves various interview like the aptitude test, stress interview, group discussion, etc.

So the study having the objectives as to how the recruitment takes place, as to how long the employees are working in the organization, and how far the employees are satisfied with the companies policy, hiring decision and very few employees are dissatisfied with the recruitment process and the attrition rate is around 5%.

So from the above study it was clear that the bank is performing the Recruitment and Selection Process well and few changes has to be done based on the feedback of the employees who are working in the organization and the employees who are about to leave the organization by conducting an exit interview.