

**Project report on**  
**“A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION PROCESS**  
**WITH SPECIAL REFERENCE TO**  
**OJUS POWER AND TECHNOLOGY PVT LTD”**

**BY**  
**PRAMODH G**  
**(4LV16MBA36)**

**Submitted to**



**VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELGAUM**

*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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**Department of Business Administration**

**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY**

**Shobhavana Campus, Mijar, Moodbidri, Mangalore Taluk, DK - 574225**

**2016-2018**



**Date: 27<sup>th</sup> March 2018**

## **TO WHOMSOEVER IT MAY CONCERN**

This is to certify that **Mr. Pramodh G** student of **Alvas Institute of Engineering and Technology** studying 4th semester, MBA bearing **Vishweshwaraya University** register number **4IV16MBA36** has successfully completed his internship project work on "Effectiveness of Recruitment and Selection" under HR in our company from **15<sup>th</sup> January 2018 to 24<sup>th</sup> March 2018**.

During the above course his conduct was good and he showed eagerness to learn the topic which he has selected

We wish him very all the best in all his future endeavors

**Thanks,**

**For OJUS Power and Technologies Private Limited**

  
**Prasad M Sogali**  
**Director, Sales & Marketing**



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### CERTIFICATE

It is hereby certified that **Mr. PRAMODH G** bearing **USN: 4LV16MBA36** is a bonafide student of the Master of Business Administration course of the Institute (2016-18), affiliated to Visvesvaraya Technological University, Belgaum.

The project report on "**A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION AT OJUS POWER AND TECHNOLOGY PVT LTD , BANGALORE**" is prepared by him under the guidance of **Prof Gurudatt Somayaji H** Assistant Professor, Department of MBA, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration under Visvesvaraya Technological University, Belgaum, Karnataka.

  
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## **DECLARATION**

I, **PRAMODH G**, hereby declare that the project report entitled “**A study on effectiveness of recruitment and selection**” with reference to “**Ojus Power And Technology Pvt Ltd Bangalore**” prepared by me under the guidance of **Gurudatta Somayaji H**, faculty of M.B.A department, Alva's Institute Of Engineering And Technology Moodbidri, Mangalore and external assistance by **Mr.shubash** Hr Manager in Human Resource Ojus Power And Technology Pvt Ltd Bangalore,. I also declare that this project work is towards the partial fulfilment 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 from any other University/Institution.

**Place:** Mijar

**Date:** 24/05/2018

  
**Signature of the Student**

**PRAMODH G**

**4LV16MBA36**

## **ACKNOWLEDGEMENT**

I, Pramodh G 4<sup>th</sup> semester student of MBA course Alva's Institute of Engineering & Technology Mijar, Mangalore wish to express my gratitude to all concerned people who helped me to successfully complete this report as a part of fulfilment of Master of Business Administration.

I am very thankful to Shri. Sampath Kumar MD, OJUS, for giving me an opportunity to undergo internship and conduct my project work at OJUS Power and Technology pvt ltd.

I express my deep sense of gratitude to my project guide Gurudatta Somayaji H, Assistant Professor, Department of Business Administration, Alva's Institute of Engineering and Technology Mijar, Moodbidri, for cooperation and guidance.

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## **Executive Summary**

I, Pramodh G Pursuing M.B.A from Visvesvaraya Technological University, Belgaum. I Am doing My project on “entitled “a study on effectiveness of recruitment and selection” with reference to (“Ojus Power and Technology Pvt Ltd Bangalore”)

It is a procedure of research for future workers and consolation and support put on an occupation in an association". At that point he expounds it, portraying it as negative and positive. recruitment is the process of selecting the right candidate for the right job, the employees are very good in the organization they helped me to overcome the quarries what I had and they express their attachment toward their organization. Primary data will be collected through distributing questionnaire, interviews, Observation and Secondary Data were taken from Books, Magazines, Websites, and Newspapers. 300 respondents were taken for the research.

The surveys help to identify the various Employee Welfare Facilities provided for the employees in the Organization.