

A Project Report on  
“A STUDY ON RECRUITMENT AND SELECTION PRACTICES PREVAILING AT JR  
WORLD SOFTTECH, BANGALORE.”

Submitted by  
**ARUN KUMAR A**  
**4AL17MBA09**

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

**EXTERNAL GUIDE**

Mr. Kishore  
HR Manager  
JR World Softtech Pvt Ltd  
Bangalore

**INTERNAL GUIDE**

Prof. Shiny Joseph  
Assistant Professor  
Department of MBA  
AIET, Mijar



**Department of MBA**

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

**Shobhavana Campus, Mijar, Moodbidri, Mangalore Taluk, D.K -574225**

**APRIL 2019**

# **J.R. WORLD SOFTECH SYSTEMS PVT. LTD.**

DEVELOPING | OUT SOURCING | TRAINING | CONSULTING | STAFFING & SERVICES

# 720, 1st Floor, Above Kotak ATM, 24th Main Road, J.P. Nagar 6th Phase, Bangalore - 560 078.  
Phone : 080-41179599 • Email : hr@jrsoftsolutions.com • www.jrsoftsolutions.com

## **INTERNSHIP CERTIFICATE**

**Date: 02-03-2019**

### **TO WHOM SO EVER IT MAY CONCERN**

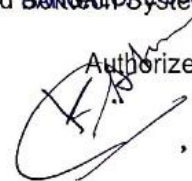
This is to certify that Mr. Arun Kumar (4AL17MBA09) S/O Anjineya V, is a student of MBA (MBA HR/Marketing 4<sup>th</sup> SEM) in Alvas Institute of Engineering & Tech, Mijar, Karnataka has successfully completed 02 months from 3 Jan 2019 to 2 Mar 2019. Internship programme at our Company (JR World Softech Systems Pvt. Ltd.)

During the period of his internship programme with us he was found punctual, hardworking and Inquisitive.

We wish him every success in life.

**J.R. WORLD SOFTECH SYSTEMS PVT. LTD.**  
# 720, 1st Floor, Above ING ATM,  
15th Cross, J.P. Nagar 6th Phase,  
Bangalore - 560 078  
For, J R World Softech Systems Pvt. Ltd.

Authorized Signature





## ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

A Unit of Alva's Education Foundation (R)

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Date: 11<sup>th</sup> April 2019

### Certificate

This is to certify that **Mr. ARUN KUMAR A** bearing **USN 4AL17MBA09** is a bonafide student of Master of Business Administration course of the Institute (2017-19) affiliated to Visvesvaraya Technological University, Belagavi.

The project report on "**A STUDY ON RECRUITMENT AND SELECTION PRACTICES PREVAILING AT J R WORLD SOFTTECH PVT LTD, BANGALORE**" is prepared by him under the guidance of **Mrs. Shiny Joseph**, Assistant Professor, 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, Belagavi, Karnataka.

  
**Mrs. Shiny Joseph**  
Internal Guide

  
**Dr. R. Wranton Perez**  
HOD, MBA

  
**Dr. Peter Fernandes**  
Principal

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Mijar, MOODBIDRI - 574 225, D.K

## **Executive Summary**

The project titled 'Recruitment and Selection' Undertaken in Jr World Softech Pvt Ltd. It is a well-established corporate house, Incorporated & headquartered in Bangalore providing financial and manpower services with a wide range of services.

Jr World Softech Pvt Ltd provides end to end personalized investment management services, which includes planning, advisory, execution and monitoring. Jr World Softech Pvt Ltd has a presence across asset class debt, fixed-income & mutual funds, with offline as well as online equity execution capabilities.

We are a prominent management consultancy house involved in Manpower Placements. We are catering to the manpower requirements for the Executives, Middle Management and Top Management Positions in various functional disciplines including Sales, Marketing, H.R, Finance Manufacturing, and Production etc.

The project report is about recruitment and selection process that's an important part of any organization. Which is considered as a necessary asset of a company? In fact, recruitment and selection gives a home ground to the organization acumen that is needed for proper functioning of the organization. It gives an organizational structure of the company. It's a methodology in which the particular organization works and how a new candidate could be recruited in such a way that he/she would be fitted for the right kind of career.

There are two types of factors that affect the Recruitment of candidates for the company

- Internal factors
- External factors