

A study on
**“Effectiveness of Recruitment and Selection and its Impact on Employee Retention with
Reference to Taj Bangalore”**

Submitted by
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4LV17MBA18

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

Johnson Fernandes
Assistant Professor
Department of MBA
AIET Mijar

EXTERNAL GUIDE

Ms Shama Bodra
HR Director
Taj Yeshwantpur
Bangalore



Department of MBA

ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY

Shobhavana Campus, Mijar, Moodbidri, Mangalore Taluk, D.k -574225

APRIL 2019



February 16, 2019

TO WHOM SO EVER IT MAY CONCERN

This is to certify **Mr. Kiran Poojary** (US : 4LV17MBA18), student of 3rd semester **Masters of Business Administration** at **Alvas Institute of Engineering and Technology, Moodbidri** has completed internship in the Human Resource function at the **Taj Yeshwantpur, Bangalore** from **January 3rd 2019 to February 16th 2019**.

The candidate has successfully completed the project topic titled **"Study on Effectiveness of Recruitment & Selection and its Impact on Employee Retention"** with reference to the **Taj Yeshwantpur, Bangalore**.

During the tenure of the training period, we found him enthusiastic, consistent, hardworking and committed towards the training goals.

We wish him the very best in all future endeavors

Thank you,

For **Taj Yeshwantpur, Bangalore**
(A Unit of Indian Hotels Company Limited)

Shama Bodra
Director Human Resource
Taj Yeshwantpur, Bangalore

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Date: 10th April 2019

Certificate

This is to certify that **Mr. KIRAN POOJARY** bearing **USN 4LV17MBA18** is a bonafide student of Master of Business Administration course of the Institute (2017-19) affiliated to Visvesvaraya Technological University, Belagavi.

The project titled "**A STUDY ON EFFECTIVENESS OF RECRUITMENT AND SELECTION AND ITS IMPACT ON EMPLOYEE RETENTION WITH SPECIAL REFERENCE TO TAJ, BANGALORE**" is prepared by him under the guidance of **Prof. Johnson Fernandes**, Assistant Professor, Department of Business Administration, in partial fulfillment of the requirements for the award of the degree of Master of Business Administration by Visvesvaraya Technological University, Belagavi, Karnataka.

Prof. Johnson Fernandes
Internal Guide

Dr. R. Wranton Perez
HOD, MBA
Dr. Peter Fernandes
Principal
PRINCIPAL

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EXECUTIVE SUMMARY

This report describes the 6-week mandatory internship conducted by the student at Taj Yeshwantpur. The aim of the internship was to study an organization, its structure, departments and its functions. The internship provided the opportunity to connect the theory taught in classrooms to the practical working in a real organization.

The Taj Yeshwantpur has created an atmosphere that's caring, warm, personalized and yet, totally professional.

The hotel is situated in Bangalore. Taj hotel is 2kilometer far from railway station and 35kilometer away from Bangalore International Airport Limited. It has three restaurants- Palette European Restaurant; Paranda Punjabi Restaurant; and Azure Mediterranean Restaurant. There is an open bar for the guests i.e. Shimmer and for the conferences there are four banquet halls i.e. Aura, Harmony, Strategy and Agenda.

There is a health club, where they provide spa, gymnasium, cycling, etc. for kids also they provide a swimming pool. There is salon for the guest.

Taj Yeshwantpur is the best hotel in Bangalore. It has 327 elegant crafted rooms that have plasma T.V., music player, DVD, Mini Bar, Wi-Fi connection, Electronic safe deposit lockers and many more facilities. Besides this, they also provide yoga and meditation facility to the guests. They provide swimming pool and sightseeing tours and some other facilities like airport transfer, Medical attention in house, Laundry, Photo processing, Daily newspapers, etc. .