

**“A STUDY ON TALENT ACQUISITION AND ITS IMPACT ON PRODUCTIVITY
WITH SPECIAL REFERENCE TO MANIPAL TECHNOLOGIES PVT LTD,
MANIPAL”**

BY

MANISHA K SHETTY

4AL18MBA40



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

AIET, MIJAR

EXTERNAL GUIDE

Mrs. Vidya Shenoy

Senior HR

Manipal Technologies P. Ltd



**DEPARTMENT OF BUSINESS ADMINISTRATION
ALVA'S INSTITUTE OF ENGINEERING & TECHNOLOGY
SHOBHAVANA CAMPUS, MIJAR, MOODBIDRI APRIL-2020**



Manipal Technologies Limited

MTL/HRTA/1920/169

15th February, 2020

To Whomsoever It May Concern

Subject: Internship Completion certificate for Mr. Manish K Shetty

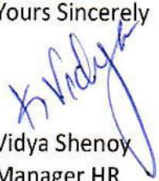
Dear Sir/Madam

We hereby state on record that Mr. Manish K Shetty has completed Internship in our Human Resource Department of Manipal Technologies Limited from 7th January, 2020 to 15th February, 2020 and the location of his internship was Manipal.

During this period of internship, he has successfully met the objectives of the Training as set at the beginning of the Training. We found him hard working and resourceful.

We wish Mr. Manish K Shetty all success in his future endeavors.

Thanking you
Yours Sincerely


Vidya Shenoy
Manager HR

Manipal Technologies Limited

Regd. Office: Udayavani Building, Press Corner, Manipal - 576 104, Karnataka, India.
CIN: U22219KA2000PLC026222
Tel: +91 820 2205000, +91 820 4275000 Fax: +91 820 2574827
e-mail: info@manipalgroup.info web: www.manipaltechnologies.com



CMMISVC/3



CMMIDEV/3

Document



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)

Shobhavana Campus, Mijar, Moodbidri - 574 225, Mangalore, D.K., Karnataka State.

Phone : 08258-262724 (O), 262725 (P), Telefax:08258-262726

Email : principalaiet08@gmail.com, Web:www.aiet.org.in

24 June 2020

CERTIFICATE

This is to certify that **MANISHA K SHETTY** bearing USN **4AL18MBA40**, is a bonafide student of PG Department of Business Administration of Alva's Institute of Engineering and Technology, Mijar, affiliated to Visvesvaraya Technological University, Belagavi. The project report titled "**A STUDY ON TALENT ACQUISITION AND ITS IMPACT ON PRODUCTIVITY WITH SPECIAL REFERENCE TO MANIPAL TECHNOLOGIES PVT LTD, MANIPAL**" is prepared by him under the guidance of Mr. Johnson Fernandes, 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, Belagavi, Karnataka.

Mr. Johnson Fernandes
Signature of Internal Guide

Dr. Claret Merdonca
Signature of HOD

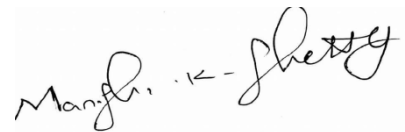
DEAN
Dept. of Business Administration
Alva's Institute of Engg. & Technology
MIJAR - 574 225

Dr. Peter Fernandes
Signature of Principal

PRINCIPAL
Alva's Institute of Engg. & Technology
Mijar, MOODBIDRI - 574 225

DECLARATION

I, **MANISHA K SHETTY**, hereby declare that the Project report “**Study on Talent acquisition and its impact on Productivity**” with reference to Manipal Technologies Pvt Ltd, Manipal prepared by me under the guidance of prof. **Johnson Fernandes**, Department of Business Administration, Alva’s Institute of Engineering and Technology, and external assistance by **Mrs. Vidya Shenoy (HR)**, Manipal Technologies Pvt Ltd. I Also Declare that the 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 the project for a period of six weeks, I further Declare that this report is based on the original study under taken by me and has not been submitted for the award of any degree/diploma from any other university/institution.



Place: Mijar

Signature of the student

Date:24/06/2020

ACKNOWLEDGEMENT

I am happy to take this opportunity to extend my sincere thanks to all those who have supported me, directly and indirectly.

I would like to thank my external guide **Mrs. Vidya Shenoy** and entire staff of Manipal Technologies Pvt Ltd for their constant encouragement, suggestions and moral support throughout the duration of my project.

I would like to thank our respected principal, **DR. PETER FERNANDES** for his pillared support and encouragement under college management for providing the right atmosphere to carry out the internship.

I would like to convey my heartfelt thanks to **DR. CLARET MENDONZA**, H.O.D of MBA department for giving me the opportunity and for her encouragement.

I am thankful to my internal guide **PROF. Johnson Fernandes** Assistant professor, dept of MBA, AIET Mijar. His feedback and solutions have greatly helped me in this project.

Finally, I would like to mention here that I am greatly indebted to each and everybody who has been associated with my project.

With sincere regards

Manisha K Shetty

TABLE OF CONTENTS

Chapter no.	Contents	Page No
1	Introduction	1-16
2	Conceptual Background and Literature Review	17-28
3	Research Design	29-32
4	Analysis and Interpretation	33-56
5	Finding conclusions and suggestions	57-60
	Bibliography	61
	Annexure	62-64

LIST OF TABLES

Table No	Particulars	Page No
4.1	Classification of gender.	33
4.2	Work experience in present company.	34
4.3	Age of the respondents.	35
4.4	Educational Qualification.	36
4.5	Implementation of talent acquisition successfully in the organization	37
4.6	Appointing high calibre employees	38
4.7	A Good Salary attracts most of the potential Candidates	39
4.8	Vacancies will not be kept open for long time	40
4.9	Organization Prefer external source of recruitment more consider than internal source.	41
4.10	Salaries will be set according to the market standards	42
4.11	Reference check is an integral part of talent acquisition	43
4.12	Talent acquisition Process of the organisation meets the current and legal requirements	44
4.13	Organisation is responsible for employer branding (HR)	45
4.14	Satisfied with Organization's personnel policies	46
4.15	Employer has good overall knowledge of HR Acquisition process and plans	47
4.16	Superiors conduct team members meet for formal career planning session	48
4.17	organization emphasis issues which concern the development of employees	49
4.18	Employee's competency will match with the job specification	50
4.19	Satisfied with this organization as a place to work as compared to other places	51
4.20	Performance review process provides with accurate information	52
4.21	significant relationship between talent acquisition and competitive advantage	53

4.22	Identification effective talent helps to improve productivity of the organization	54
4.23	Talent plan in place that guides the talent management in the organization	55
4.24	Talent Acquisition is the basis for development of organization capabilities	56

LIST OF CHARTS

Table No	Particulars	Page No
4.1	Classification of gender.	33
4.2	Work experience in present company.	34
4.3	Age of the respondents.	35
4.4	Educational Qualification.	36
4.5	Implementation of talent acquisition successfully in the organization	37
4.6	Appointing high calibre employees	38
4.7	A Good Salary attracts most of the potential Candidates	39
4.8	Vacancies will not be kept open for long time	40
4.9	Organization Prefer external source of recruitment more consider than internal source	41
4.10	Salaries will be set according to the market standards	42
4.11	Reference check is an integral part of talent acquisition	43
4.12	Talent acquisition Process of the organisation meets the current and legal requirements	44
4.13	Organisation is responsible for employer branding (HR)	45
4.14	Satisfied with Organization's personnel policies	46
4.15	Employer has good overall knowledge of HR Acquisition process and plans	47
4.16	Superiors conduct team members meet for formal career planning session	48
4.17	organization emphasis issues which concern the development of employees	49
4.18	Employee's competency will match with the job specification	50
4.19	Satisfied with this organization as a place to work as compared to other places	51
4.20	Performance review process provides with accurate information	52

4.21	significant relationship between talent acquisition and competitive advantage	53
4.22	Identification effective talent helps to improve productivity of the organization	54
4.23	Talent plan in place that guides the talent management in the organization	55
4.24	Talent Acquisition is the basis for development of organization capabilities	56

EXECUTIVE SUMMARY

The project titled “A study on Talent Acquisition and its impact on productivity with special reference to Manipal Technologies Pvt Ltd”. The main intention of this study was to understand the Talent Acquisition in the organisation. The primary information was obtained by questionnaire and information also collected from company report, journal, and company website are used as resources of secondary data. This study used the simple analytical methods like pie charts are used to inspect the data collected.

The first part of the study includes Industrial and company profile, second chapter includes of Conceptual background and literature review, third chapter contains Research design, fourth chapter includes analysis and interpretation and last chapter contains findings and suggestions of project report

The Objective of the project was to study, Talent Acquisition process incorporated in the organization, Impact of talent acquisition on Productivity and Best practices adopted by the organization in Talent Acquisition.

Talent acquisition is an important system in every organization. Study indicates that in certain areas strategies need to be followed to overcome the traditional recruitment system which has been following in their organization. By adopting effective Talent Acquisition strategies organization can make sure that the right talent is available at the right time and also to meet the future requirements of the organization.