

“A STUDY ON ONBOARDING AND ITS PROCESS IN THE ORGANIZATION”

Submitted by

MS. VARSHITHA V

USN: 4AL19MBA79

Submitted to



VISVESVARAYA TECHNOLOGICAL UNIVERSITY, BELAGAVI

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

MASTER OF BUSSINESS ADMINISTRATION

Under the guidance of

INTERNAL GUIDE

Mr. NEERAJ RAI

ASSISTANT PROFFESOR

AIET, MIJAR

EXTERNAL GUIDE

Mr. ABHISHEK

HR EXECUTIVE

BIGBASKET



**ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY, MIJAR,
MOODBIRI**

A UNIT OF ALVA'S EDUCATION FOUNDATION

Academic year 2021

INNOVATIVE RETAIL CONCEPTS PVT. LTD.

No.214, D.R. Muni Reddy Industrial Estate,

Doddanekkundi Industrial Area,

Doddanekkundi, Mahadevapura Post.,

Bengaluru, Karnataka - 560 047.

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bigbasket.com



TO WHOM SO EVER IT MAY CONCERN

This is to certify that VARSHITHA V with the USN NO. 4AL19MBA79 studying 2nd year MBA in Alva's Institute of Engineering and Technology, Moodbidri, has successfully completed the project work "Study on ONBOARDING PROCEDURE IN THE ORGANIZATION" from 22/02/2021 to 03/04/2021 at Innovative retail concepts PVT LTD (Big Basket) under the guidance of Mr. ABHISHEK HR Executive.

We found her sincere in her efforts to study and learn various aspects related to her project work.

We wish her success in her future endeavors.

Authorized signature.

HR Regional Manager.





ALVA'S INSTITUTE OF ENGINEERING AND TECHNOLOGY

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20 July 2021

CERTIFICATE

This is to certify that **VARSHITHA V** bearing USN **4AL19MBA79**, 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 ONBOARDING AND ITS PROCESS IN BIGBASKET**" is prepared by her under the guidance of Mr. Neeraj S Rai, 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. Neeraj S Rai
Internal Guide

Dr. Claret Mendonca
HOD

Dr. Peter Fernandes
Principal
PRINCIPAL

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Viva-Voce Examination

Date:

Signature of Internal Examiner
Name & affiliation

Signature of External Examiner
Name & affiliation



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DECLARATION

I Varshitha V student of MBA. **Alva's Institute of Engineering and Technology**. Mijar bearing **USN:4AL19MBA79** hereby declare that the project report entitled **"A STUDY ON ONBOARDING AND ITS PROCESS IN BIGBASKET"** prepared by me under the guidance of **Prof. NEERAJ RAI**, faculty of department of MBA. Alva's Institute of Engineering and Technology and external assistance by **MR. Abhishek, HR Executive, Big basket.**

I also declare that this project work is towards the partial fulfillment of the university requirements for the award of the degree of master of business Administration by Visvesvaraya Technology University, Belgaum. I have undergone a summer project for a period of six 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: 22/06/2021



Signature of the student

ACKNOWLEDGEMENT

I would like to extend our heartiest thanks with a deep sense of gratitude and respect to all those who provides me immense help and guidance during my training period.

I would like to thank my external guide **MR. ABHISHEK, HR Executive. In BIGBASKET** and the entire staff for their constant encouragement, suggestions and moral support throughout the duration of my project.

I express deep sense of gratitude to my internal guide **PROF, NEERAJ RAI**, Department of Business Administration, Alva's Institute of Engineering and Technology Mijar, Moodbidri, for having shown interest at every aspect right from the beginning of the 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 MENDOCA**, H.O.D of MBA Department for giving me the opportunity for her encouragement.

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

VARSHITHA V

U.S.N: 4AL19MBA79

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EXECUTIVE SUMMARY

The project report on "A STUDY ON ONBOARDING AND ITS PROCESS IN BIGBASKET" is submitted in fractional implementation of the requirements for the award of Master of Business Administration (MBA). This project includes industry profile, company profile, statement of the problem, objectives of the project, methodology, analysis and interpretation, findings, suggestion and conclusion.

For most businesses, the basic fast growth process is pretty much the same. Begin with a staffing strategy and budget that are in line with your company's objectives. Define the positions you need to fill carefully, and then rely on internal referrals and your manager's rolodexes to find prospects.

I'm trying to figure out how the Bigbasket operates. The company's onboarding process I went to the Bigbasket warehouse to learn why the company needs an onboarding procedure and why applicants are leaving.

After working at the company for a while, I noticed that there are some issues with onboarding candidates and tried to offer some solutions. So, in my report, I have explored all of the problems and solutions associated to these on this basis.