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A Study on Recruitment- An Integral Part of Campus Corners

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ABSTRACT –

Recruitment serves as the lifeblood of any organization, and within the dynamic ecosystem of Campus Corners, it holds particular significance. This abstract explores the essence of recruitment within the context of Campus Corners, a hub where academic institutions intersect with the professional world. By examining the multifaceted dimensions of recruitment, this abstract shed light on its pivotal role in shaping the landscape of Campus Corners.

In Campus Corners, recruitment transcends traditional boundaries, intertwining academia with industry. It serves as a bridge connecting ambitious students with promising career opportunities, while also enabling organizations to tap into a pool of fresh talent. The abstract delves into the intricate processes involved in recruitment, highlighting the strategies employed by both recruiters and candidates to navigate this competitive arena.

In order to achieve the goals of an organization, therefore, we need to recruit people with requisite skills, qualification and experience. While, doing so we have to keep the present as well as the future requirement of the organization in mind. Recruitment is defined as a process to discover the sources of manpower to meet the requirement of staffing schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient workforce.

Keywords – Recruitment, Academia, Industry, Talent acquisition, Internship programs, Digital age, Collaboration.

INTRODUCTION-

Campus Corners is the Training Institution started by Mr. Rakesh Sharma in January 2021.They provide the various aptitude, technical and soft skill trainings to all students from various colleges in Mumbai and Navi Mumbai region. Wherein they strongly hold an opinion that every student has an ability to succeed provided he receives the right training, right environment coupled with right opportunities.

Campus Corners specialize in Training & Placements, which include our management team and their highly talented and experienced trainers, in imparting aptitude and technical training, and to say the least, their trainers are the best in their league. They love what they do and that helps in educating and nurturing the young and bright minds, aspiring engineers of tomorrow.

The goal of this organization, the training program we offer, is to enhance the employability of young engineers, thereby aiding technology and engineering companies in saving the cost and the time in providing training to the newly inducted workforce.

The vision of the Campus Corners is to raise the employability index of our nation by imparting value-added and skill-based training to young students. We undertake training programs that are cost- effective and are within the budgetary provisions of the educational Institutions.

HISTORY OF CAMPUS CORNER -

The Campus Corners has started in January 1st, 2021 in Mumbai by Mr. Rakesh Sharma from Rajasthan. Before starting this organization in Mumbai Mr. Rakesh Sharma started the firm Perfective in Jaipur, Rajasthan and in Noida .

The Perfective vision is to Inspire and Develop the Leaders of Tomorrow by providing a new way for students to compete for examinations and college admissions that is more effective, engaging and motivating. Customizing the Menu for the Indian Market

OBJECTIVES –

Recruitment objectives are goals set by businesses or recruiters to ensure they select the right candidates for available positions. The primary recruitment objective of any company is to hire the most qualified candidates, but most have other goals to meet in their hiring processes, as well. In recent years, recruitment has shifted to consider candidates' needs and preferences more heavily, and objectives have changed to reflect this.

The main objectives of the recruitment are –

- Understand your requirements
- Refine the quality of the candidates
- Find a pool of candidates
- Consider the future needs of the company
- Reduce employee turnover
- Improve the company's reputation
- Increase your professional network
- Use a merit-based approach
- Determine the best hiring methods for the company
- Find candidates that fit the company's culture
- Encourage leadership development
- Create an efficient recruitment and hiring process

VISION

- Connecting students, educators and publishers on a single platform for collaboration.
- Provide a technology platform that can be accessed anytime, anywhere on any device. Ensuring business value for our users through advanced data analytics for them to make informed decisions.
- It states that they are already engaged in students and in colleges collaboration. So, this thing help them to form an idea to start up the Campus Corners which is one step ahead of his business thought.

MISSION

The goal of Campus Corners is focus on more and more placement and for that training program they offer is to enhance the employ ability of young engineers, thereby aiding technology and engineering companies in saving   the cost and the time in providing training to the newly inducted workforce.

INTROUDUCTION TO HRM –

Recruitment refers to the process of identifying, attracting, interviewing, selecting, hiring and onboarding employees. In other words, it involves everything from the identification of a staffing need to filling it.

Depending on the size of an organization, recruitment is the responsibility of a range of workers. Larger organizations may have entire teams of recruiters, while others only a single recruiter. In small outfits, the hiring manager may be responsible for recruiting. In addition, many organizations outsource recruiting to outside firms. Companies almost always recruit candidates for new positions via advertisements, job boards, social media sites, and others. Many companies utilize recruiting software to more effectively and efficiently source top candidates. Regardless, recruitment typically works in conjunction with, or as a part of Human Resources.

FUNCTIONS

The function of human resources departments is administrative and common to all organizations. Organizations may have formalized selection, evaluation, and payroll processes.

Management of "human capital" has progressed to an imperative and complex process. The HR function consists of tracking existing employee data, which traditionally includes personal histories, skills, capabilities, accomplishments, and salary. To reduce the manual workload of these administrative activities, organizations began to electronically automate many of these processes by introducing specialized human resource management systems.

HR executives rely on internal or external IT professionals to develop and maintain an integrated HRMS. Before client–server architectures evolved in the late 1980s, many HR automation processes were relegated to mainframe computers that could handle large amounts of data transactions. In consequence of the high capital investment necessary to buy or program proprietary software, these internally developed HRMS were limited to organizations that possessed a large amount of capital. The advent of client-server, application service provider, and software as a service (SaaS) or human resource management systems enabled higher administrative control of such systems. Currently, human resource management systems tend to encompass.

SWOT ANALYSIS-

Strengths:

Access to diverse talent pool: Campus Corners provides access to a diverse pool of talented students from various academic disciplines, offering recruiters a wide range of potential candidates.

Networking opportunities: Recruitment events and fairs in Campus Corners facilitate networking between recruiters and students, fostering meaningful connections and relationships.

Weaknesses:

Limited resource allocation: Some academic institutions in Campus Corners may have limited resources dedicated to career services, hindering the effectiveness of recruitment initiatives.

Competition among recruiters: The presence of multiple recruiters vying for top talent in Campus Corners can create intense competition, making it challenging for smaller organizations to attract candidates.

Opportunities:

Expansion of virtual recruitment: Leveraging virtual recruitment platforms and technologies can expand the reach of recruitment efforts in Campus Corners, enabling recruiters to engage with candidates globally.

Collaboration with academic institutions: Strengthening partnerships with academic institutions can enhance recruitment outcomes by aligning curriculum with industry needs and facilitating internships and co-op programs.

Threats:

Economic downturns: Economic downturns or uncertainties can impact recruitment activities in Campus Corners, leading to reduced hiring budgets and job opportunities for students.

Competition from alternative recruitment channels: The emergence of alternative recruitment channels, such as online job boards and professional networking platforms, poses a threat to traditional recruitment methods in Campus Corners.

FINDINGS AND ANALYSIS

Findings:

1. Recruitment itself is a great challenge for any of the organization. It was a challenge to deal with multiple people with different mindsets, just to hire and close one position.

2. Time arrangement between management and candidate for scheduling an interview was a great task. Even a minute internet issue or call issue used to become a barrier to complete the process.

3. Many times, the candidate use to complete entire interview process, get selected and then refuses the offer after acceptance.

4. Many times, the candidate use to back out at the time of joining, despite of end to end coordination.

5. Over and all recruitment is a very lengthy and time-consuming process which leads to both positive and negative impacts. Sometimes after doing the entire process also, there is a zero output just because the candidates back out which reflects our negative performance.

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ANALYSIS:

Happy, skilled and valued employees boost workplace efficiency, look after your customers and witness increased productivity levels. Organization should believe their employees and hence organization should be understood that employees are the core of your business and therefore Human Resources should be your most valued department. Human Resource department should always need to find the ways to improve their performance, increased efficiency, productivity and overall business success. Happy, skilled and valued employees boost workplace efficiency, look after your customers and witness increased productivity levels. Organization should believe their employees and hence organization should be understood that employees are the core of your business and therefore Human Resources should be your most valued department. Human Resource department should always need to find the ways to improve their performance, increased efficiency, productivity and overall business success.

CONCLUSION-

There is a huge difference between the theoretical bookish knowledge and practical corporate world. Internship has made me learn the same. In work culture importance of communication skills and managemental skill are very prominent. This leads you to make or break the work relations amongst your colleague. Time management as a college student and as a working professional is completely different. Time management by adhering the responsibilities is learnt only in a corporate world. The lessons of Personal and professional life balance are what I accelerated during my internship which will help me for my future career. Learning is a never-ending journey of life.

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