

Summer Project

Organization – Maruti Suzuki India Ltd

Organizational Guide – Mr. Vinod Rai and Ms. Geeta Sahrawat

Faculty Guide – Dr. S.P. Chauhan

Title - Rank and Classify Consultants and Study of Recruitment Model of Maruti Suzuki

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Project Summary

Recruitment is of the most crucial roles of the human resource professionals. The level of performance of organization depends on the effectiveness of its recruitment function. Organizations have developed and follow recruitment strategies to hire the best talent for their organization and to utilize their resources optimally. A successful recruitment strategy should be well planned and practical to attract more and good talent to apply in the organization. In MSIL, my project was to study the Recruitment process of Laterals, Classify the consultants based on their performance.

My summer internship project was to classify the consultants in MSIL. Consultants are involved when recruitment of Laterals is done. In this project to rank the consultants, I had designed a framework on basis of which one can rank, classify and check the performance of each consultant. The framework was divided into three parts that is Hit Ratio I, II and Final Hit Rate. These parts were further divided into 7 parameters so that performance can be calculated.

In continuation to this project I have developed a working model called CPMM (Consultant Performance Measurement Model). This model is based on the framework developed to rank consultant. Most of the recruitment work at MSIL is done manually so to help Talent Acquisition (TAQ) department to check the performance of any consultant at any time in the year this model was developed.

This model automatically calculates the performance of any consultant. This will give appropriate input i.e. performance percentage of any consultant to TAQ team so that they can decide which consultant is performing and which is not and when they can take appropriate action against underperforming consultant and when they can increase their business with performing consultant. After the model was developed, data was collected from the consultant for evaluating their performance. The major reason to develop this model was to ease the work of TAQ team since performance is calculated automatically and model is user friendly. This project gave me an opportunity to interact with various consultants and understand their limitations and problems.

The next part of my summer internship was to study the process of recruitment of Laterals. I was given an opportunity to get involved in day-to-day operations and get the first hand experience to understand the recruitment model in MSIL. Detail study was made and suggestions are given based on observation and discussion with TAQ team.

During my summer internship training I had an opportunity to work on Employee Referral sourcing also. I was actively involved in employee referral and gained a lot of knowledge and information during my training.