

DEPT OF PSYCHOLOGY PRESENTS

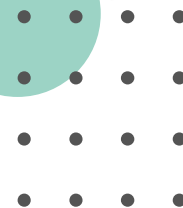
WORKSHOP ON

RECRUITMENT FUNCTIONS in Human Resource



CHRIST
UNIVERSITY
BANGALORE, INDIA

Declared as Deemed to be University under Section 3 of UGC Act 1956



7TH DECEMBER 2017

9 AM- 4 PM

FACILITATOR: GIRI KRISHNAN

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DEPARTMENT OF PSYCHOLOGY

Workshop on Recruitment Function in Human Resource

A workshop on Recruitment functions in Human Resource was organized on 7th December 2017 for the students of the Honours in Psychology as part of the Industrial and organisational Psychology course, with the resource person Mr.Giri Krishnan Owner of Futures and Careers, a Human Resources Consulting firm based in Bengaluru.



The three hour long workshop exemplified an interactive session at its best. It began with a basic discussion on the types of industries, various departments in a company and the functions of a Human Resource Department bringing the focus to 'recruitment' in particular. From the reasons behind generation of a vacancy, to the building of a suitable Job Description, the practical processes involved in the same were brought to the front using descriptive flowcharts. A comprehensive discussion as this, invited a wide variety of questions by the students, such as the meaning of "CTC", "KRA", "KPI", enquiry about the different recruitment processes undertaken by different companies, what the process of recruitment consulting involves and what its obstacles are, among others.

The second half of the session proved to be the highlight of the workshop. The students were given an opportunity to actually look into the world of recruitment consulting by gaining access to job portals like Naukri.com and communicating with suitable candidates for a specific job vacancy. At first, the students were shown an email conversation of Futures and Careers with a client regarding a specific job vacancy. Then, the database of Naukri.com was displayed and the process of filtering resumes

appropriate to the job description was demonstrated. After selecting one resume that would fit the job description, a student volunteer communicated with the selected candidate over telephone and succeeded in getting him on board. This entire exercise proved to be an exceptionally stimulating experience for the students. To further the learning, the students, in groups, worked on different job vacancies, from scratch. They began with understanding the client company, entering job specifics for filtering resumes from the job portal, and going on to directly communicating with the shortlisted candidates over telephone. The goal was to get five candidates on board for each vacancy. The students were almost successful, converting four candidates for two vacancies and three candidates for one vacancy.



Overall, it was a highly engaging experience indeed; the students were appalled by the amount of exposure that the workshop provided. 'Learning by doing' was its motto, and it can be said with definite conviction that it was one of the truest forms of learning.

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DEPARTMENT OF PSYCHOLOGY
PSYCHOLOGY ASSOCIATION
Workshop on Recruitment Function in Human Resources

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