

**Final Project**

**ON**

**“A Study of Human Resource Information System in WIPRO PVT. LTD”**

**DMSR, G. S. College of Commerce & Economics, Nagpur**

**Affiliated to**

**Rashtrasant Tukadoji Maharaj Nagpur University  
Nagpur**

In partial fulfilment for the award of the degree of  
Master of Business Administration

**Submitted by**

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**Under the Guidance of**

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NAAC Re-Accredited “A” Grade Autonomous Institution**



**Academic Year 2021-22**

**G.S. College of Commerce & Economics, Nagpur**

**CERTIFICATE**

This is to certify that “**Neha Raju Girhale**” has submitted the project synopsis titled “**A Study of Human Resource Information System in WIPRO Pvt. Ltd**”, towards partial fulfillment of **MASTER OF BUSINESS ADMINISTRATION** degree examination. This has not been submitted for any other examination and does not form part of any other course undergone by the candidate.

It is further certified that she has ingeniously completed her project as prescribed by **DMSR,G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR** (NAAC Reaccredited “A” Grade Autonomous Institution) affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur.

**Dr. Pragati Pandey**  
**(Project Guide)**

**Dr. Sonali Gadekar**  
**(Co-Ordinator)**

**Place: Nagpur**

**Date: 28/07/2022**

**G. S. College of Commerce & Economics, Nagpur**

**DECLARATION**

I here-by declare that the project with title “**A Study of Human Resource Information System in WIPRO Pvt. Ltd**” has been completed by me in partial fulfillment of MASTER OF BUSINESS ADMINISTRATION degree examination as prescribed by **DMSR - G. S. COLLEGE OF COMMERCE & ECONOMICS, NAGPUR** (NAAC Reaccredited “A” Grade Autonomous Institution) affiliated to Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur and this has not been submitted for any other examination and does not form the part of any other course undertaken by me.

Neha Raju Girhale

Place: Nagpur

Date: 28/07/2022

G. S. College of Commerce & Economics, Nagpur

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With immense pride and sense of gratitude, I take this golden opportunity to express my sincere regards to “**Dr. N.Y. Khandait**”, Principal, G.S. College of Commerce & Economics, Nagpur.

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I will fail in my duty if I do not thank the non-Teaching staff of the college for their Co-operation.

I would like to thank all those who helped me in making this project complete and successful.

Neha Raju Girhale

Place: Nagpur

Date: 28/07/2022

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# **INTRODUCTION**

## **INTRODUCCION**

In today's globalized world it is need to go as per the technology changes. Human Resource Information System is a software which helps in planning, controlling the HR cost. Also helps in achieve improved efficiency & quality in HR decision making. And for the improvement in employee & managerial productivity the study of Human Resource Information System is important. Human Resources are an organizational function that deals with issues such as recruitment and selection, training, appraisal, compensation and performance management of the employee. Human beings are also considered to be resources because it is the ability of humans that helps to change the gifts of nature into valuable resources The goals can be achieved through detail study of using the effective information system the company needs to implement Human Resource Information System. By automating human resource practices, HRIS saves time & money, effectively reallocates processes & thus provides competitive advantage and adds strategic value to the organization. HRIS is set of inter related components working together to collect, process & store information to support HR decision making, coordination and control in an organization. HRIS is an emerged term in this competitive age. Human Resources is an organizational function that deals with issues such as recruitment and selection, training, appraisal, compensation and performance management of the employee.

The human resource information system provides details on administration, payroll, Recruitment and training. This system is expected to deliver valuable results to the personnel Department. A Human Resource Information System is software containing a database that allows the entering, storage, and manipulation of data recording of employees. Human Resource Information System (HRIS) is a systematic way of storing data and information for Each individual employee to aid planning, decision making, and submitting of returns and Reports to the external agencies. It merges HRM as a discipline and in particular it's basic HR Activities and processes with the information technology field. It can be used to maintain Details such as employee profiles, absence reports, and salary admin and various kinds of reports.

## **What is an HRIS?**

The right HRIS will save your HR team valuable time, help them to work smarter and allow them to provide strategic guidance to your company's decision makers. Focus on finding HRIS solutions like Sapling, which will address your company's current needs, planned growth and future business objectives.

## **Benefits of an HRIS**

As we discuss in our Digital HR Certificate Program, using an HRIS has a number of clear benefits. That's why companies of all sizes implement this tool to support their people operations. Centrally, the HRIS holds employee information. A wide range of employee data is then easily accessible, in one system.

### **Record-keeping**

An HRIS is a record-keeping system that keeps track of changes to anything related to employees. The HRIS can be seen as the single source of truth when it comes to personnel data.

### **Compliance**

Some data is collected and stored for compliance reasons. This includes material for the identification of employees in case of theft, fraud, or other misbehaviors, first contact information in case of accidents, citizens identification information for the tax office, and expiration dates for mandatory certification. All this information can be stored in the HRIS. It is essential that data is stored safely and securely, in line with GDPR regulations.

### **Efficiency**

Having all this information stored in one place not only benefits accuracy but also saves time. Some companies still keep a lot of data about employees as physical paperwork. Finding the right folder, and locating the right sheet, can take up a lot of staff time.



# **COMPANY PROFILE**

## COMPANY PROFILE



Wipro Limited is an India-based information technology, consulting and business process services company headquartered in Bengaluru, India in 2013, Wipro demerged its non-IT businesses into separate companies.

The company was incorporated on 29 December 1945 in Amalner, Maharashtra by Mohamed Premji as "Western India Vegetable Products Limited", later abbreviated to "Wipro". It was initially set up as a manufacturer of vegetable and refined oils in Amalner, Maharashtra, India under the trade names of Kisan, Sunflower, and Camel.

In 1966, after Mohamed Premji's death, his son Azim Premji returned home from Stanford University and took over Wipro as its chairman at the age of 21.

During the 1970s and 1980s, the company shifted its focus to new business opportunities in the IT and computing industry, which was at a nascent stage in India at the time. On 7 June 1977, the name of the company changed from Western India Vegetable Products Limited, to Wipro Products Limited.

Wipro Limited is an India-based information technology, consulting and business process services company headquartered in Bengaluru, India in 2013, Wipro demerged its non-IT businesses into separate companies. The company was incorporated on 29 December 1945 in Amalner, Maharashtra by Mohamed Premji as "Western India

Wipro Limited is a market leading Information Technology, consulting and business process services company. Wipro utilizes the power of analytics, robotics, cloud and other emerging technologies to help clients spread across six different continents to adapt to the current digital

trend and help them thrive to success. Wipro has over 1,60,000 dedicated employees serving together and building a bold and new future. The amount of revenue generated by Wipro in the financial year 2017 is 848 crores USD. Wipro Limited (Wipro), incorporated on December 29, 1945, is a global information technology (IT), consulting and business process service provider. It operates through two segments: IT Services and IT Products. Company's IT Services business provides a range of IT and IT-enabled services. IT Products segment provides a range of third-party IT products, which allows it to offer IT system integration services.

Wipro Enterprises (P) Limited comprises of two main divisions

Wipro Consumer Care and Lighting (WCCLG)

Wipro Consumer Care and Lighting (WCCLG) is among the top fastest growing FMCG companies in India. It has a strong brand presence in personal care and skin care products in South-East Asia and Middle-East apart from significant market share in identified segments. Today WCCLG has global workforce of 8300 serving over 40 countries. WCCLG business includes multiple product ranges from Personal care (Soaps, Toiletries), Baby care, Wellness Electrical wire devices, Lighting and Modular Office Furniture.

Wipro Infrastructure Engineering (WIN)

Wipro Infrastructure Engineering (WIN) is the largest independent hydraulic cylinder manufacturer in the world, delivering around 2 million cylinders to OEMs in different geographies. WIN has global workforce of over 1,700 committed and skilled people, and 14 state-of-the-art manufacturing facilities across India, Northern Europe, Eastern Europe, US, Brazil and China.

WIN specializes in designing and manufacturing custom Hydraulic Cylinders (double acting, single acting and telescopic cylinders), Actuators and Precision engineered components for infrastructure and related industries such as Construction & Earthmoving, Material/Cargo Handling & Forestry, Truck Hydraulic, Farm & Agriculture, Mining, and Aerospace & Defense. To read more on WIN,

Wipro Enterprises (P) Limited also has two associates

- Wipro GE Healthcare Private Limited



Azim H. Premji  
Founder Chairman

- Wipro Kawasaki Precision Machinery Private Limited

**Group Executive Council**



Rishad Premji  
Chairman



Anand Padmanabhan  
President, Business Development and Strategic Sales



Vineet Agrawal  
CEO, Wipro Consumer Care & Lighting



Anurag Behar  
CEO, Azim Premji Foundation



Bhanumurthy B. M.  
President and Chief Operating Officer



Jatin Dalal  
Chief Financial Officer



Srini Pallia  
President, Consumer Business



**Milan Rao**

President – Marketing, Innovation & Technology, and Global Head - Manufacturing & Communications Business



**Nalinikanth Gollagunta**

President & CEO of GE Healthcare – India & South Asia





**N. S. Bala**

President, Energy, Natural Resources, Utilities & Construction



**Pratik Kumar**

CEO, Wipro Infrastructure Engineering

**Rajan Kohli**

President, Wipro Digital

1) **Azim Premji** is the chairman of Wipro Limited.

officer in Wipro.

2) **Thierry Delaporte** is the CEO of Wipro.

3) **Rishad Premji** is the Chief strategy Wipro Limited is a market leading Information Technology, consulting and business process services company. Wipro utilizes the power of analytics, robotics, cloud and other emerging technologies to help clients spread across six different continents to adapt to the current digital trend and help them thrive to success. Wipro has over 1,75,000 dedicated employees serving together and building a bold and new future. The amount of revenue generated by Wipro in the financial year 2020 is 972 crores USD.

Wipro Limited, also known as Western India Products Limited is an Indian information technology company established by Mohamed Hashem Premji as 'Western India Vegetable Products Limited' in 1945 which was later abbreviated to Wipro. It was previously set up as a refined edible oil manufacturer in Amalner, Maharashtra. After Mohamed Premji's death in 1966 his son Azim Premji took in charge of the company at a young age of 21. The year 1980 marked the arrival of Wipro in the Information Technology domain.

## WIPRO LIMITED VISION, MISSION, VALUES STATEMENTS

### Wipro Limited Mission Statement

The Spirit of Wipro is the core of Wipro. These are our Values. It is about who we are. It is our character. It is reflected consistently in all our behavior. The Spirit is deeply rooted in the unchanging essence of Wipro. But it also embraces what we must aspire to be. It is the indivisible synthesis of the four values. The Spirit is a beacon. It is what gives us direction and a clear sense of purpose. It energizes us and is the touchstone for all that we do.

### Wipro Limited Vision Statement

Contribute for global e-society, where a wide range of information is being exchanged beyond time and space over global networks, which breaks down the boundaries among countries, regions and cultures, allowing individuals to take part in various social activities in an impartial, secure way. Continuous effort to enhance people's lifestyle and quality by means of developing new technology in wireless communication.

### Wipro Limited Values

- Be passionate about clients' success
- Be global and responsible
- Treat each person with respect
- Unyielding integrity in everything we do

## Headquarters of the company

Bangalore, Karnataka, India

## Wipro Tagline

Wipro previously had a tagline "**Applying thought**" from (1998-2017) but now it has been retired.

In 2017 Wipro Launched New Logo for new brand identity and rearticulated "Spirit of Wipro" to underscore wipro's commitment to transformation & evolving client expectation.

Wipro follow below principles

1. Be passionate about client's success
2. Be global and responsible
3. Treat each person with respect
4. Unyielding integrity in everything we do

## SWOT ANALYSIS:



### Strengths:

- Skilled manpower: Diversified skill base across service lines, delivery capabilities and client satisfaction.
- Commitment to go the extra mile
- Research and Development: Technological partnership with other software companies
- Low cost advantage: Ability to continually reduce the cost of services (Wipro ltd et al., 2009).
- Company with zero promoter pledge
- Annual Net Profits improving for last 2 years
- Company with Low Debt
- Growth in Net Profit with increasing profit Margin (QoQ)
- Efficient in managing Assets to generate profits ROA improving since last 2 year
- Effectively using its capital to generate Profit RoCE improving in last 2 years
- High Piotroski Score – Companies with strong financials

**Weaknesses:**

- Not a proactive company: Domestic market was huge but was underdeveloped
- Small player in global market: No exposure to standard work
- Limited domain: Wipro provided very limited number of services (Wipro ltd et al., 2009).
- Promoter decreasing their shareholding
- Declining Net Cash Flow : Companies not able to generate net cash

**Opportunities:**

- Huge global market: The Company has entered into the global market so now it's the biggest opportunity available to the company.
- Huge Potential in Domestic Market (Wipro ltd et al., 2009).
- Companies with 10% increase in share price over three months, with rising net profit growth
- Brokers upgraded recommendation or target price in the past three months
- 30-day SMA, and current price greater than open
- High Momentum Scores (Technical Scores greater than 50)
- Volume Shockers
- Stocks near 52 weeks high with significant volumes

## **Threats:**

- Competition by Indian companies in domestic market
- Presence of big companies in global market
- Exchange rate: This can be a threat to the company as the company is making profits due to the high exchange rate and if this rate comes down in future it can lead to a major problem for the company (Wipro ltd et al., 2009).
- Indian stocks that could be impacted by Brexit (leaving the EU)
- Companies with high market cap, lower public shareholding
- Stocks with Expensive Valuations according to the Trend line Valuation Score
- Increasing Trend in Non-Core income.

The high cost of human capital: due to high attrition rate in the IT industry, recruiting people can be very costly. This can affect the profitability of the firm (Wipro Ltd., 2017). Stiff competition. The level of competition in the IT market is very high. As a result, firms will always compete for the buyers. It requires a unique differentiation strategy in order to penetrate the market (Sharma, 2011). Exchange rate: due to economic changes, exchange rates are affected either. For example, high exchange rates impact negatively on the firm's profits and vice versa.

## **NEEDS OF STUDY**



## **NEEDS OF STUDY**

- It was found that there is very little time allotted in handling information in respect of the HR function, may be because of time required to handle the abundant information.
- There is a lack of information about human resources in the industry at all levels.
- HRIS would help achieve “equality” in areas like promotion, transfer, nomination, etc.
- HRIS helps settle employees’ dues in time, in respect of provident fund, retirement, gratuity, L T C. and earned leave compensation, etc.

## **OBJECTIVES OF STUDY**

## **OBJECTIVES OF STUDY**

- To study the human resource information system in Wipro Pvt. Ltd.
- To find out the problems areas of Human Resource Information System in Wipro Pvt. Ltd.
- To study the need and importance of the human resource information system in Wipro Pvt. Ltd.
- To find out the requirements for implementation of the human resource information system in Wipro Pvt. Ltd.

## **SCOPE OF STUDY**

## **Scope of Study**

- The area of study is limited to the existing system of Wipro Pvt. Ltd.
- The respondent of the study was 10, users of existing Human Resource Information System.
- To understand how the Human Resource Information System is used in Wipro Pvt. Ltd.

## **LIMITATIONS**

## **Limitations**

- The Human Resource Information System refers to the strategy practiced by the management in order to boost up then involvement and productivity among the employee group.
- Human resource information system is one of the toughest things to implement in a work culture as you need to think of creative ideas that can make the working experience fun and encouraging and at the same time productive.
- This study is restricted to Wipro infrastructure employees.
- The results may vary according to the perceptions and opinions of the respondents. The research was confined only to the limited period due to inadequacy of time as the duration of this project was only one month.
- The responses were dependent on the attitude, opinion and sharing mentality of the employees.

## **LITERATURE REVIEW**



## Literature Review

(Sunita Shukla, 2016) In their research article they pointed out that to meet the unique need of the organization, retention policies to be kept in mind. The researcher has concluded that employee friendly policies and systems and other innovative methods of employee welfare programs are must to retain the employees and minimize attrition. In her research she pointed out that transparent and fair appraisal system is the first rank and need to be looked into (Yongqiang 2015) in their survey the influence of collectivist human resource management practices on team-level identification collecting empirical data from firms in different regions of China, we found that the collectivism-oriented HRM approach has a positive effect on employees' team-level relational identification.

This paper revealed that the frontline employees who have high job engagement and organizational commitment and normative commitment. On the other hand, high employees' job engagement also meaningfully affects the employees' continuance commitment in the work place.

The researcher revealed that there is an inter-relationship between organizational outcomes and job factors. Here the author says the firm need to improve beyond the routine administration of engagement survey and need to implant engagement in HRM policies and practices viz., Personnel selection, socialization, performance management and Training and Development.

This paper examined about the employee engagement is the level of commitment that employees feel toward their organization as well as the level of the employee's discretionary effort and their willingness to go the extra mile for their company. Engaged employees are more passionate about their work and willing to help each other. Leaders must also enable employees to channel their efforts productively.

Here the researcher focusses on investigating the influence of employee engagement strategies on organization citizenship behavior within the Retail Banking Industry. Meanwhile, the results of the paper are the employee engagement will enhance the outcome of organizational citizenship behavior of employees and behavioral transformation, which may affect on the employee's engagement strategies which includes working conditions, home life balance and wellness among others.

The author conducted an internal and external review of how our people feel and developed a plan to address key areas of employee engagement, and found how the employees are approach positively about the working culture. Through the proper communication the positive work culture will be promote and helps organization growth in advance.

## **RESEARCH METHODOLOGY**

## RESEARCH METHODOLOGY

Research in common parlance refers to the search for knowledge. It can be also defined as a scientific and systematic search for pertinent information on specific topic. Infact, search is an art of scientific investigation. In simple terms, research means, ‘a careful investigation or enquiry especially through search for new facts in any branch of knowledge.’

### MEANING :-

“The procedures by which researcher goes about their work of describing, explaining and predicting phenomenon are called methodology. Methods comprise the procedures used for generating, collecting and evaluating data. All this means that it is necessary for the researcher to design his methodology for his problem as the same may differ from problem to problem”.

Two types of data will be used:

#### **1) Primary data:**

It comprises of the data which is collect through the questionnaires filled by the respondents.

#### **2) Secondary data:**

The Secondary data for the research have been collected from various sources which include Websites, Journals, books, articles and also from the usage of the internet facility

## **HYPOTHESIS**

## **HYPOTHESIS**

H1: Higher Utilization of HRIS job analysis process in an organization improves the efficiency and effectiveness of HR planning.

H0: Higher Utilization of HRIS job analysis process in an organization does not improve the efficiency and effectiveness of HR planning.

## **RESEARCH DESIGN**

## **RESEARCH DESIGN**

Descriptive statistics are used to describe the basic features of data in a study. They provide simple summaries about the sample and the measures. Together with simple graphics analysis, they form the basis of virtually every quantitative analysis of data. Descriptive statistics help us to simplify large amounts of data in a sensible way. Each descriptive statistic reduces lots of data into a simpler summary.

Sampling Plan: The sample size taken for the study -58 Tools for Data Collection and Analysis of Data Data collection is defined as the procedure of collecting, measuring and analysing accurate insights for research using standard validated techniques. A researcher can evaluate their hypothesis on the basis of collected data. In most cases, data collection is the primary and most important step for research, irrespective of the field of research. The approach of data collection is different for different fields of study, depending on the required information.



## **SOURCES OF DATA**

## **SOURCES OF DATA**

Research will be done to study the process of rewards and recognition on employee motivation. And the specific objectives were to identify the most effective means of rewards and recognition, to study the behavioural differences between appreciated and no appreciated employees, to understand the extent to which motivation enhances employee's performance, to identify if the motivation has an effect on individual and organizational growth and to study if rewards and recognition results in emotional conflicts between employees.

Two types of data will be used:

### **Primary data:**

It comprises of the data which is collect through the questionnaires filled by the respondents.

### **Secondary Data:**

The Secondary data for the research have been collected from various sources which include Websites, Journals, books, articles and also from the usage of the internet facility.

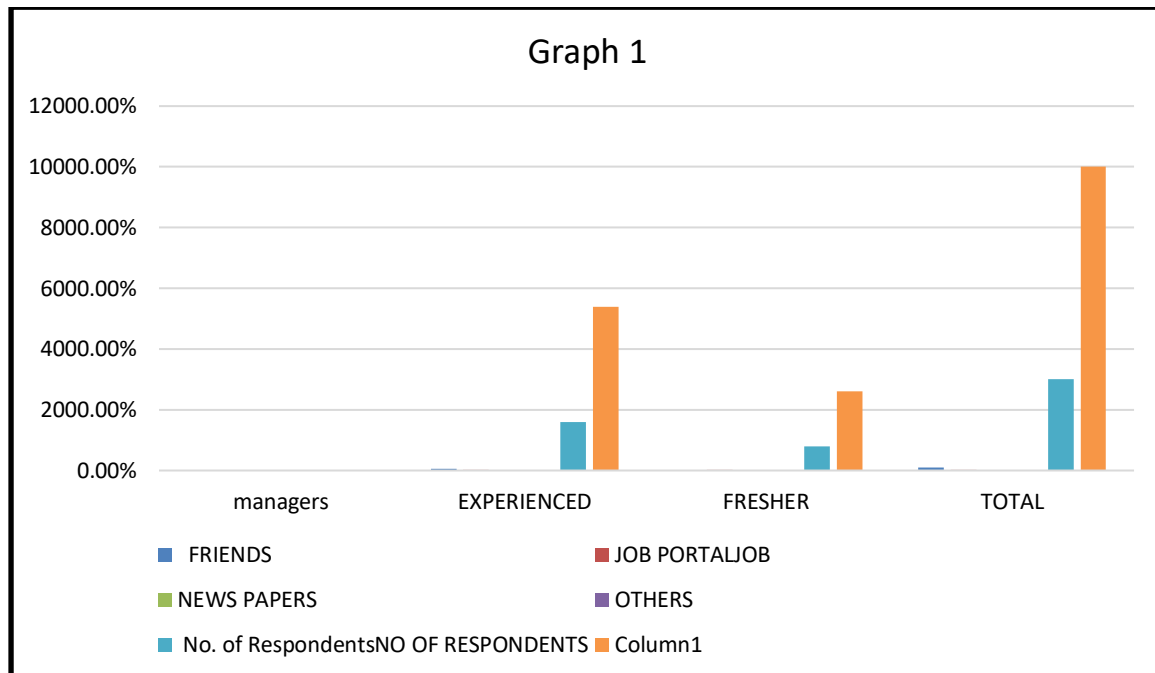
## **DATA ANALYSIS & INTERPRETATION**

## Data Analysis & Interpretation

### Que.1 The openings in the nrganization

**Table 1**

	FRIENDS	JOB PORTAL	NEWS PAPERS	OTHERS	No. of Respondents	% of RESPONDENTS
MANAGERS	16.66%	0	0	3.34%	6	20
EXPERIENCED	50.625%	3.375%	0	0	16	54
FRESHER 'S	22.75%	.25%	0	0	8	26
TOTAL	90.035%	6.625%	0	3.34%	30	100

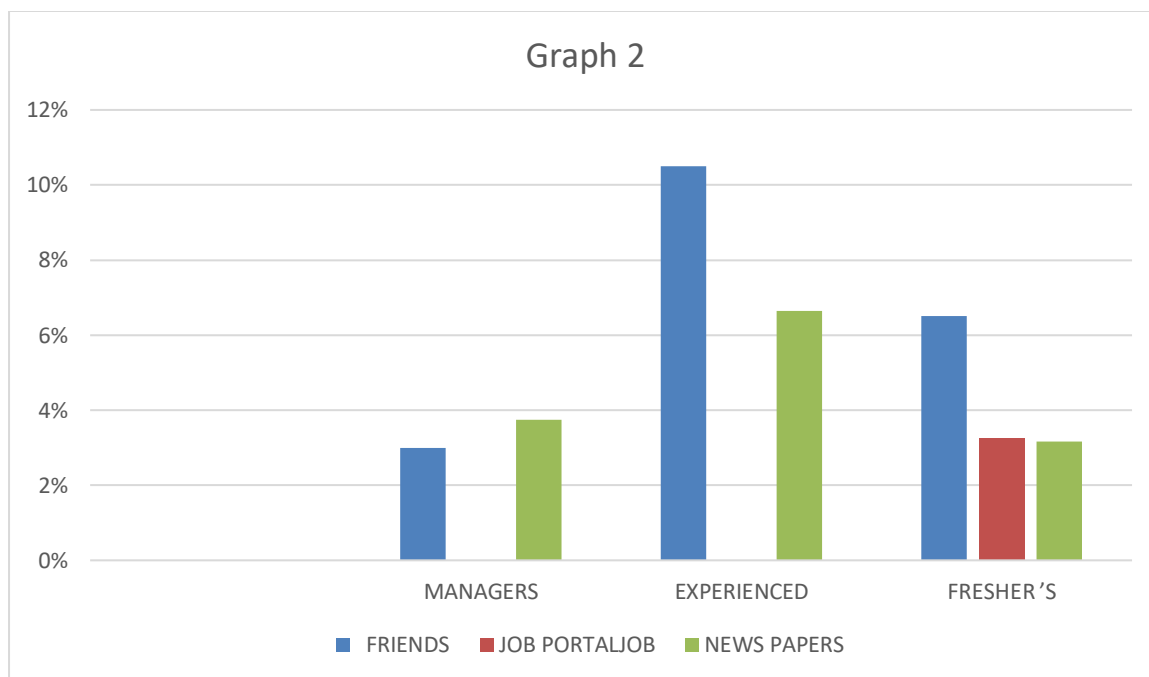


**Interpretation:** 90.035% of respondents came to know about the openings in the organization through friends. 6.625% of respondents through Job portals and 3.34% through other means (Direct Call from CEO).

**Que.2 The major factor that made you to apply for this Organization**

**Table 2**

	FRIENDS	JOB PORTAL	NEWS PAPERS	OTHERS	No. of Respondents	% of RESPONDENTS
MANAGERS	03%	0%	3.75%	16.62%	6	20
EXPERIENCED	10.5%	0%	6.65%	30.37%	16	54
FRESHER 'S	6.5%	3.25%	03.16%	16.2%	8	26
TOTAL	20%	3.25%	13.56%	63.19%	30	100

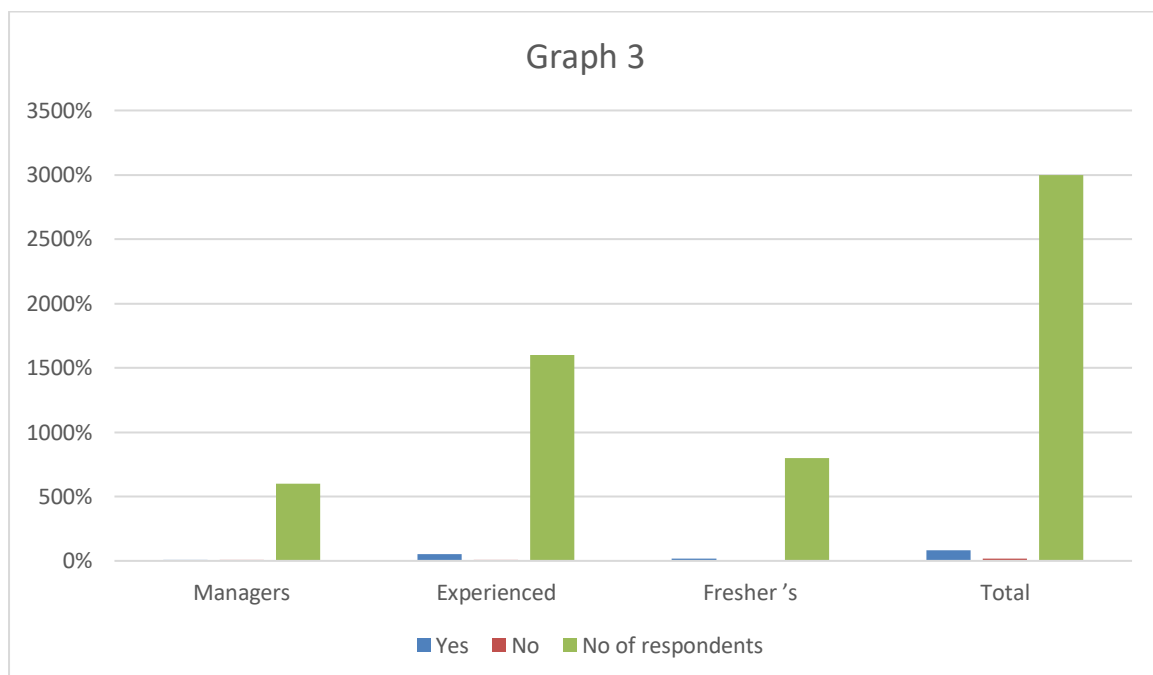


**Interpretation:** 20% of respondents are influenced by the Image of organization, 3.25% are influenced by Organization culture, 13.56% by Salary and 63.19% by Job Role.

### Que.3 Happy with the Recruitment process

Table 3

	Yes	No	No of respondents	% Of respondents
Managers	10%	6%	6	20
Experienced	50%	10%	16	54
Fresher 's	20%	4%	8	26
Total	80%	20%	30	100

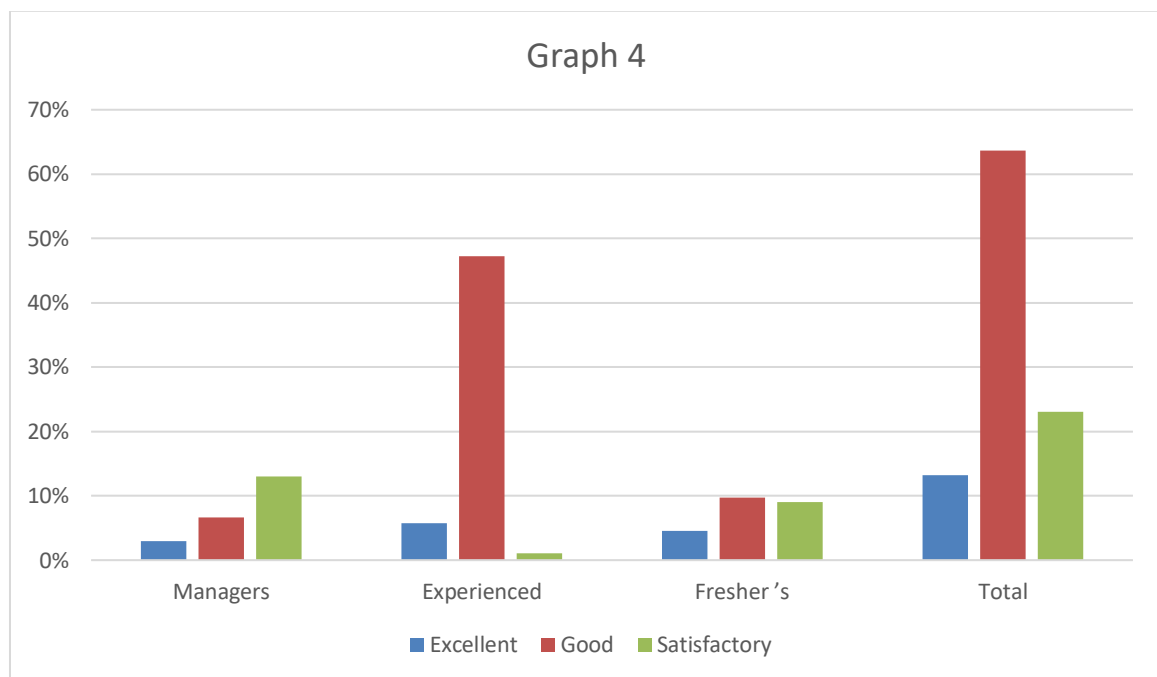


**Interpretation:** 80% of respondents are happy with recruitment process as well as 20% of respondents are not satisfied with recruitment process.

**Que.4 Your feel about the interview panel**

**Table 4**

	Excellent	Good	Satisfactory	Poor	No of respondents	% Of respondents
Managers	3%	6.66%	13.04%	0	6	20
Experienced	5.75%	47.25%	1.05%	0	16	54
Fresher 's	4.5%	9.75%	9%	0	8	26
Total	13.25%	63.66%	23.09%	0	30	100

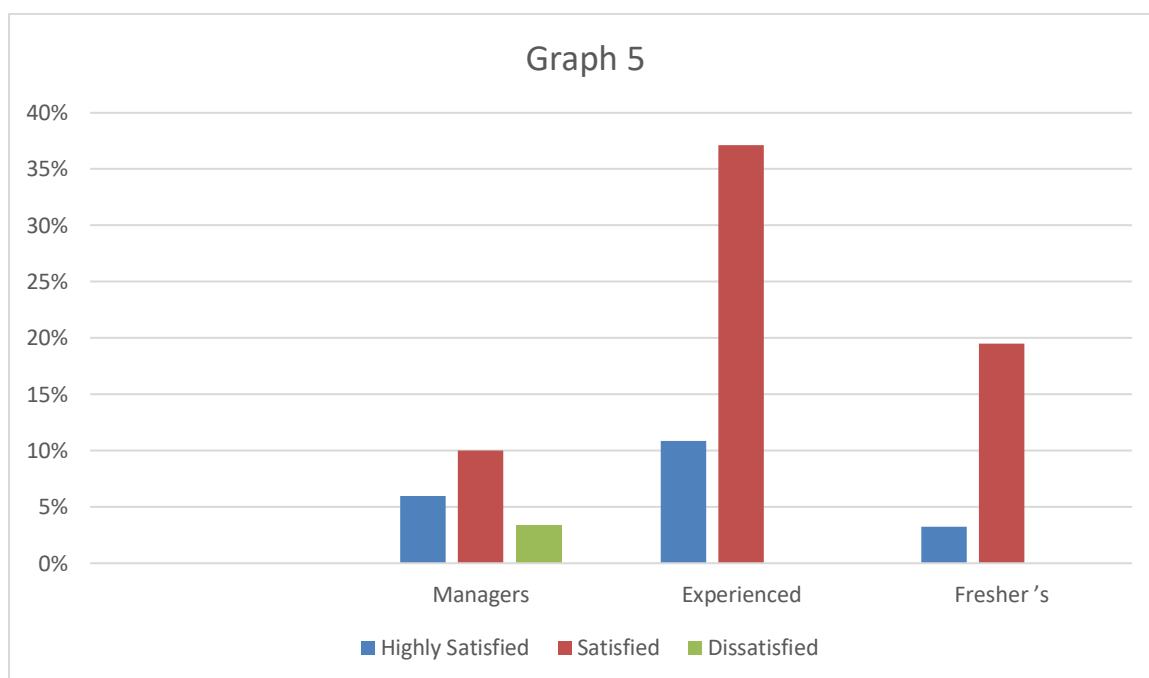


**Interpretation:** Only 13.25% of respondents feel Excellent about interview panel, 63.66% of employees feel good and 23.09%.

**Que.5 You're thinking about Recruitment and selection procedure in this company**

**Table 5**

	Highly Satisfied	Satisfied	Dissatisfied	Cannot Say	No of respondent	% Of respondents
Managers	6%	10%	3.34%	6.66%	6	20
Experienced	10.875%	37.125%	0	0	16	54
Fresher 's	3.25%	19.5%	0	3.25%	8	26
Total	20.125%	66.625%	3.34%	9.91%	30	100

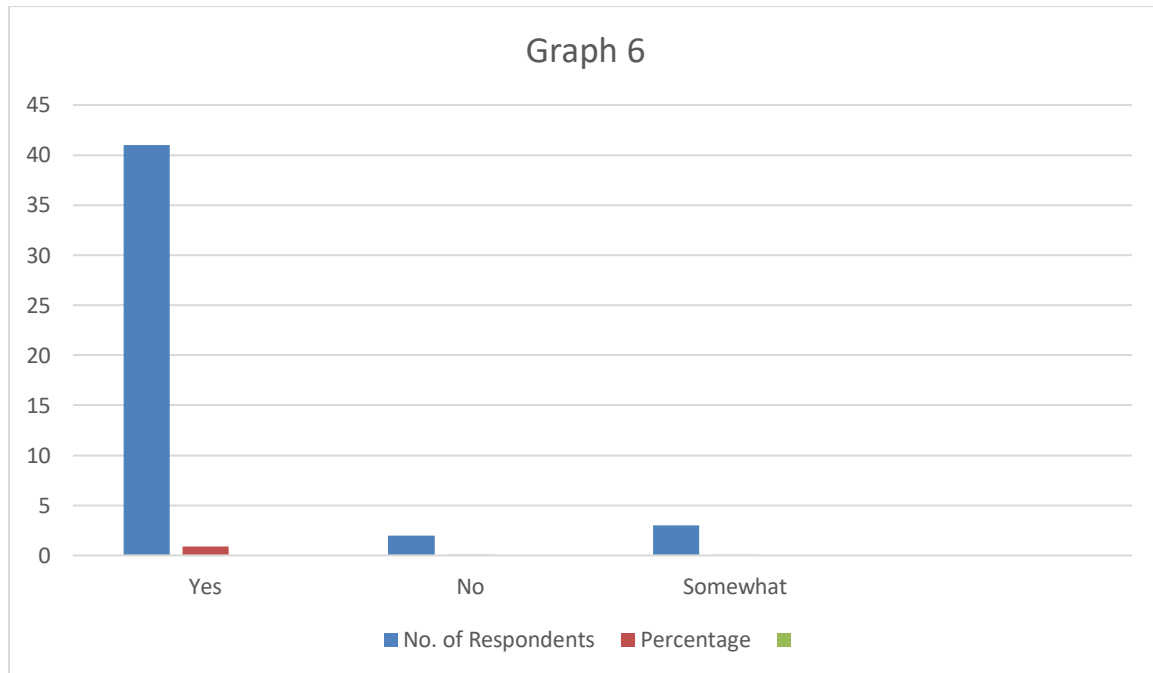


**Interpretation:** 6% of managers are highly satisfied, 10% are satisfied, 3.34% of Managers are dissatisfied and 6.66% of managers have no opinion.



**Que.6 Does Evaluation help you in polishing and skill and performance area?**

Options	No. of Respondents	Percentage
Yes	41	89.1%
No	2	4.3%
Somewhat	3	6.5%



**Interpretation:**

If the process of evaluation does not lead to the improvement of the skills and proficiency of the employees, the very purpose of evaluation becomes illogical. In the survey conducted it was observed that nearly 89.1% of the respondents agree that Performance evaluation does leads to polishing the skills of the employees. Nearly 2% of the respondents view that it does not serve this purpose and around 6.5 % were not able to respond as to whether it serve any such purposes or not.

## **SUGGESTION & CONCLUSION**

## **Suggestions**

- It is suggested that facilities like food, transportation and night shift allowances are to be provided for betterment of the company
- Perfect recruitment procedure is to be followed.
- H.R. manager round shall be included in the interview panel.
- To make new employees settle quickly and become productive, Induction process is to be followed.
- H.R manager must involve in salary fixation.
- Common aptitude test should be conducted for every interviewee irrespective of experience and designation.
- Grievance cell and feedback system need to be implemented for growth of organization.

## **Conclusion**

“To win in the marketplace you must first win in the workplace.”

Communication is an important factor for the development of Wipro. It is main factor that leads to Job, colleagues, Supervisor, Company, Rewards and Recognition, Opportunity, Team work, Immediate Supervisor, Communication. So, the Wipro should maintain Department which is important factor for creating Human Resource Information System. From the study it is found that Retention and Productivity is one of the most important factors for Human resource information system. Job, Colleagues, Supervisor, Department, Company, Rewards and Recognition, Opportunity, Team work, Immediate Supervisor and Communication leads to employee engagement and Retention. So, the company must take interest in these factors for enhance the productivity.

“The only way to do great work is to love what you do.”

Thus, the Human Resource Information System is the important driver towards the organizational success. Unless the employee engaged in company, there may not get Productivity and Retention in the organization. Only if there is Human Resource Information System in company can sustain in the current competitive business era.

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## **BIBLIOGRAPHY**

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- Human Resource Management (9th Edition) by Gary Dressler Publisher: Prentice Hall
- Managing Human Resources by George W. Bohlander, Scott A. Snell Publisher: South-Western College.
- Human Resource Management: Gaining a Competitive Advantage with Power Web.

### **Web Resources: -**

- [www.google.com](http://www.google.com)
- [www.wikipedia.com](http://www.wikipedia.com)
- [www.wipro.com](http://www.wipro.com)

**ANNEXURE**

## Annexure

- Name \_\_\_\_\_
- Designation & department \_\_\_\_\_

1. The opening in the Organization?

2. The major factor that made you to apply for this organization ?

- Company Brand
- Company Culture
- Working Hours

3. Happy with the recruitment process ?

- Yes
- No

4. Your feel about the interview panel ?

- Highly Satisfied
- Satisfied
- Neutral
- Dissatisfied
- Highly Dissatisfied

5. You're thinking about recruitment & selection procedure in this company ?

- Good
- Better
- Best

6. Does evaluation help you in polishing and skill & performance area ?

- Yes
- No