

SUMMER INTERNSHIP PROJECT

**STUDY OF RECUIRMENT AND JOB ENRICHNEMT PRACTICES AT
AASHMAN FOUNDATION**

Submitted to :

DMSR

G.S. College of Commerce & Economics Nagpur,

(An Autonomous Institution)

Affiliated to :

Rashtrasant Tukadoji Maharaj Nagpur University , Nagpur

Submitted by :

Ms. Vidhika Rahangdale

Company Guide :

Ms. Anushka Singh

Faculty Guide :

Dr. Aniruddha Akarte

Department of Management Sciences and Research

G. S. College of Commerce & Economics, Nagpur



NAAC Accredited “A” Grade Institution

Academic Year 2020-2022



This is to certify that the investigation described in this report titled “ Study of Recruitment and Job Enrichment Practices at Aashman Foundation ” has been carried out by Ms. Vidhika Rahangdale during the summer internship project. The study was done in the organization of AASHMAN FOUNDATION, in partial fulfillment of the requirement for the degree of Master of Business Administration of college G.S College Of Commerce & Economics , Nagpur (Affiliated to R.T.M.N. University) This work is the own work of the candidate, complete in all respects and is of sufficiently high standard to warrant its submission to the said degree. The assistance and resources used for this work are duly acknowledged.

Dr. Aniruddha Akatre
(Faculty Guide)

Dr. Sonali Gadekar
(MBA Cordinator)

PARTICIPATION

Certificate

—◇— OF INTERNSHIP —◇—

THIS IS TO CERTIFY THAT

Vidhika Rahangdale

FROM NAGPUR IS ASSOCIATED
WITH AASHMAN FOUNDATION IN THE CAPACITY OF AN INTERN FROM
NOVEMBER 2021 TO DECEMBER 2021 WITH OUR SUPERVISOR
HUMAN RESOURCES GROUP.

HE/SHE HAS COMPLETED HIS/HER INTERNSHIP
WITH FIVE STAR PERFORMANCE

DECEMBER 21



Munishpandir
FOUNDER / DIRECTOR

ACKNOWLEDGEMENT

It is a matter of pride and privilege for me to have done a summer internship project in “Aashman foundation” and I am sincerely thankful to them for providing this opportunity to me.

I am thankful to Ms. Anushka Singh for guiding me through this project and continuously encouraging me. It would not have been possible to complete this project without his / her support.

I am also thankful to all the faculty members of Department of Management Sciences and Research, G S College of Commerce and Economics, Nagpur and particularly my mentor Dr. Aniruddha Akarte for helping me during the project.

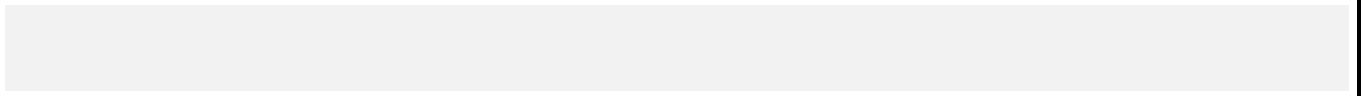
I am Thankful to the Principal of G.S College of Commerce and Economics Nagpur, Dr. N.Y. Khandait and to the Dean of the DMSR Mr. Anand Kale

Finally, I am grateful to my family and friends for their unending support.

Vidhika Rahangdale

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INTRODUCTION

Job Enrichment

Job Enrichment is a job design techniques that varies the concept of job enlargement . Job enrichment adds new sources of job satisfaction by increasing the level of responsibility of the employee in organization.

While job enlargement is considered as horizontal restructuring method , job enrichment is considered as vertical restructuring method of moral excellence of giving the employee additional authority , autonomy , and control over the way the job is accomplished. Also called job enhancement or vertical job expansion.

Job is an attempt to improve employees by giving them the opportunity to use the range of their abilities. It is an idea that was developed by the American psychologist **Frederick Herzberg in the 1950s**. It can be contracted to job enlargement which simply increases the number of tasks without changing the challenge. As such job enrichment has been described as **vertical loading** of a job while job enlargement is horizontal loading . An enriched job should ideally contain : A range of tasks and challenges of varying difficulties (Physical or Mental).

An complete unit of work -a meaningful task. Feedback , encouragement and communication.

Job enrichment is a method of motivating employees where a job is designed to have interesting and challenging tasks which can require more skill and can increase pay.

Frederick Herzberg, an American psychologist, originally developed the concept of 'job enrichment' in 1968, in an article that he published on pioneering studies at [AT&T](#). The concept stemmed from Herzberg's [motivator-hygiene theory](#), which is based on the premise that job attitude is a construct of two independent factors, namely job satisfaction and job dissatisfaction. Job satisfaction encompasses intrinsic factors which arise from the work itself, including achievement and advancement, whilst job dissatisfaction stems from factors external to the actual work, including company policy and the quality of supervision.

He came up with this term while he was working on his "two factor theory" which states that both satisfaction (e.g. job satisfaction) and dissatisfaction are driven by separate factors that are completely independent of each other. To this effect he implies that just because an individual experiences a decrease in dissatisfaction, does not mean that the result is also in satisfaction.

Advantages of job enrichment

As an employer, you might ask whether job enrichment is worth it. After all, it's additional work to create new responsibilities for one employee, let alone an entire department. But, when you implement job enrichment, it will enable your employee to experience performance peaks at all times.

Let's take a look at some more advantages:

Increased motivation

Humans are known to thrive in a collaborative work environment. When you increase your employees' responsibilities, and create opportunities for them to work in groups, they will be motivated to work harder, and take on challenging or unpopular tasks.

Improved employee experience

You might promise 'a challenging work environment' to attract new talent, but are you able to successfully deliver this experience? To keep your side of the bargain, you need to create job enrichment opportunities so your employees can be on a continual learning path, as opposed to working in the same patterns every day.

Lower turnover

Employees who are happy and engaged are the ones who will stay with you. A study by [Niehoff and colleagues](#) showed that job enrichment led to higher loyalty in the high-stress environment of a downsizing company.

If you want your employees to be productive instead of clocking in to browse [job ads](#), give them varied, meaningful tasks to do. They will feel like they're part of something larger than working just to receive a pay check.

Lower employee absenteeism

While there is no conclusive evidence on this, many employers claim that job enrichment initiatives lowered their employee absenteeism. It created a sense of forward momentum, and motivated them to perform better.

More efficient training

Job enrichment provides a road map for your employees to be in charge of tasks that would have been a natural part of their career progression. This not only saves both time and money on training, but also helps your employees to stay aligned with your organizational goals.

Disadvantages of job enrichment

While job enrichment plays a pivotal role in your employee's career advancement, it's equally important to take a look at its downsides. Here are some of the disadvantages you should consider before implementing job enrichment in your organization:

Increased workload

Adding new tasks to your employees existing workflow can easily become a taxing job. Instead of feeling motivated to broaden their skillsets, they will spend more time stressing on how to manage their work, while taking up new responsibilities.

Before experimenting with this initiative, make sure that your employees have the capacity to fit in new obligations within a 40-hour work-week or whatever their schedule .

Participation not as anticipated

It's not wise to assume that every employee wants to explore new ways of doing their job.

Some may feel reluctant to participate, and the effects of job enrichment will have an adverse effect on their productivity.

Be understanding towards employees who are only interested in doing their share of their work, get paid and return home. For them, an initiative such as this, can easily backfire, and their performance will take a dip.

Micromanagement

Taking up new tasks requires employees to closely work with their managers. This often leads to increased monitoring as managers need to collaborate with their subordinates. This can lead to micromanaging every step, which might work against your employees' preferences.

how does job enrichment work?

Getting started with job enrichment is neither complex, nor does it require a team of HR experts. Here are some practical steps that you can take today to get started.

1. Run a job diagnostic survey

To make any role an enriching one, you need to determine its starting point. In other words, it's important to understand how motivating and fulfilling the job is. The job diagnostic survey is a formula that gives each job a score based on factors like meaningfulness, autonomy and feedback. The purpose of JDS is that it helps you identify which areas of a job can be enriched with significant improvements.

2. Combine tasks into meaningful units

For the most part, each employee is responsible to perform a certain task that contributes to a larger purpose. It is unknown that one person oversees an entire procedure from start to finish. To help your people find meaning in what they do, combine different jobs/tasks and put them together to make it more rewarding. Have them take partial responsibility for your goals instead of individual processes. This will encourage them to come up with the most efficient way to achieve your goals.

3. Give purpose

When employees are in charge of a small part of the process, they might feel their work is not noticed or valued. For example, someone whose only task is to answer customer support emails may find it hard to realize the value of their job in relation to the overall customer support efforts.

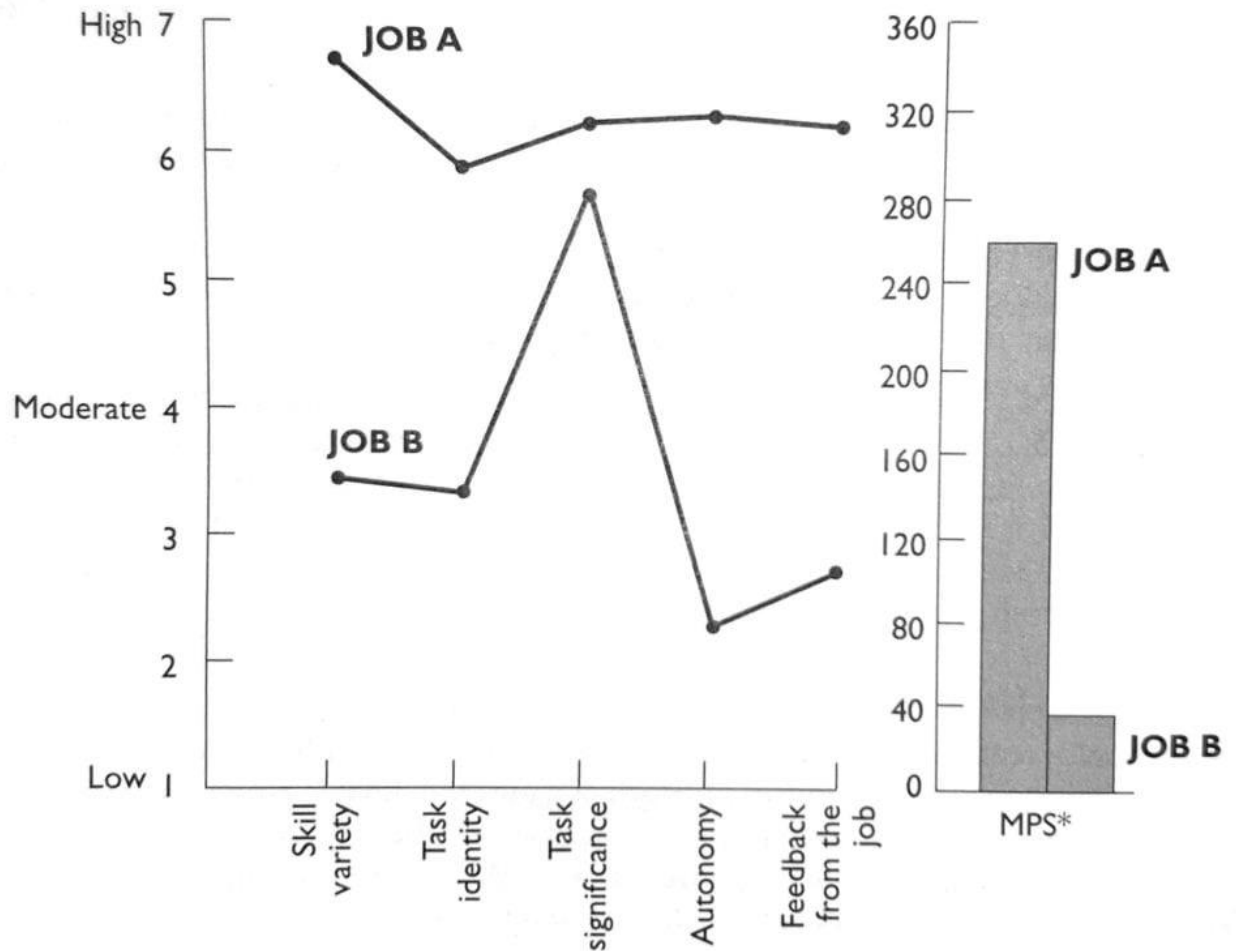
This is why businesses are implementing job enrichment at scale. It enables employees to have a broader scope of responsibilities, and see how their contribution makes a difference. When you decide to enrich jobs, always think about its purpose, and make that a driving force for change.

4. Let your employees work in teams

As mentioned previously, employees are far more committed to work in groups than individually. While job enrichment happens at an individual level, it is known to be equally beneficial for teams.

This is how: A concept called ‘Quality Circles’ was born from the Kaizen methodology. They found that employees who meet up regularly are more likely to come up with the most efficient solution/processes. This not only boosted their productivity, but also saved organizations time and money – a combination that benefits all.

The JDS Diagnostic Profile for a "Good" and a "Bad" Job



*MPS, MOTIVATING POTENTIAL SCORE.

5. Actively encourage feedback

One of the key drivers of change in job enrichment programs is feedback. This should not only be at an employee-manager level but also be encouraged within teams. Always make it a priority for your managers to give valuable feedback to their employees – especially for tasks they have limited experience performing.

On the flip side, listening to your employees' feedback can greatly enhance your processes. With their newly acquired knowledge on certain tasks, they may have new ideas on how to improvise your enrichment program.

Top Job Enrichment Examples

To help you implement your job enrichment program, we've put together some examples you can get inspired from:

Let's start with the marketing department: We'll assume that you hired a writer who shows curiosity and eagerness to get their hands dirty within their first few months. To match that enthusiasm, you would ideally assign them new articles based on briefs provided by the content manager. When done, their articles would get proofread by an editor and checked by the SEO manager for optimization purposes.

Through the lens of job enrichment, your new talent is still doing their job of writing articles. But, instead of just writing, they can now create their own briefs, write the content, optimize it for SEO, proofread and publish it on time. As you can see, they are now in charge of the entire process.

Here's another example from the design team: Let's say you have a designer who is responsible for designing your blog's landing page. Their process starts from receiving briefs from the marketing manager, and the copy from their respective copywriter. The final step would be to run through the designs with a UX expert and present the finished project to the marketing manager.

With job enrichment, your designer will take the responsibility of the entire process – from creating the wireframe, to adding different website elements, and taking it forward to the marketing manager for review. The way job enrichment will look like in your company will depend on a variety of factors as no two strategies are the same.

PART 1

A. COMPANY PROFILE



BRIEF HISTORY :-

Aashman Foundation is a Private incorporated on 09 June 2017. It is classified as Non-govt company and is registered at Registrar of Companies, Delhi. Its authorized share capital is Rs. 100,000 and its paid up capital is Rs. 40,000. It is involved in Other education

Aashman Foundation's Annual General Meeting (AGM) was last held on 29 December 2020 and as per records from Ministry of Corporate Affairs (MCA), its balance sheet was last filed on 31 March 2020.

Directors of Aashman Foundation are Rahul Parmar and Aayush Bansal.

Aashman Foundation's Corporate Identification Number is (CIN) U80904DL2017NPL318984 and its registration number is 318984. Its Email address is support@iDreamCareer.com and its registered address is B-84 Push Anjali Enclave Pitampura Delhi North West DL 110034 IN , Current status of Aashman Foundation is – Active.

AASHMAAN Foundation is one of the largest youth run NGO in Ahmedabad with its operations extended in the city of Bangalore.

AASHMAAN has been working since 2009 for under and less privileged children in the field of education, health and rights.

AASHMAAN Foundation works with a vision to create a society where children can prosper to their complete potential and enjoy equality in its true essence.

AASHMAAN promotes the culture of kindness and wants to instill the sense of giving back to the society. AASHMAAN Foundation was started in the year 2009, as a group of people who wanted to give something back to the society in some or the other way. Later in the year 2012 it got registered as a Non Governmental Organization.

AASHMAAN Foundation is working for the upliftment and betterment of the less-privileged kids. It works in the field of child's education, health and his rights.

Started as a group of 10 friends, today AASHMAAN Foundation has more than 100 volunteers who work hard round the year for the betterment of the secretions modern youth

Over the years, AASHMAAN Foundation has conducted plethora of projects which not only includes grass-root level projects which are directly related to the kids but also includes fund-raising events

The dream of Aashman Foundation is to work unconditionally on Women Empowerment, Single Income families and underprivileged children through relevant healthcare, innovative education and environmental based livelihood programs. For an organization which started its operations just over a year ago, it is breathtaking to see how far they have come.

Company detail :-

CIN	U80904DL2017NPL318984
Company Name	AASMAN FOUNDATION
Company Status	Active
ROC	ROC-Delhi
CIN	U80904DL2017NPL318984
Registration Number	318984
Company Category	Company limited by Shares
Company Sub Category	Non-govt company
Class of Company	Private
Date of Incorporation	09 June 2017
Age of Company	4 years, 4 month, 20 days

MANAGEMENT STRUCTURE :-

Each organization has its unique management structure based on its operations, but the common denominator present in every organization's management structure is that it defines the flow of responsibility within an organization. It also defines who is responsible for each role in an organization.

Under the leadership of the company CEO Mr. MUNISH PUNDIR and also the founder of Aashman foundation. He runs the NGOs with the brilliant skills and gives opportunity to new interns in different levels. Mr. RAHUL PARMAR and Mr. AYUSH BANSAL are the directors of Aashman foundation. VJ AMAN is the voice brand ambassador and Mr. Aarav Choudhary is the ambassador of Aashman foundation. And the assistance supervisor is Ms. Deepanwita Purkayastha. 201 to 501 employees working under in Aashman foundation.



MUNISH PUNDIR
(CEO & FOUNDER)

**RAHUL PARMAR &
AYUSH BANSAL**
(DIRECTORS)

VJ AMAN
(VOICE
BRAND
AMBASSAD
OR)
**AARAV
CHOUDHARY**

**DEEPANWI
TA
PURKAYAS
TIA**

ACHIEVEMENTS , AWARDS AND LATEST DEVELOPMENTS

ACHIEVEMENTS:-



Aashman Foundation educates underprivileged girls about menstruation

Aashman Foundation, a non profit organization which works for upliftment of the families of single income widows and supports the women by empowering them with skills that enable them to become the bread earners of their family. Skills like stitching, beauty parlour, patient care, computers etc are taught by the NGO.

‘Let’s be ready for Red’ a campaign by Aashman Foundation distributes sanitary napkins as well as under wears to the women who are underprivileged and do not have the means to purchase such commodities. The campaign rests at the heart of the issue that many women in India do not even have the privilege of owning underwear and helping them understand more about menstrual hygiene would lead to a better standard of living.

The brand ambassador of the foundation VJ Aman, has played a pivotal role in the campaign as she voices the concerns of such women through her videos and helps spread awareness about the campaign on the social media platforms to gain momentum in the public eye.

Aashman Foundation and VJ Aman had gone to the village of Haryana named Toki . They help bring the ground reality in the public domain which happens to be entirely different from the government-stated facts. It was said that 80% of the women are aware of the usage of sanitary pads but only 30% use them. But in the village of Toki , 0 women had sought the usage of sanitary napkins because they didn’t own underwear. The foundation distributed many under wears as well as sanitary napkins to the women living in the area. Many such endeavors are planned by the foundation in the coming times to help the cause of sanitary napkins.

While we sit in the comfort of our homes while in pain, it is important to realize that many women do not have the comforts of going back to their places as the means of earning their bread is hard. And to do labor in pain is not an easy task. To help them ease their pain, we can donate sanitary napkins and underwear.

This may help them have a better life and better hygiene and better health.

AWARDS:-

Aashman Foundation has taken many a dozens initiatives in hands with notable among those are Nashik Pataskala, a free coaching school at slum dwelling area of Subash Nagar Jammu, providing stationery to over 200 underprivileged children's every month. From time to time medical camps are organized in order to treat, aware the people about various health related problems, diseases.

AASHMAN Foundation is designed to Empowering Women, helping orphans and underprivileged children's through relevant healthcare, innovative education and environmental based livelihood programs thereby safeguarding the interest of every section of society. Like other parts of the country Aashman Foundation (NGO) has intensified its activities in the state of J&K under the dedicated and dynamic leadership of Tahir Rufiyaa, State Co-Ordinator of Aashman Foundation.

Volunteers of Aashman foundation celebrated 31st of December, 2015 at old age home Mahala. In addition to this the whole team of NGO celebrated National Youth Day on Jan 12 at Veda Mandir Bal Niketan, Jammu by organizing a mega event in which renowned personalities of Jammu .

When asked about the future strategy, Tahir Rufiyaa State Co-Ordinator of Aashman foundation said, "We will work in every nook and corner of state in order to help the poor & needy people. We shall be organizing awareness camps on Youth & women empowerment in near future. Our programmers are whole heartedly dedicated to unite the youth of J&K for the progress, prosperity and development of J&K and our country. Moreover, the NGO is scheduled to distribute near about 500 stationery kits among the needy children's of Kishtwar district so that the hundreds of poor children could realize there dream of primary education.

LATEST DEVELOPMENT :-

India is estimated to have had around 3.2 million NGOs in 2021, just over one NGO per 1000 Indians, and many times the number of primary schools and primary health centers in India. NGOs in India have developed and strengthened by their perseverance in the last few decades; however, only a few of them have successfully impacted our society significantly, and many are still working hard and uplifting society.

Amidst the ongoing COVID-19 crisis in India, many volunteers across the country are stepping out and doing the needful for the people who are worst affected such as BPL citizens and downtrodden workers.

Mr. Manish Pundit, the founder of Aashman Foundation, had a dream to work unconditionally on Women's Empowerment, Single Income families, and underprivileged children by constant efforts and innovative ideas put by him to contribute towards healthcare, education, and environmental based livelihood programs for them. The foundation was started in the year 2009 with a small group of people who just wanted to help the people in need. Later in 2012, it was registered as a Non-Government Organization.

Yakushima, the regional campaign manager at Aashman Foundation told me in an interview the key segments that the organization takes care of even in this pandemic. The ongoing projects enlisted by her are as follows:



Women Empowerment Centre

There is a large section of women in India who dedicate all of their life working at home, but if they come out and grab the opportunities to build themselves a fruitful career, it will not only make them independent but also strengthen the micro-economy of India. To support women in becoming independent by spirit, thoughts, and actions so as to have full control over their lives by themselves rather than being a recipient of others' orders. This particular objective by the organization aims to achieve socio-economic empowerment of women by their operational units.

Widow Support

The Aashman Foundation supports widows by providing them monthly grocery, medical treatment, and education to their children for free. They also provide them rural-based skill training to make them self-sufficient and further aid them to manage credits so that they can safeguard their hard-earned money and multiply their savings. Upliftment of widows socially and financially is one of their prime objectives.



Baal Depression

Children who spent too much time on smartphones and other electronic gizmos are prone to mental health issues. Latest studies suggest that an hour a day spent staring at a screen may lead to a surge in anxiety and depression amongst children, consequently, leading to a lack of concentration. Everyone is well aware of how so many children drop out of school at an early stage to help their families. These children have the right to study. Aashman Foundation puts in efforts to help these children stay on the path of education. The organisation believes that reading and writing will keep the mind occupied towards something productive and far away from “Baal depression”.

Milk Bank Campaign

Sufficient nutrition plays a significant role in a child’s overall development. Milk is considered a vital constituent in a wholesome meal for infants and children. It provides nutrition that a child needs to grow and flourish in all aspects. The NGO regularly provides milk to the precious kids whose parents cannot afford it. Every child deserves to live a healthy and happy life.

The message conveyed by Yakushima is that a coin has two sides; people tend to focus on one and forget the other. For instance, in the midst of a pandemic, people are ready to help and donate to the ones who are suffering directly from COVID,

helping in the refilling of oxygen cylinders, food meals to COVID+ patients, et

But how many of us thought of the underprivileged children, depressed children, widows during this pandemic?

Mostly, they belong to the working class of society who are worst affected because of job loss or insufficient wages to provide proper nutrition for themselves and their family.

Our mission is skill development of women in beauty course free of cost in our women empowerment center at Minimajor, Chandigarh . There can be no development without your support.

PRODUCT AND SERVICES OFFERED :-

AASHMAN TEACHING PROJECTS :-

AASMAAN Teaching Project (ATP) is a regular teaching project where the volunteers teach the basics of English, Gujarati, Math's, Hindi and Science to the children studying in different standards.

The classes are held daily by the teachers and volunteers for the children at our 3 centres located at Poldi, Matera and Gurukul.





CHILD MENTOR PROGRAMME :-

Child Mentor Programmer (CMP) is an initiative to connect directly with the kids. Each volunteer selected for the CMP will be given full responsibility of 1 kid studying either in municipal school or private schools but having a poor socio-economic back ground.

The volunteer will have to look after the education, health, regularity at school and social aspect of the child. She/he will have to dedicate a minimum of 3 hours a week i.e. 12 hours/month (Preferably 3 hours every week) towards his/her respective student.



AASHMAN COMMUNITY DEVELOPMENT :-

AASMAAN Community Development project aims at helping the residents of it's 3 centers to expand/improve their business.

We intend to help the families of those kids who we teach, observing and understanding their work and lifestyle, identifying gaps in their business and helping them grow.

This help the families to increase their revenue which in turn help them to provide better facilities to their kids and fulfil their education. Our focus is also on improving the hygiene and communication skills of the slum residents thereby contributing a 360 degree upliftment of the people and society.

With theoretical knowledge of marketing and brand building, our volunteers in real time



scenarios gain an in-depth understanding of the different aspects of business and the barriers faced by the community, thereby, identifying the latent growth opportunities, helping them

bridge the gap and as a result help .

LET'S GO SHOPPING :-

Let's Go Shopping is a real-time simulation of the shopping experience, wherein underprivileged kids purchase the goods using playing (fake) money.

It is an opportunity created to give them a chance to learn the importance of money, expense management and most importantly, a chance to realize their personal preferences.

The goods like clothes, toys, footwear, stationery, etc. are collected from all across Ahmedabad and sorted as per sizes. A display is then set up of all these goods and kids shop through them.



SWOT ANALYSIS :-

Only [NGOs](#) that perform well are likely to survive and grow in the long term. Organizations' that fail to manage themselves appropriately, struggle to achieve their mission and find it difficult to create real change are likely to ultimately find themselves cast by the wayside in favor of more efficient ones. Therefore, the ability to be able to strategically evaluate your organization's performance is crucial to its long-term sustainability.

The SWOT analysis is a highly effective tool for understanding and decision making for all businesses including NGOs. SWOT is an acronym for Strengths, Weaknesses, Opportunities and Threats. The tool can be used for business planning, strategic planning, competitor evaluation, marketing, product development and more.

Paid-up Capital %	40.0
Registrar Office City	Delhi
Registered State	Delhi
Registration Date	09 Jun, 2017

Aashman Foundation Contact Details

B-84 Pushpanjali Enclave

Pitampura Delhi North West

Address: Delhi-110034

Trending Companies

Axis Bank

Infosys ICICI

Bank

Bharat Dynamics

Apex Frozen Foods

Cochin Shipyard

Trending in Markets

<u>Sovereign Gold Bond</u>		<u>Cryptocurrency</u>		<u>Stock Screener</u>	<u>Sensex</u>	<u>Stock</u>
<u>Market</u>	<u>Stock Recommendations</u>		<u>IPO</u>	<u>Upcoming IPO</u>	<u>Gold Rate</u>	<u>Top</u>
<u>Gainers</u>	<u>Rupee Vs Dollar</u>		<u>Share Market</u>			

MAJOR PLAYERS :-

Major players in the global NGOs and charitable organizations market include **Wikimedia, BRAC, Acumen Fund, Cure Violence, Médecins Sans Frontiers**. The global NGOs and charitable organizations market is further segmented based on type and geography.

HELPING CHILDREN TO PROSPER

EMPOWERING CHILDREN :-

We believe that children are the future of our country. If a country has to develop, empowering children is a must. All our projects thus are based around children.

ENSURING BETTER LIFE :-

Almost 1/3rd of India's population still lives below the poverty line. The only magic trick to uplift all of them is good education which can provide them good employment. We constantly strive for this so that the children can get better lives and uplift their families out of poverty.

EDUCATION FOR ALL :-

AASHMAN foundation believes in education for all irrespective of their caste, creed or socio-economic background. The kids we teach at our centres are from diverse backgrounds. It is our dream to provide every child in india with quality education.

SPREADING SMILES :-

All our projects and events have one common goal – to spread smiles. A perfect smile on the face of the kid makes all our efforts worthy. Being from the other side of the society it becomes our duty to do something to spread smiles for those who are not so fortunate.

KINDNESS TO LIMITLESS :-

AASMAAN Foundation having successfully operated in Ahmedabad extended its operations in the city of Bangalore in the year 2016.

Be an AASMAANite!

"Be the change you wish to see in the world."

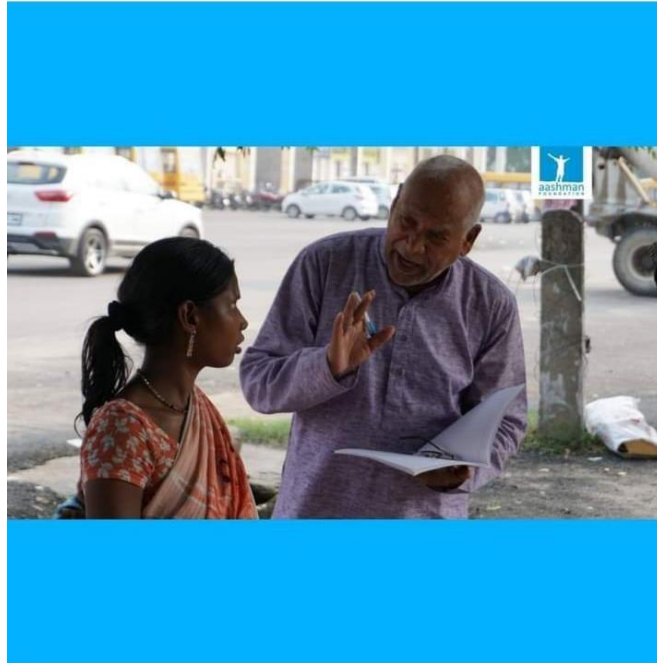
- Mahatma Gandhi

PROBLEMS FACED BY THE SECTOR IN GENERAL AND THE COMPANY IN

Here's to education's sword so hard, rather cash in hand and health issues on card!

India being exclusively poverty ridden often chunk the school bags and handover wings of responsibility to children aged half of their load. Regardless to say parents need hands to help not books on desk to ensure their livelihood but need of the hour is to understand the long term benefits of imparted knowledge not short term pink notes.

So one should socially, physically , mentally tie up with every parent of Chotu , Chintu ,Raju at work and help to let them understand the real monopoly of having mind of ink than garbage in this 21st century.



FUTURE POTENTIAL OF THE SECTOR :-

Children want to learn about the world around them. Let them be explorers and discover a life for themselves with free computer education. # Aashman Foundation # The Book Train #NishulakPathshala #EducationForAll.



For each child in nation growth to goodness with health, education and mental development is one of the core vision of @aashmanfoundation#educationforall#aashmanfoundation.

..



Aashman foundation is this Empowerment or dark future without education?

#educationforall#aashmanfoundation

we are trying to ensure that children living in rural area, construction sites, brick factories, slums grow up aware of their right to an education. We help them get admitted to schools, and we explain to their parents why education is worthwhile. Older children from each slum area help the younger ones to understand their rights, and set examples that they are keen to follow.

#educationforall#educationmatters#indianslums#underprivilegedchild

ren#nishulakpathshala#jointhemovement#aashmanfoundation

“To have a better future, we all need to focus on education of children living in slums and rural India ”



Children suffer from higher rates of diarrhoeal and respiratory illness, malnutrition and have lower vaccination rates. Mothers residing in slums are more poorly educated and less likely to receive antenatal care and skilled birth assistance.

The situation of slums:

Unhygienic conditions Lack of medical facilities. Congested.

No access to drinking water and electricity.

Most of the inhabitants of the slums can't be beneficiaries to govt. Conditions in unrecognized slums are even worse.

No drainage system.

In most slums, waste water flow in between houses.

The little medical facilities available in slums is provided by NGOs.

#indian#slums#underprivileged#aashmanfoundation#jointhemovement#joinaashmanoday.



In India 97% rural women use old clothes instead of sanitary napkins leading to vaginal infection & diseases. Now its time to act on this #letbereadyforred#ruralwomen#missionunnati#health#hygiene#aashman foundation.

#indian#slums#underprivileged#aashmanfoundation#jointhemovement#joinaashmanoday.

TERMINOLOGIES

1. EMPOWERMENT
2. COMPETENCY
3. PRIVEILAGE
4. MANPOWER
5. HUMAN RESOURCES
6. OUTSOURCING
7. TEAM BUILDING
8. PERFORMANCE APPRAISAL

OBJECTIVES OF THE STUDY

There have been some objectives set forward in doing this report so that it can be determined what tasks have to be done. The objective of the reports are :

1. To motivate the people to work to their highest level of capacity.
2. To improve employer - employee relations.
3. To attract and retain quality employees.
4. To improve quality and productivity.

SCOPE OF THE REPORT

- 1.The scope of study includes following aspects of recruitment and selection.
- 2.The feedback of an internship cost effective.
3. Proper utilization of human resource planning.
4. Effectiveness of recruitment process and techniques.
5. The selection is effective or not
6. Cost effective.

CONTRIBUTION DURING SIP

HUMAN RESOURCES PROCESS IN AASHMAN FOUNDATION:-

The HR process if further divided into at Aashman Foundation are as follow:-

1. Employee Relation
2. Recruitment and selection
3. Training and Development

I have done my PROJECT /SIP in preparing a job description and then posting a job in job portal site (LinkedIn WhatsApp ,Instagram), recruiting and selection process.

And interview the following candidate.

1. Social media inter
2. HR intern
3. Marketing intern
4. Graphic Design

THE RECRUITMENT PROCESS:-

1. Recruitment from client
2. Understanding recruitment
3. Sourcing candidate

4. Feedback and reschedule

5. Scheduling interview

6. Forwarding and feedback

7. Offer negotiation

8. Joining and billing

9. Achieving targets

LIMITATIONS

1. This internship based on online as well as unpaid internship .
2. There is no proper training and no information was given immediately as to what the work is.
3. The study is limited only to the applicant who apply for the job in given job portal site.
4. Information given by the respondent may and may not be accurate due to which result may worry.
5. Lack of practice in human resources management.

ACTUAL WORKDONE

Aashman foundation is an NGOs , it provides necessity valuable things to poor peoples and do various programs for the needy ones. When we doing internship in Aashman foundation , they gave various tasks to us that I had mention in the following weekly reporting sheet.

Weekly Reporting Sheet

Name of the student: Vidhika Rahangdale Organization

Name: Aashman Foundation

DATA COLLECTION

Data Collection: Data represents information collected in the form of numbers and text. Data Collection is generally done after the experiment or observation. Data collection is helpful in planning and estimating. Data collection is either qualitative or quantitative.

Data collection methods are used in businesses and sales organizations to analysis the outcome of a problem, arrive at a solution, and understand a company's performance. Furthermore, there are two types of data collection methods namely, Primary data collection methods, and secondary data collection methods.

1. Primary Data
2. Secondary Data

1. Primary Data

When an investigator collects data himself with a definite plan or design in his/her way, then the data is known as primary data. Generally, the results derived from the primary data are accurate as the researcher gathers the information. But, one of the disadvantages of primary data collection is the expenses associated with it. Primary data research is very time-consuming and expensive.

2. Secondary Data

Data that the investigator does not initially collect but instead obtains from published or unpublished sources are secondary data. Secondary data is collected by an individual or an institution for some purpose and are used by someone else in another context. It is worth noting that although secondary data is cheaper to obtain, it raises concerns about accuracy. As the data is second-hand, one cannot fully rely on the information to be authentic.

METHODOLOGY

Research methodology simply refers to the practical “how” of any given piece of research. More specifically, it’s about **how** a researcher **systematically designs a study** to ensure valid and reliable results that address the research aims and objectives.

Research methodology is the specific procedures or techniques used to identify, select, process, and analyze information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study’s overall validity and reliability.

In other words, the methodology chapter should **justify** the design choices, by showing that the chosen methods and techniques are the best fit for the research aims and objectives, and will provide valid and reliable results. A good research methodology provides scientifically sound findings, whereas a poor methodology doesn’t. We’ll look at the main design choices below.

HRM specialist and those studying for HR professional qualifications may be involved in conducting or taking part in research projects. postgraduate students will almost certainly do so. Qualified HR specialists should keep up to date as part of their continuous professional development by studying publications such as those produced by the CIPD, which present research findings, or by reading articles in HR journals such as People Management or academic journals based on research. Students must extend their understanding of HRM through reading about research findings.

At Aashman Foundation the recruitment process is initiated on receiving a requisition in the prescribed format duly approved by the executive the requisition shall contain particulars of designation role and responsibilities reporting relationship qualification and experience required and critical skill are essential performance.

Days 2021	TASK ASSIGN BY COMPANY	COMPLIANCE STATUS
Day 1	To gain proper knowledge about NGO and it's product	Completed
Day 2	Understanding the various channels of doing good work	Completed
Day 5	Orientation given by ngo	Completed
Day 7	Induction program conducted	Completed
Day 10	Get entry into whatsapp group by superior	Completed
Day 12	Understanding how to make google form	Completed
Day 13	Preparation of google form	Completed

Day 15	Correction by them	Completed
Day 16	First task to get references	Completed
Day 17	Posted the google form link into whatsapp group chats and telling them to fill this	Completed
Day 19	Post the posters into the whatsapp status	Completed
Day 21	Getting references	Completed
Day 23	Update the information in google sheet	Completed
Day 25	Motivating yourself	Completed
Day 28	Communicating and convince The students to fill form	Completed

Day 30	Getting more references	Completed
Day 32	Update information in google sheet	Completed
Day 35	Fun task given by leader	Completed
Day 37	Communicating the interested students when they are free to give interview	Completed
Day 39	Understand social work and its challenges	Completed
Day 42	Contact and convince to donate for poor people	Completed
Day 45	Acquire proper knowledge about work	Completed

Key Learnings

1. Understand the purpose of internship.
2. Collect information of the company.
3. To study about Aashman foundation and its related aspects like its product and services, history, organization structure, subsidiary companies etc.
4. To learn about various channels of getting basic necessity to poor people, etc.
5. To understand meaning and needs of financial products.
6. To learn effective communication skill, while contacting to students .
7. Gain a proper knowledge of problems faced by slum poor people and also company.
8. To learn various selling skills.
9. To enhance my ability and develop my skills.
10. Learn the rules and regulation which are follows by all national government organization.

A) Findings and Suggestions

- ❖ Company is supportive in upgrading through constant training of different channel.
Due to current pandemic company has allowed some section to work from home.
- ❖ The company markets reliable, high-quality products and has a global client base.
- ❖ Team leaders of the company are so nice to explain all things properly.
- ❖ The employer of the company must work with goal orientation, because that makes their work successful and without errors.
- ❖ Sometime company take large amount of donation, which distract peoples mind to take loans from private companies.
- ❖ NGO working in various field work and doing good for slum people and children.
Providing education for slum children.
- ❖ It was my good luck to work with Aashman foundation,
- ❖ The system, the process, the team work is proper.

CONCLUSION

- The employees in NGOs are motivated regularly by providing certificates to them according to their performance.
- The mentors or patrons are available for solving the staff queries and their problems and conflicts among them.
- Product quality was not compromised and after sale services were provided to retain the customers.
- For improving the quality and productivity, proper raw materials were used with quality check the employees were given proper training.

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