

INTERNSHIP PROJECT REPORT

Academic Year 2022-2023

**“A STUDY OF TALENT MANAGEMENT PRACTICES WITH REFERENCE TO
SUCCESSR HR. TECH PVT. LTD. ”**

SUBMITTED BY:

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B.com (Honours) VI Semester

PROJECT GUIDE:

DR. RANJANA SAHU



Shiksha Mandal, Wardha's

G.S. College of Commerce & Economics

Nagpur

NAAC Accredited 'A' Grade Autonomous Institution



INTERNSHIP CERTIFICATE

01.07.2021 - 30.09.2021

*This is to certify that Ms. Darshana Purushottam Virulkar
has successfully completed the internship program in
Digital Marketing at SuccessR Hrtech Pvt Ltd.*



TEJASVINI PISE

Co founder and
managing director

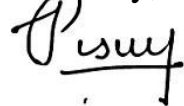
To Whomsoever It May Concern

This is to certify that Ms. Darshana Purushottam Virulkar completed her internship as a Digital marketing intern in our organization from SuccessR HR Tech Pvt Ltd.

Duration of Internship-1st July 2021 to 30th September 2021.

We found her sincere, punctual and result oriented and wish success in career.

Sincerely,



Tejasvini Pise

Director, Co-founder and Head of Corporate Acquisition

SuccessR HR Tech PvtLtd

30.9.2021

Letter of recommendation

I highly recommend Ms. Darshana Purushottam Virulkar as a candidate for employment. She was employed as a digital Marketing Intern with SuccessR HRtech Pvt Ltd from 1st July 2021 to 30th September 2021. She was responsible for the marketing analysis and was responsible with attracting the customers on a daily basis. SEO and SMEs, Managing the platforms of social media pages and working on keywords for the solar industry, Analysis in market research, cold calling, engaging with the customers

She has excellent communication skills. In addition, she is extremely organized, reliable and computer literate. She can work independently and is able to follow through to ensure that the work gets done. She is flexible and willing to work on any project that is assigned to her. She was quick to volunteer to assist in other areas of company operations as well.

She would be a tremendous asset to your company and has a highest recommendation. If you have any further questions about her background or qualifications, please get in touch with me.

Sincerely,

SuccessR Hrtech Pvt Ltd


Designated Partner

Tejasvini Pise

Director, Co-founder and Head of Corporate Acquisition

info@successr.in or tejasvinipise@successr.in

SuccessR HR Tech Pvt Ltd

30.9.2021



Shiksha Mandal, Wardha's

G. S. COLLEGE OF COMMERCE & ECONOMICS

(AUTONOMOUS)

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CERTIFICATE

This is to certify that the said internship project report titled “A study of Talent Management Practices with reference to SuccessR Hr. Tech Pvt. Ltd.” has been completed & submitted by **Ku. Darshana Purushottam Virulkar** as a part of partial fulfilment of mandatory requirement for the degree of B.Com. (Honours) at G.S. College of Commerce & Economics, Nagpur for the Academic Year 2022-2023 under the able guidance of Dr. Ranjana Sahu.

Date: 12/04/2023

Place: Nagpur

Ranjana

Dr. Ranjana Sahu
Project Guide

Ranjana

Dr. Ranjana Sahu
Coordinator

S.S. Kathaley

Dr. S.S. Kathaley
Offg. Principal

Offg. Principal

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



ACKNOWLEDGEMENT

First and foremost, I would like to express my sincere gratitude to the Principal, Dr. S.S. Kathaley of G.S College of Commerce & Economics, Nagpur for having given me the opportunity to undertake my internship at SuccessR. I am grateful to Ms. Tejaswini Pise Director, SuccessR pvt ltd for considering me for the internship in her esteemed organisation.

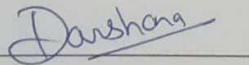
I perceive this opportunity as a big milestone in the development of my career and will strive to use the gained knowledge and exposure in the best possible way. I am thankful to SuccessR Pvt Ltd. for giving me an exposure to learn and grow on a platform.

I would like to express my deepest appreciation to Dr. Ranjana Sahu (Coordinator of B. com honours) for the guidance and teachings. I would like to thank Dr. Ranjana Sahu, Coordinator, B. Com (Honours), who guided and helped me throughout the duration of the internship & the project completion. A special thanks to college library for the outmost knowledge provided to us on regular basis.

I am also thankful to all the faculty members of Department of B. Com (Honours), G.S College of Commerce and Economics, Nagpur helping me during the project. I would also like to thanks my parents and almighty god for this opportunity

Date: 12/04/23

Place: Nagpur



Signature of Student

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CHAPTER 1 - INTRODUCTION

INTRODUCTION

A mismatch exists among what is recruitment, what constitutes a recruiter, what the recruiter expects from applicants for available position. There is a vast level of unemployment, unskilled and semi- skilled individuals that frequently apply for any and every job. There are many people who assist the job scaler in finding the ideal organization by using the digital markets. Talent management practices are desperately needed and must be provided.

TALENT MANAGEMENT MEANING

Talent is defined as aptitude, skill, or the capacity to carry out a specific task or vocation. The identification, instillation, utilisation, and retention of a group of employees' talents or abilities for the benefit of the company are all considered to be acts of talent in the management language.

Human resource management includes talent management as a crucial component. A systematic strategy which is used to find, hire, train, and keep employees with the necessary aptitude or abilities to satisfy the organization's current and future goals or needs is known as talent management.

It involves creating and maintaining an organisational atmosphere that is supportive for employees. Therefore, talent management is an organization's dedication to finding, developing, and keeping its best personnel.

Talent management begins with the identification of the suitable skilled individuals that the firm needs, which is followed by a careful selection of those individuals who have the necessary abilities and skills for the desired position.

After identifying and choosing the best candidates, talent management implements competitive remuneration, which may include for the workers an alluring pay package, periodic raises, health insurance, paid time off, and various other types of allowances and perks etc. In order to prepare the chosen personnel for the organization's evolving needs, training and frequent refresher sessions are offered to them.



<https://www.google.com/url?sa=i&url=https%3A%2F%2Flearning.shine.com%2Ftalenteconomy%2Fcareer-help%2Fgrowing-significance-of-human-resources-and-talent-management%2F&psig=AOvVaw2FAfv3LdeDMz9EJ0924p5i&ust=1675429056852000&source=images&cd=vfe&ved=0CBAQjRxxFwoTCPDHtuDx9vwCFQAAAAAdAAAAABAK>

IMPORTANCE OF TALENT MANAGEMENT

The main goals of talent management are to find, nurture, and keep the best employees inside the company. The HR department consistently works to make sure that workers with the correct traits and talents remain with the company for a long period of time.

Crucial features of Talent Management include –

- Attract and retain high eventuality individualities through proper training and refreshment
- Improve organizational productivity by proper time operation as an untrained and unskilled worker which leads to cost-effective wasted time

- Retains competent and high- performing workers which insure organizational growth and invention
- Development of hand skills and capabilities in employees about their work.

A demanded pool of professed and talented people simplifies the process of achieving organizational pretensions and helps to concentrate on issues that really count to the association's interests. Thus, the overriding ideal of Talent Management is to maintain a professed and effective pool for the association. In ultramodern associations, the significance of talent management is unparalleled. However, if an organisation lacks the competent workforce which it requires, it will be unable to fulfil its ambitions, even with other variables which are available for them. In fact, it's the people that take a company to the coming position of success.

Attracting and retaining attractive individuality through appropriate training and development are key features of talent management. Improper use of time as an inexperienced and untrained worker leads to cost-effective time loss and errors which affect the productivity of an organization. Maintenance of competent and efficient employees ensure organizational growth and innovation. A demanding group of skilled and talented people facilitates the achievement of organizational efforts and helps them to focus on issues that are in the best interest of the association. Therefore, the most important idea to improve the organizational productivity is to maintain a recognized and efficient pool for the association. However, it cannot fulfil its requirements, certainly not through other factors such as the natural fund, if the association does not have the necessary good workforce. In fact, it is the people who lead the company to its future successful position.

SKILLS AND KNOWLEDGE IN TALENT MANAGEMENT

Both skills and knowledge are skills of individuals. Knowledge is based on knowledge and skills are the ability to complete a specific task in the required time.

Knowledge - It is a theoretical and practical understanding of any subject. It provides the basis for acquiring skills in any subject or activity. For example, an employee who has a good command of English and grammar may not be able to speak English well, because communicating in English is a skill in itself.

Skill - Skills can be developed through experience, education and constant effort. For example, an employee can improve his communication skills by constantly practicing and communicating with colleagues or subordinates.

TALENT GAP IN INDIA

Talent gap simply refers to the lack of qualified personnel in an organization. Every organization faces a severe talent shortage at times. HR is doing everything possible to fill this gap through various methods.

A persistent talent shortage is likely to hinder an organization's growth and development. It also has a negative effect on employee motivation, as they feel demotivated due to the lack of talented people who need guidance and advice to work effectively.

When an organization is not full of talent, it performs quite poorly in all aspects. In this case, HR managers start to fill the gap by recruiting talented people to work in the organization.

To fill the skill gap in the organization, the HR department has to follow some basic steps. This will help to find solutions to address the skills shortage.

- Know the knowledge, skills and abilities (KSA) required for job assignments or vacancies.
- Identify areas where skills are needed.
- By organizing different types of development programmes for an employee.
- By giving proper guidance to the employees.
- By maintain the progress reports of an employees

- By providing the proper training about the works which they are required to do in the organization where they are employed.



https://static.businessworld.in/article/article_extra_large_image/1523446978_zD4FuU_skills-gap-artwork-470.jpg

CHAPTER 2 – COMPANY PROFILE

COMPANY NAME – SUCCESSR HR TECH PVT. LTD.

SuccessR HR Tech Pvt. Ltd. is a start-up company that provides agency outsourcing services of procurement and talent acquisition to different businesses. It helps to speed up the career and GR activities of MNCs and stat-ups by providing concentrated HR services ranging from recruitment, selection, job profiling, HR planning, talent acquisition, training and development, Job switching, HR software development and human resources management. Apart from this, they also offer consultancy and advisory services to help businesses optimize their human resource department.

The Company's broadcasted motive is-

“Identifying and engaging the right people. That is what we do. But only if those people truly represent the answer to the question. The real question is rarely: who are you looking for? But often: where do you want your company to go? We chase the questions behind the question and help you to develop a sustainable talent strategy”

Date of Incorporation	3 July 2020
Company Type	Non-Government (Private Ltd by Shares)
CIN	U72200MH2020PTC341402
Authorized Capital	Rs. 100000
Paid Up Capital	Rs. 80000



Source – LinkedIn Profile SuccessR

OUR MISSION

What We Do?

We're on a mission to improve the impact of human resources in organization through sustainable talent acquisition and retention strategies.

SuccessR is on the mission to optimize businesses through human resources by identifying the potentially right fit for the organization.

OUR VISION

Why We Do It?

We believe that HR is the most important department in any company. It holds things together and deals with innumerable human variabilities but often doesn't have the right tools to realize its full potential and deliver great results

We want to be in the platform which harnesses this potential and help the business grow.

JOB DESCRIPTION

I have been working for three months as a digital marketing intern at the SuccessR HR Tech Pvt Ltd. During my tenure, I have studied the field of how companies work in the real world. My internship period was start from July 1, 2021 to September 30, 2021. This internship gives me an opportunity to put my theoretical knowledge into practice. This internship has supported my theoretical knowledge of Marketing Management, Business Ethics and Corporate Culture, Business Environment as a wealth of relevant practical experience.

ROLES AND RESPONSIBILITIES

- Marketing Analytics
- Data Collection
- Promote business growth by expanding the company's customer network
- To assist the company in its dealing with business customers
- Cold Calling and Attracting the customers on daily basis.
- SEO and SMEs
- Managing the platforms on social media pages
- Analysis in marketing research
- Engaging with the customers
- Must understand what the customer requires and accordingly act on implementing and provide relevant solution to them in a short span of time
- Contact individuals and businesses by telephone to promote products

CHAPTER 3 – A BOUT PROJECT

OBJECTIVES OF PROJECT

- To study the need for Talent Management Practices.
- To make people aware of Talent Management Practices.
- To study the role of SuccessR HR Tech Pvt Ltd in HR Planning and Talent Management Practices.
- To study the impact of Talent Management Practices for retaining employees.

LIMITATIONS OF PROJECTS

- The study is purely based on secondary type of data.
- It is a time-consuming process because the main Talent Management Practices choose the candidate as per his skills.
- Lack of proper implementation of process and usage of Talent Management tools.

SCOPE OF PROJECT – TO ORGANISATION

- It will help the organization to upgrade the performance of the organization and help the organization to upgrade group productivity.
- It will help the organization to raise the goodwill of the association by implementing the study.
- It will help the organization with calculating the actual cost required for retaining the employees.

SCOPE OF PROJECT – TO EMPLOYEES

- It helps to increase the productivity of the workers.
- It helps the workers to develop their career in this field.
- It helps to motivate the workers to do more work which will be beneficial for them.
- It helps the employees to achieve the organizations objectives.

SCOPE OF PROJECT TO YOUTH (YOUNG PEOPLE)

- It will help young people to choose their career path in digital marketing field.
- It will motivate young people to do the various courses which are related to Talent Management Practices.
- It will give opportunities to young people to know more about talent management practices.
- It will help youth to increase creative thinking and analytical skills.

SCOPE OF PROJECT – TO SOCIETY

- It will help the people of society to implement this study in their norms.
- It will help the people of society to design the policy.
- This study will give an idea to the people of society about Talent Management Practice.

CHAPTER 4 – HUMAN RESOURCE
MANAGEMENT AND TALENT
MANAGEMENT PRACTICES

In a small company, we see that two or three people manage the remuneration process, so we needed human resource to manage the remuneration process.

3. Training and Development

The company trained his employees by organizing different programs for them. Because, they want to see the success of an employee. HR always keep motivates the employees of the organization.

4. Legal Compliance

The HR department must follow all the pros and cons of the law. They must implement practices that do not violate the law. If the organization does not comply with all the laws, then the difficulties occur that affect the future growth of the organization.

5. Safety

Every business must comply with the Organizational Safety and Health Act of 1970, which deals with the safety of workers in the workplace.

HUMAN RESOURCE TECHNOLOGY

Human resource technology refers to the use of different hardware and software in an organization. As we know that the world in which company operates is dynamic in nature. Human resource technology enables a company to implement changes using different types of software and hardware. Even in the post – pandemic period, most companies have used human resource technology in their organization.

TYPES OF HUMAN RESOURCE TECHNOLOGY

1. The core technology of human resource technology

It includes the storage of all important administrative data such as employee's information.

2. Talent Management Technology

This differs from basic HR technology because management technology provides a digital framework that leads to employment development.

TALENT MANAGEMENT PRACTICES

Talent management is defined as a systematically organized strategic process to attract and develop the right talent to their optimal capabilities by keeping in the minds the goal of the organization.

The process therefore includes identifying talent and vacancies, testing and engaging suitable candidates, nurturing them in a system and developing a necessary skill, training future skills, and effectively engaging, retain and motivating them to achieve long-term business goals. The definitions emphasizes the integrity of talent management – how it encompasses all human resources at work while ensuring that the goals of the organization are met. So, it is a process of getting a right people and involved and enabling the whole business.

Talent management is a set of elements and sub- processes that must work together to ensure organizational successes. For example, identifying the right talent and the most suitable candidates, engaging them, and then optimizing their existing skills and strengths and helping them to grow are touch point that all are equally important. They support each other and the whole structures crumbles even if one subprocess goes out sync.



<https://icma.org/sites/default/files/Talent%20Management%20Lead.jpg>

TALENT MANAGEMENT PROCESS

Although talent management is often critical rather than usual linear flow of events, one could consider the process of talent management starting with the identification of talent need, leading to filling the gap, and finally to skill development and optimization.

The following are the points of talent management practices process:

1.Planning

As with many processes with a defined outcome, planning is the first step in talent management process. This includes identifying the gaps, human capital requirements, developing job descriptions for key roles required in procurement and selection, and creating a workforce plan for recruitment initiatives.

2. Attracting

Based on the plan the next natural step is to decide whether to fill the skill requirements from inside and outside the organization. In both cases, the entire group of candidates is involved in the process. Common external sources are job portals, social network and references. The skill to be used to determine in advance to make the process as smooth and efficient as possible. This where the employee brand that the organization has built for itself comes into play, as it determines the quality of future applications.

3.Selection

This involves using a series of tests and checks to find the right fit for the job for the ideal person for organization. Written tests, interviews, group discussions and psychometric tests, as well as in dept analysis of all the information available about the candidate on public platforms, helps the company to get the complete pictures of the person. Today there are software and AI- powered solutions that allow recruiters to shift through vast amounts of resumes to zero in on the most suitable options and find the perfect matches. The process of talent management begins with identifying the skills needed to fill the gap and advance employees.

5.Development

Many organizations today operate on the ideas of hiring for attitude and training. This makes sense because even if you want to acquire certain skills, you are hiring a person not a resume. Developing employees to help them to grow with the organization and training them in the knowledge needed for a business success also increases loyalty and improves employee

engagement. This starts with an effective ongoing program to help the employee to settle into the new role, followed by ample opportunities to improve skills, capability and expertise and enable growth through systems of counselling, training and job rotation.

5, Retention

For an organization to be truly successful and sustainable, talent must be retained effectively. Most organization seek to retain their best talent through promotion and advancement, providing opportunities for growth, encouraging participations in special projects and decision making, training for higher roles and rewards, and recognition programs.

6. Transition

Effective talent management focuses on collective change and organizational development through individual staff growth. This means that every employee will feel that they are part of a bigger whole. Providing retirement benefits, conducting exits interviews, and effective succession planning may seem like an unrelated career point, but they all are transition tools that enable a shared journey.

TALENT MANAGEMENT STRATEGY

Talent management is not a mere checklist for requirements that need to be sufficed. It is a strategy that need carefully implementations, regular check, and continual improvement. The following are the six talent management strategies that serves as the pillar of people functions.

1. Detaied job description

A well – informed and detailed job description helps the source, the purchasing software, and the candidate better understand the task. Generic job description will only confuse all parties involved in talent acquisition process. And it led to a flood of irrelevant applications. The job descriptions must include following information;

- Job title and Position
- General Duties
- Skill Required
- Tools and Equipment used
- Salary and benefits

These allow applicant to make an informed decision about whether to apply or not, and sources get summarizes.

2. Person- Organization Match

An employee who does not match the organization culture cannot be a happiest employee or sustainably more productive. While culture can be hard to define in the words, it is pervasive in actions and pretty easy to tell if a candidate is good fit or not. Personal and organizational values must overlap to some extent so that everyone feels the home at organization. Without a comfortable person- organization match, most time, efforts and energy will be spent on adaptation attempts. Hiring a candidate with a right PE fit therefore greatly increases the chance of better employee engagement, employee satisfaction and overall better results.

3. Collaboration Coach Development

An important strategy to improve talent management is to create a culture of coaching, mentoring (even reverse mentoring) and collaboration. Constructive feedback helps employees to develop their skills and competences. Therefore, managing competent people is also their preparation for the future of the organization, readiness to upcoming change and the ability to trust each other.

4. Reward and recognize the right

The reward and recognition process are an important part of strategy to better motivates engage and manage employees. It goes beyond monetary benefits and bonus packages. Research shows that the employees often want R and R programs that motivate them with rewards that are most important to them as individuals. This is a great opportunity for organizations to show their employees how much they care about them as individual and integral part of the organizational machinery.

5. Possibilities for continuous improvements

The talent management must be placed in the context of the future that the organization plans for itself. That's why employees need to have right tools to maximize their potential. Continuous improvement of the organization requires opportunities and opportunities for continuous development of an employees. In addition, it ensures improvement, modernization and scaling of the cumulative capabilities of the organization.

Strategic planning for the best career path of each employee is part of talent management. When we know where we are going and where we will go next in our careers, we all perform better. This does not require making empty promises in advertising; rather, it involves creating a career map by lecturing the employees, making sure that they are committed and believing it to be true, and providing all the necessary to make the map reality. Employees who are aware of what to expect and what they are doing, and are able to work together effectively to achieve it.

IMPORTANCE OF TALENT MANAGEMENT PRACTICES FOR COMPANY

To achieve a rewarding HR career, comprehensive talent management is essential for a company to retain its skilled and talented employees. Here are some more reasons why talent management is important:

1.Improve your company's performance

By hiring top professionals, you can easily achieve any organizational goal.

2.Drives innovation

Talented and top performers can solve complex business problems using innovative tools and ideas.

3.Ensures Team Productivity

With talent management, you can build a highly team because each team member does their best to achieve a common organizational goal.

4.Motivates others to grow

Having talented people in the team motivates other employees to succeed in their work.

5. Help fill companies

The recruiting process can help discover potential jobs within the company and ensure that the company has highly qualified employees to meet business goals. Talent management also ensures that your employees have a workload they can easily handle.

NEGATIVE ASPECTS OF TALENT MANAGEMENT PRACTICES

Talent management is an HR system used to hire, manage, train and reward top talent. Such programs include strategic planning that aligns employee needs with the goals and vision of the organization and ensures the recruitment, development and retention of top talent. While proactive planning is valuable, talent management has some challenges to overcome.

1) Costs

The time, resource and financial costs associated with implementing a competency management program can be significant. This is a burden on small businesses that may not have the resources to implement such a system. Many companies have one or more HR professionals who spend much of their time developing and implementing talent management, but in companies with few employees, those hours are best spent in other ways. Talent management programs also involve using software solutions to map talent needs across all levels or departments, which can be expensive.

2) Employee Conflicts

There are a number of real workplace issues that interfere with talent management. Many small businesses use part-time and temporary workers. Keeping them motivated as they try to focus on hiring full-time, permanent staff over the long term is difficult. So various organization provides internships to the candidate which help them to complete their works just like SuccessR HR Tech Pvt Ltd provides the internships to the students for our college so it will help for company to manage the work and we as an intern get the opportunity to learn about the corporate world. If your business relies on employees, you don't need and don't expect long,

installing a formal talent management program may not be worth the effort. Multigenerational workplaces also bring challenges. Companies of all sizes struggle to find effective recruitment strategies that don't discriminate based on age, and offering rewards to employees of different ages who may have different motivations can be difficult.

3)The Frontiers of Management

HR professionals often map the needs of business management and the skills required at each level. Small businesses can struggle to find and develop effective enough store managers or business unit managers to complement other small businesses as well as larger competitors. More aggressive recruiting, including in other geographies, only increases the cost of talent management.

4)HR and Management Conflicts

A major disadvantage of talent management in small businesses is that programs are often developed and coordinated by HR professionals. Smaller companies may not have a full staff. This means that in many cases managers do not have time to implement competence management. Even companies with HR professionals are often frustrated by the difficulty of getting managers to focus on talent management needs instead of focusing entirely on other business issues.

TALENT MANAGEMENT – EMPLOYEE RETENTION

Employee retention means long-term employment of employees in the organization. In fact, every organization cultivates qualified employees from new employees and therefore wants to retain them for a long time.

In employee retention, various measures are implemented so that the person continues to work in the organization as long as possible. It promotes long-term effective cooperation between the employees representing the organization and the management.

It utilizes the organization with an experienced and skilled workforce that is useful to increase the productivity of the organization. An organization with a poor employee retention culture rarely grows as desired.

Creating effective retention strategies is one of the most important tasks as an organizational leader. Therefore, it is necessary to understand the reasons that force employees to leave the organization

REASONS WHY EMPLOYEES LEAVE ORGANIZATION

- Work does not meet expectations.
- Low salary.
- There is no motivation in the organization.
- Lack of a comfortable working environment.
- Unregulated working time.
- Unwanted disturbances.
- Does not respect the personal life of employees.
- Physical tension and stress.
- Lack of trust between employees and between employees and management.
- Not recruit the right person at the right time and in the right place on the organizational
- Fulfill all promises or benefits to employees on not time.
- Not encouraging employees to realize their value in the organization.
- Treat employees as a liability, not an asset.
- Not train and develop staff for the upcoming challenges.
- Not providing timely and relevant feedback on employee's activities and support them.
- Not motivating the employees.
- Lack of healthy environment and a good and efficient work culture.
- Lack of development of a good incentive policy to maintain high employee morale.

KEY FACTORS RELATED TO EMPLOYEES' RETENTION

1. Compensation

DIFFERENTIATE BETWEEN TALENT MANAGEMENT AND HUMAN RESOURCE MANAGEMENT

Talent management and Human Resources (HR) have a lot in common. When it comes to talent management, many people think of people. First, talent management is a management practice focused on attracting talent, attracting new employees, and making them the best in an organization. Human resource management has been around for years, but talent management is a new concept with a more holistic approach.

Human Resources Management focuses on what people see and aligns it with business objectives. Talent Management Software (TMS) solutions help line managers maintain, engage and enhance professional decision support to improve productivity.

The Biggest Difference Between Talent Management and People Management:

Recruiting, Training, and Retention used to be the focus of HR departments, but in Talent Management, many of these tasks are actually front-line stakes. Therefore, the entire organization is responsible and participates in these activities. HR is more administrative and handles payroll, leave, benefits and complaints. However, talent management primarily focuses on supporting and developing top talent within an organization. Review professional development and track attendance.

Talent management is strategic and often manifests itself as an enterprise-wide long-term plan that is closely tied to overall business goals, but is more tactical in nature and focuses on the day-to-day leadership of employees.

In short, human resource management is ultimately a corporate strategy and must be fully integrated into the processes and activities that affect everyone. Attracting and retaining qualified employees is the responsibility of all members of the organization, not just managers. Human Resources strives to provide effective training, safety procedures, guidance and support within the organization.

Human Resources is also responsible for employee compensation, compensation and evaluation, and strives to improve the organization's mission and other factors that make the company successful.

Human Resources (HR)	Talent Management
Tactical, day to day management of people	Strategic, company-wide long-term plan closely associated with business goals
Hiring and training are centralised and coordinated from the HR department	Managers at all levels are involved in the process, nurturing talented individuals on a day-to-day basis
More admin. focused, dealing with pay, holidays, benefits and complaints	Concentrates on helping and improving the top talent in the organisation
Think tracking attendance	Think professional development

<https://d3jj9mxhp7ha1z.cloudfront.net/media/Insights%20images/070%20Talent%20management%20vs%20HR%20table.jpg>

INTEGRATED TALENT MANAGEMENT PRACTICES

Global developments were brought about by the Covid-19 pandemic that ravaged the planet in 2019, and many nations experienced severe economic hardship. Due to the restrictions, several businesses closed and numerous individuals lost their employment, creating an unstable business environment. Due to the effects of this global crisis, businesses are now extremely competitive and must rely more on new technology and online platforms beyond physical borders in order to thrive.

This widespread transformation necessitated a new manner of doing things, which presented new difficulties, particularly for HR management. Personnel's role has changed significantly over time. Whereas it was once thought of as more of an administrative function, it is now recognized that business success and competitive survival require a much more strategic approach.

WHY TALENT MANAGEMENT TRENDS COUNTINUES

Employee turnover, retention and hiring costs affect a company's bottom line. Attracting quality employees also impacts your business. And as your workforce becomes more mobile, solving these problems will require collaboration and planning. Monitoring trends in talent management helps organizations' HR teams adapt to new challenges and boost key talent management indicators (KPIs) such as employee satisfaction, employee engagement, and turnover.

TALENT MANAGEMENT TRENDS

1)Talent Analysis/Workforce Analysis

From applicant tracking to onboarding, retention and data-driven decision making, HR initiatives are increasingly supported by analytics. Even small businesses can use human capital management (HCM) software to record, collect, and report the data they need to be more productive. Its powerful cloud-based HCM software can be accessed from anywhere and integrated with other leading business platforms such as accounting software.

HCM solutions also include features that help teams focus on strategic initiatives. Some of the notable features are:

- Approval of reinstatement request
- Automate time off requests
- Budgeting and planning
- Connection to Applicant Management System
- Global tracking of employee files
- ID and a certificate from the state
- Onboarding workflow
- Real-time data access
- Integrated dashboards and reports

HCM applications give employees easy access to important information. It also accelerates and streamlines time-consuming processes such as hiring, leave requests, and even promotions and career changes, increasing organizational efficiency and freeing up employees to focus on other

projects. With advanced features, you can also find problem areas and develop action plans to overcome problems such as high employee turnover and slow onboarding.

2)Employee education, schooling and similarly education:

One billion jobs, approximately one-0.33 of the worldwide workforce, could be converted through 2030 way to automation, AI and extra. Education and schooling are true for personnel and businesses. LinkedIn studies indicates that well-educated businesses have 53% decrease turnover, decrease hiring costs, and better productivity. Employees want to examine new capabilities and corporations want to live at the reducing fringe of technology. Education and schooling are consequently essential. And a number of the technology which can be remodeling how the place of business is designed also can be used for brand spanking new schooling purposes. For example, augmented truth can offer personnel with a higher and extra practical enjoy than conventional motion pictures and books.

3)Equity, inclusion, and diversity (DEI):

Beyond good public relations, DEI has power. A more holistic approach to everything from customer service to marketing to problem solving can be achieved by concentrating on the characteristics and backgrounds that make a person special, such as race, age, religion, disability, and ethnicity. gain. Business can use this diversity to its advantage to achieve its business goals. Businesses gain a strategic and financial advantage from DEI, and it is increasingly being prioritized when people choose a workplace. Additionally, a survey conducted by Deloitte, an executive search firm, revealed that nearly three-quarters of his companies claim to have a robust talent management program. Your business can benefit from people with different life experiences and perspectives. The company benefits from diverse composition, richer discussions, and more grounded decision-making processes. In fact, different businesses outperformed their rivals 33% more often. Begin with improved communication know where your company stands, use a DEI hiring and retention strategy, and try to recruit candidates from a variety of backgrounds by creating employee resource groups, conduct community meetings on specific subjects, and distribute employee surveys.

4)Empathy

Along with numerous other talent management trends it having awareness of and empathy for the experiences and strengths of employees may be a crucial aspect of intelligent and balanced leadership. Employer values should be reflected in performance. Its value adaptability, provide substantial vacation time, chances for training and growth, and reward excellence. Make connections by conversing together with your staff because staff members still maintain that direct communication is that the best sort of communication by become conversant in them, and urge you.

5)Employee experience

The worker experience is formed from all the encounters and observations people have throughout their tenure at a corporation. It's essentially how an employee feels a few companies. It starts with the primary recruitment touchpoint and continues through onboarding and ends with offboarding and exit interviews. It includes everything from personal encounters to physical spaces and workplace culture. HCM software can assist businesses greatly to improve the worker experience with initiatives like mapping out professional journeys, improved onboarding and soliciting employee feedback and tracking surveys and reviews. Employee engagement takes the experience a step further and appears at how organization work with employees to align their goals with desired business outcomes.

6)Employee health and well-being

Common workplace health and well-being benefits include on-site gyms and subsidies for memberships, increased psychological state coverage and financial penalties on insurance premiums for unhealthy habits like smoking. Remote working and versatile schedules also appear to hold psychological state benefits. Employees could also be skeptical, so whatever direction that has select it should be genuine and make concerted efforts. Every business's needs are going to be different. Ask your employees what changes they'd wish to see. And it's going to benefit your bottom line with a healthier workforce, as insurance premiums still be one among the highest financial concerns for little businesses.

7)Adjust employee benefits with COVID-19

If the pandemic has taught us anything, it's that we're ready to be more flexible than we ever realized. From adjustable schedules to accommodate helping children with online schools, to shifting to remote work nearly overnight, employers are finding ways to be more flexible and employees are learning to be more efficient. In fact, 94% of employers said that productivity was an equivalent or higher after switching to remote work and 83% said they decide to still offer flexible leave policies. During times of economic downturn, making changes in compensation might not be possible for several organizations. Instead, search for other creative ways to deal with employee satisfaction concerns recognize high performers and develop low cost or free employee wellness plans and focus on ways to enhance employee autonomy and adaptability, create a culture of cross-training and professional growth, start an employee holiday or celebration for meeting key performance indicators. Along with optional measures, there are some state and federal policies in situation which will affect your workforce, like the Families First Coronavirus Response Act. Some restrictions and requirements vary by state or locality, so make certain to familiarize yourself with the principles of all the areas where you've got employees.

8) Evidence-based talent management practices

Can your team picture themselves sitting during a room circa "Moneyball" and producing the simplest roster for your business using data? The practice featured within the popular film "Moneyball" may be an example of evidence-based talent management. Decisions supported instinct and what's been wiped out the past aren't as effective as decisions supported evidence. That evidence can include scientific evidence and organizational data to tell talent management policies like recruitment, benefits and promotions/raises. HCM software, especially platforms that integrate with other business solutions, like accounting and payroll platforms, can put data to guide evidence-based decisions into one cloud-based solution. From important financial ratios to storing and tracking yearly reviews, it can power your strategic deciding.

9) Internal recruiting

Create a proper internal hiring program and encourage managers to tell employees about open positions which may be an honest fit. Sometimes managers are reluctant to encourage their employees to go away their teams, but it's better to stay the talent within the organization than

have them look elsewhere, as there's 41% longer employee tenure at companies with high internal hiring. Promotions and transfers can help employees avoid burnout and cash in on coaching opportunities.

ALIGNING TALENT MANAGEMENT STRATEGY WITH BUSINESS STRATEGY

- An organization's talent management strategy should be linked to its business strategy, as the goal of talent management is to create a high performing and sustainable organization that meets strategic and operational goals and objectives. Recruiting, developing, motivating and rewarding employees towards performance-based organizational goals is an important aspect of human resource management and includes job descriptions, training and development, performance targets, metrics and performance appraisals. It should be fully integrated into all employee-related processes. Aligning people management and business strategy begins with a thorough analysis of the organization's strategic and operational goals and objectives. Based on this analysis, management can work with her HR to identify and understand the impact on talent strategies and plans. Once the team understands how business goals affect the organization's talent, they define specific talent goals and initiatives and develop talent strategies and commitments. This includes:
 - Communicate and engage employees as part of your organization's business strategy.
 - Implementation of management development programs with the highest potential.
 - Development of succession plan technology.
 - Conduct assessments at the lowest levels of your organization to uncover skill gaps. We provide comprehensive training to fill skill gaps.
 - Align performance goals with business strategy and reward employees for achieving them.
 - Design recruitment programs to identify and attract the right talent.

Organizations that recognize the importance of talent management strategies line with their business strategy can expect to be successful in attracting and retaining talent they need to achieve their strategic goals and objectives.

FIVE RULES FOR MANAGING TALENT

As a leader, they feel great when a promising and exciting candidate accepts employment offer. We also know that hiring the proper people for the work is simply as important to take care of long-term employee loyalty and satisfaction and avoid rapid turnover, the subsequent rules of talent management should be followed:

1. Conduct regular performance reviews

Much of the work will move to project-based assignment and collaboration. If this is often the new operating model for workers, does it make tons of sense to conduct performance reviews only at the top of the year? And what if you're employed with different teams and leaders on different projects? It doesn't seem very effective for management to conduct an assessment once a year. This is often why more managers are moving to project-based review systems for faster, more timely feedback that helps employees become more agile, find the proper course, and improve overall performance.

2. Provide professional coaching

Today's most forward-thinking companies invest in professional coaching and developing leaders and high-potential employees. The sooner in an employee's career professional coaching is provided, the more likely it's that the worker are going to be shaped into a far better and simpler manager. It helps the corporate create a competent managerial roster, while providing employees with challenges and future career paths to progress and thrive within the company for several years to return.

3. Discuss growth opportunities

One of the most reasons employees leave their current positions is that the lack of growth opportunities. We assist you manage and retain talent by providing transparent and achievable growth within your organization. Managers talk with employees to line individual priorities and goals and develop plans on the way to balance career aspirations with the requirements of the corporate in order that the corporate respects them and their work, confirm everyone understands that you simply are willing to take a position within the way forward for your employees.

4. Encourage and celebrate diversity

A great driver for fulfillment and high performance may be a diverse team that has a good range of backgrounds, expertise, perspectives and experiences. We support the expansion and diversification of our workforce not only through the recruitment process, but also by promoting the thought that each one team members should hunt down professional challenges and opportunities for growth. Enable employees to figure on a spread of projects and collaborate with diverse groups of individuals.

5. Give your employees meaning

Research shows that having a way of labor may be a key think about attracting and retaining talent within the office. By engaging employees in discussions about business goals and practices to foster a robust sense of “we” within the work they are doing and why, creating a robust sense of collective pride as a part of the corporate culture, Employees feel invested within the company's success.

NEED OF TALENT MANAGEMENT PRACTICES

Without the proper talent leading it, no organization or process is good enough. Any organization can be moved in the desired direction by the right people if the right processes, designs, and technologies are adopted. Having the right person at the right location at the right time, for the best price, is the key to effective talent management. Organizations are now aware that their employees could give them a critical competitive advantage in the fiercely competitive economy.

1)To match the workforce's needs with those of the business:

Finding the right talent for the right role is the goal of talent management. It suggests that the right set of abilities are matched with the appropriate set of job requirements. By matching talents to job duties, the staffing process and organizational needs are coordinated.

2)To motivate employees to achieve and maintain the best level of productivity:

A productive workforce results from an engaged workforce. The creation and upkeep of a talent culture is one of several requirements for establishing and maintaining the maximum degree of productivity. Employee learning, personal development, and professional excellence are all supported by this culture. To establish and maintain a talent culture in a business that will support the best level of production.

3) Successful talent management contributes to higher employee satisfaction by:

Employee satisfaction can be defined as the cognitive, emotional, and social comfort that comes from working for a company that has ethical practices that value its employees' opinions. Talent management includes developing equitable, fair, and transparent employee-related policies and ensuring their efficient execution. Through efficient talent management procedures, all excellent places to work that have earned the great place to work designation through employee votes ensure employee happiness.

4) To effectively train leaders within the organization who will be able to contribute their expertise to the company's expansion:

Development of talent is a part of talent management. Employees' technical and functional skills, as well as their behavioral skills, including those of leaders, must be developed as part of talent development. To assist organizational leaders in developing the appropriate set of competencies through a variety of educational programs, numerous organizations have partnerships with world-class business schools. In turn, these leaders are expected to work for the company for at least a certain amount of time, especially if the educational program is partially or wholly funded by the company.

5) To achieve workforce diversity balance that maximizes employee engagement:

Diversity in the workforce is a challenging topic. Among other things, diversity training is now a top priority for many businesses. It has the potential to be disastrous if not handled with class and dignity. Before they care about how much you know, people want to know how much you can do. Employees of all ages, genders, races, communities, linguistic groups, and religions expect, and with good reason, to be treated fairly. The legitimacy and access paradigm goes beyond the fairness paradigm and asserts that diverse employee backgrounds are utilized for business gain.

IMPACT OF TALENT MANAGEMENT ON EMPLOYEE RETENTION

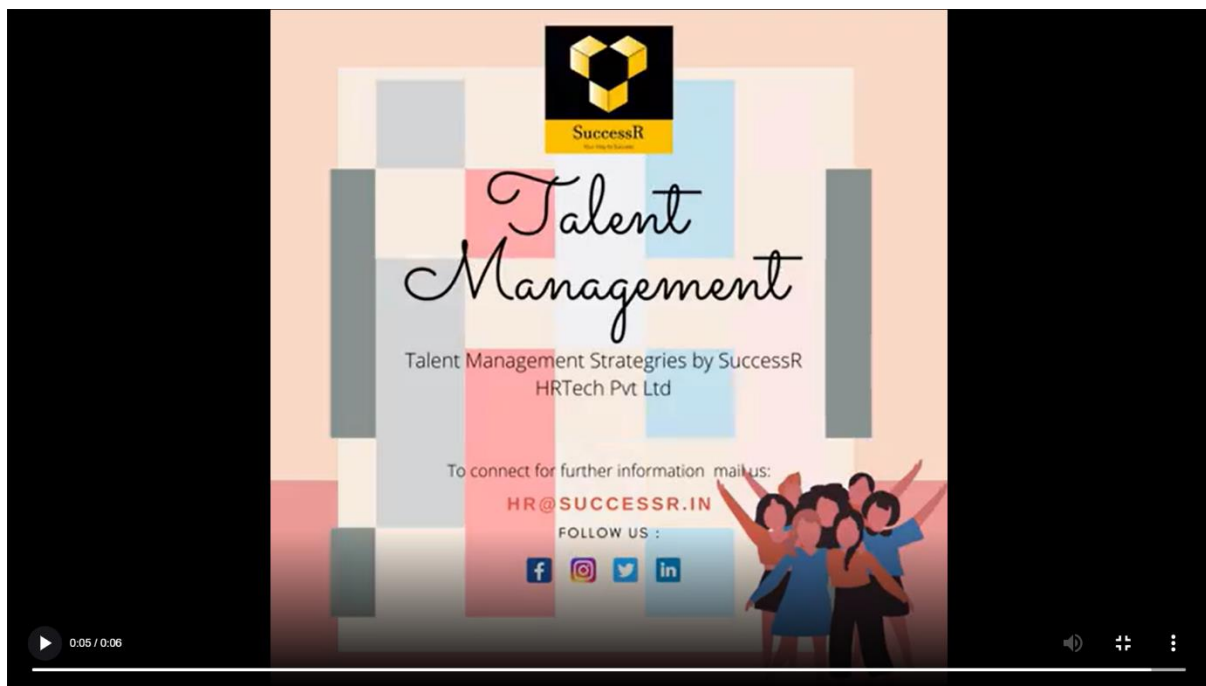
Employee engagement is vital to retention, it clothed to be a significant problem for the organization. Companies face employee mobility. Employee commitment and dedication in organization is the level of engagement employee experience. It's the dominant source of interest in competitive advantage and excellence employee productivity and performance. They imitate your business and lead because they're unique on resource-based perspectives organization. Organization with high commitment is therefore considered a crucial building. In this way, it will extend the retention rate of fantastic human resources talent management. Employee engagement is popular. A term that's one among the issues in both science and business has no clear statement on employee engagement Definitions by scholars and practitioners Change. Employee engagement occurs when: Employees are dedicated and motivated to their work. It includes loyalty, trust and pride within the organization. Employee retention encourages employees to stay within the organization longer. The main purpose of retention is loss of qualified employees from the organization; Productivity and repair could also be impacted delivery. There are many factors during this leave a possible employee or stick with the organization internal or external factors, or combined effects of presence both. Organizations excel once they can sustain long-lasting performance at an equivalent time, the prices incurred are often avoided. Recruiting, training and recruiting new talent who will come. Therefore, it's better to line the worth higher potential employees during this competitive era, competitors attempt to steal employees from one another. Employee retention plays an enormous role during this realization and development of organizational goals. Aiming, we sleep in a world where technology processes the product was quickly copied by competitors, The pace of change and therefore the level of competition are constant. People are the key to the foremost trusted resource improved responsiveness, strong customer value relationships, better service, creativity and innovation Keep your organization one step ahead.

CHAPTER 5 – INTERNSHIP PROGRAM

THE ROLE OF SUCCESSR IN HR PLANNING

The most crucial aspect of human resource planning is forecasting demand, which may take many forms. First, a corporation knows where it's headed in terms of revenue and sales. The financial success of a corporation is ultimately tied to its human resource plannings. If a corporation doesn't have enough employees, it won't be ready to meet demand. Since SuccessR HR Private Limited has almost 54 employees and a few interns to assist with work, it's simple for the corporate to forecast demand.

Another key role of SuccessR in workforce planning is finding the balance between effective porting and efficient service. Therefore, for this exercise, the project provides staff. I am also accepting as an intern for a project doing research on the topic of digital marketing during the pandemic.



<https://m.facebook.com/SuccessR-102115784824878/videos/we-here-at-successr-with-hr-team-having-several-years-of-expertise-will-be-choos/3327200397328046/>

ABOUT INTERNSHIP PROGRAM

An internship is an internship offered by an organization for a limited time. Interns are high school, college, university graduates, or graduate students. Internships give you initial

experience of real work. It also allows students to apply the skills, knowledge and theoretical practices learned at university.

IMPORTANCE OF INTERNSHIP PROGRAM

- It helps to test your job options.
- It helps to learn about the real world.
- It helps to build your network.
- It helps to improve your resume.
- It helps to receive academic credit.

BENEFITS OF THE INTERNSHIP PROGRAM FOR ME

- Through my internship I get to know the real-world work experience.
- It helps me to put my knowledge to use.
- Through my internship program I get to know the actual fieldwork.
- Also, this internship program helps me to Increase in knowledge of how the job is performed.

MY INTERNSHIP EXPERIENCE AT SUCCESSR

Internships are an essential foundation for anyone looking to gain real-world work experience. Internships are a great opportunity for students to learn, gain experience and prepare. We learn by experience, but real life is full of different kinds of experiences. We will face many difficulties and obstacles, but with experience we are expected to move forward and complete

the purification process. I believe that experience is valuable in life because it requires courage to take risks. It's not something we just do, it's something we have to experience. By interning in a real workplace, I learn and discover myself from many different angles. It also helps me to control and develop my attitudes and behaviours toward different types of people and situations. I chose the internship because of the theory and knowledge I have. My university studies taught me theory, but my internship taught me a practical approach to dealing with the real world. It's not much, but it's still had a big impact on some aspects of my life. In a way, the internship taught me things that I still lack as a person. Practice helps us to recognize our strengths as well as our weaknesses. Another reason why I chose to do an internship is to prepare myself for a more demanding work environment and circumstances. Our school and college life are nothing as compared to our professional lives. Professional life is tough because it requires a lot of effort, dedication, and skill. These are the things I have to prepare and practice.

I also want to do the internship to gain specialized knowledge and skills. At the same time, I want to improve my communication skills. I recognize the need to meet and communicate with different people and clarify their needs. Internships are also useful for learning how to work in a Structured Helpful organization. It helps me to learn how to perform in my own tasks independently. In addition, all the knowledge gained through classroom learning can be applied through internships. In addition, the internship allows me to face the challenges that I often encounter in my professional life.

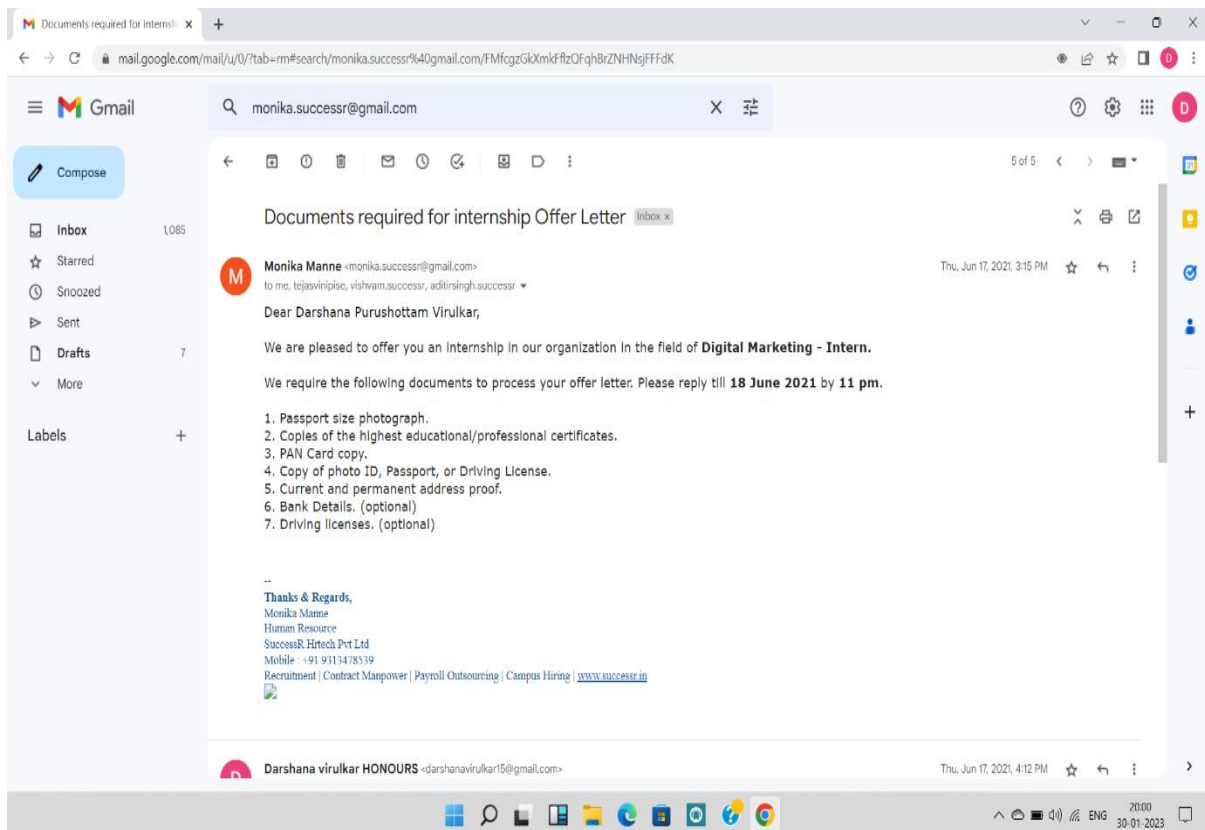
During my 3-month internship, I wanted to make an active contribution to the company's goals by applying the knowledge gained during my classroom lectures about marketing management and other areas. At the same time, I want to contribute to the achievement of the company's goals. Approximately my internship tenure was of 12 weeks. I chose SuccessR HR Tech Pvt Ltd for my internship. I chose an internship for many reasons. Firstly, an internship is mandatory in our course, and second, I want the internship period to be exciting and experiential. The environment is very different and new to me. All the experiences I gained during my internship at SuccessR HR Pvt Ltd can help me in the future.

I received a call from an identified number in the month of June, and the call was from SuccessR HR Private Limited for the internship. It was the pandemic situation when our colleges closed and all sessions started online. As a result, I recall that day, when my online I INDIAN FINANCIAL SYSTEM lecture was taking place and I received a call from SuccessR

HR Private Limited. Additionally, it was the first call I had received from the SuccessR, and at that time, my interview was being conducted by Miss Monika ma'am.

During the interview, she asked me some questions about digital marketing, about my college and gave me some tasks, such as how to sell a pen to a person. I told her that I would send the pen to the person by explaining its advantages and disadvantages. Similar to this type of questions she asked me other questions, I believe my interview lasted between 10 and 15 minutes.

On June 17, 2021, the following day, I received a message from the SuccessR containing the statement made by the interviewer. This was the first email that the SuccessR sent to me. On that day, it was written that I was supposed to send some documents to SuccessR in order to receive an offer letter. I had sent the documents to SuccessR HR Tech Pvt Ltd.



And the next day, I received another email containing the offer letter, which required me to sign and return to success Private Limited.

Offer Letter - Digital Marketing Intern

monika.successr@gmail.com

Offer Letter - Digital Marketing Intern

Monika Manne <monika.successr@gmail.com>
to me, tejasvinipise, aditirsingh.successr

Wed, Jun 23, 2021, 10:00 AM

Congratulations Darshana Purushottam Virulkar!

We are pleased to inform you that you have been selected for the position of **Digital Marketing Intern** at SuccessR HR Tech Pvt Ltd.

On behalf of our team and management, we would like you to know that we are so grateful for having you.

We believe that you can contribute a lot to our company's success and improvement.

As discussed with you please find the offer letter in the attached folder. Kindly share your acceptance for the same by sending us a signed copy of your offer letter by **24/06/2021**.

...

Thanks & Regards,
Monika Manne
Human Resource
SuccessR HRTech Pvt Ltd
Mobile: +91 9313478339
Recruitment | Contract Manpower | Payroll Outsourcing | Campus Hiring | www.successr.in

One attachment • Scanned by Gmail

Welcome to SuccessR Family - d

monika.successr@gmail.com

Welcome to SuccessR Family

Monika Manne <monika.successr@gmail.com>
to me, tejasvinipise, aditirsingh.successr

Jun 24, 2021, 11:37 AM

Dear Darshana Purushottam Virulkar,

Welcome to *SuccessR Family* — we are excited to have you aboard and look forward to seeing you on your start date of Thursday, 1st July. As a reminder, this internship is project-based and it will be for a three-month duration (1st July to 30th Sept) however you need to mark your attendance on the attendance system from 9 a.m. to 9 p.m., Monday through Saturday.

In addition to the above, request you to join the WhatsApp groups for further communication and introduce yourself as per the format given below in the group

WhatsApp group of SuccessR: <https://chat.whatsapp.com/KQ3m3HMAIn9JheU1hIQb>

Telegram group of SuccessR: <https://t.me/joinchat/CrsEKHbA-FU5OTM1>

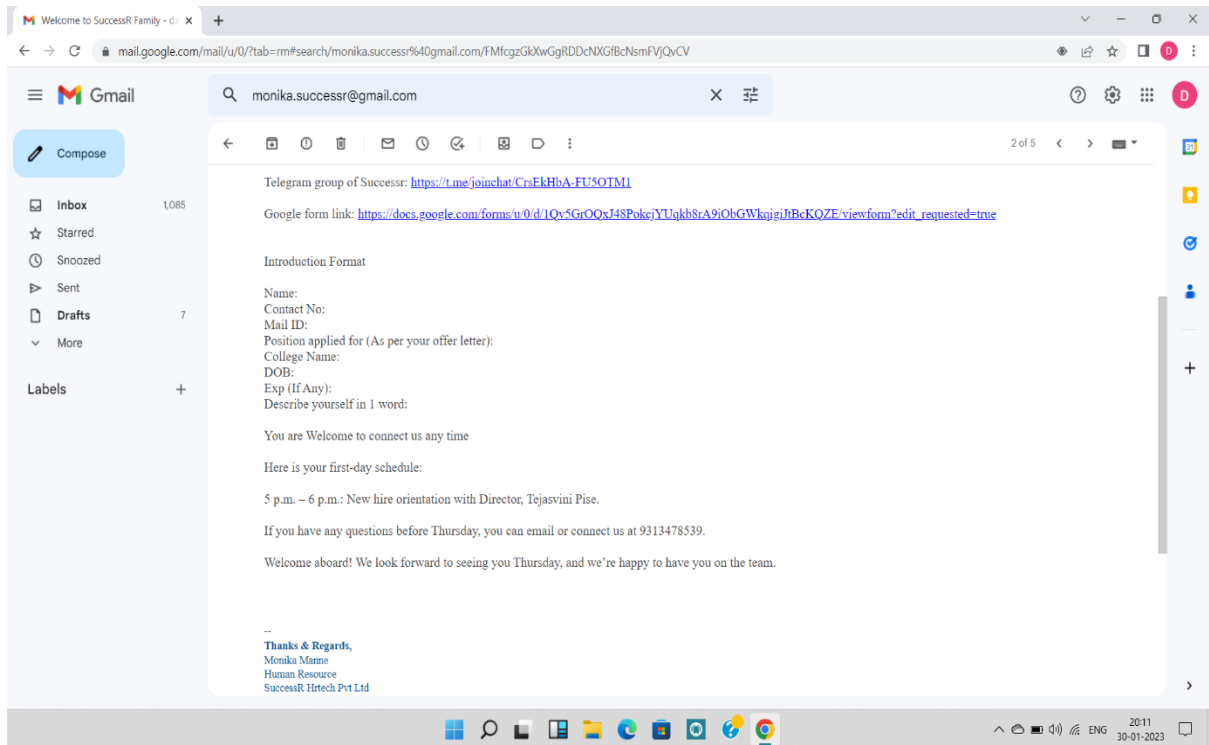
Google form link: https://docs.google.com/forms/n.0/d/1Ov5GrOOxI48PokeYUqkb8rA9iOhGwKojgIhBcKOZE/viewform?edit_requested=true

Introduction Format

Name:
Contact No:
Mail ID:
Position applied for (As per your offer letter):
College Name:
DOB:
Exp (If Any):
Describe yourself in 1 word:

You are Welcome to connect us any time

Here is your first day schedule:



After signing the offer letter from the SuccessR HR Private Limited, there was first orientation program which took place during the first week of the internship where our director Tejaswi Pise madam gave us an overview of the company, the types of services offered by the company, and she also told us about the different types of departments in the organization. She introduced us to cybersecurity, what is cold calling, human resources, content writing, and more about the organization. In our orientation program, there are different types of students from different universities and states, some of them are from Andhra Pradesh, Maharashtra, Karnataka etc. Within an organization, there are different types of departments, and specific departments perform different types of tasks. Therefore, this is the first meeting in this meeting that we have contact with Ms. Tejaswi Pise. She told us about her background, why she founded the company and she also introduced us to the company's human resources. In addition, she also introduces specific candidates by asking them different types of questions. She interacted with us and this session was a great one as we learned how to practice from real world activity. After an orientation program, she divided us all into different groups. The motive of dividing into different groups is not to create any kind of conflict of interest between practitioners nor among staff. After creating a separate team for a specific department, she chooses a manager to lead

that particular department. The task of this leader is to ask the madam about different types of tasks and explain this task to us.

TASKS

During the first week of internship, the first assignment I received from the company's HR department involved creating questions on each of the five subjects I was given so that I could offer them to the content writer to use in their work. In essence, I was offered this for my topic recommendation to the content writer who will then generate quality stuff for the company website. Following are the lists of the topic which I have suggest to the content writer for writing the content.

1. Digital Marketing

- Does digital marketing work for all business?
- Why chat boxes will continue to be an important part of digital marketing?
- How digital marketing makes easy to achieve your marketing goals?
- Analysis of new product launch using Google Double Click?
- What should be the expected growth rate of digital marketing market?

2. Online Farm Fresh

- What should be the market outlet diversification in online farm fresh?
- What are the agriculture development services?
- Lot use cases in agriculture.
- What step should be included for creating an agriculture app?
- Is online farm fresh being beneficial for customers? why?

3. Training and Counselling

- How to develop skills and qualities in future in counselling?
- Essentials skills for a career in counselling?
- What makes counselling and training unique?
- Theoretical orientation and effective counselling?
- What are the qualities of good counsellor?

4. Financial Solution

- What are the key issues in finance?
- How to deal with fraud detection?
- How to build cognitive side to the business?
- What is the basis of finance?
- Current trends in financial services.

5. Outdoor Sports

- What are the most popular activities and how they are useful for health?
- What are the outdoor recreational activities including?
- What are the 3 categories of outdoor activities?
- Types and benefits of recreational activities?
- What are the good outdoor sports?

In the second week, the HR of the company gave me the link to the Google form and asked me for a small favour to share it with all the athletes and ask them to fill it out and submit it. Only sports-related information is contained in that Google form. In essence, the corporation had conducted this poll in order to compile a number of consumer reviews for the business website.

The screenshot shows a Google Form titled "Let's send a message to the future sportspersons." The form is displayed in a web browser window. The title is "Let's send a message to the future sportspersons." Below the title, there is a subtitle: "This survey will help us to get a right play grounds to book for your respective sports." The form is created by "darshanavirkar15@gmail.com (not shared) Switch account". The form contains the following fields:

- Name ***: A text input field with the placeholder "Your answer".
- Gender ***: A radio button selection with three options: "Male", "Female", and "Prefer not to say".
- Email id ***: A text input field with the placeholder "Your answer".

A "Request edit access" button is visible in the bottom right corner of the form.

The screenshot shows the continuation of the Google Form. The form contains the following questions and input fields:

- Age ***: A text input field with the placeholder "Your answer".
- City ***: A text input field with the placeholder "Your answer".
- Do you play any outdoor sport? ***: A checkbox selection with two options: "No" and "Yes".
- Are there enough sports ground in your city? ***: A radio button selection with two options: "Yes" and "No".
- What outdoor sports do you play? ***: A text input field (partially visible).

A "Request edit access" button is visible in the bottom right corner of the form.

The screenshot shows a Google Form with the following questions:

- What outdoor sports do you play? *
 - Badminton
 - Cricket
 - Basketball
 - Hockey
 - Volleyball
 - Others
- Do you have enough sports facilities in your locality? *
 - Yes
 - No
- How often do you make use of the ground? *
 - Daily
 - Alternate days
 - Once a week
 - Once in a month

A "Request edit access" button is visible in the bottom right corner.

The screenshot shows the final three questions of the Google Form:

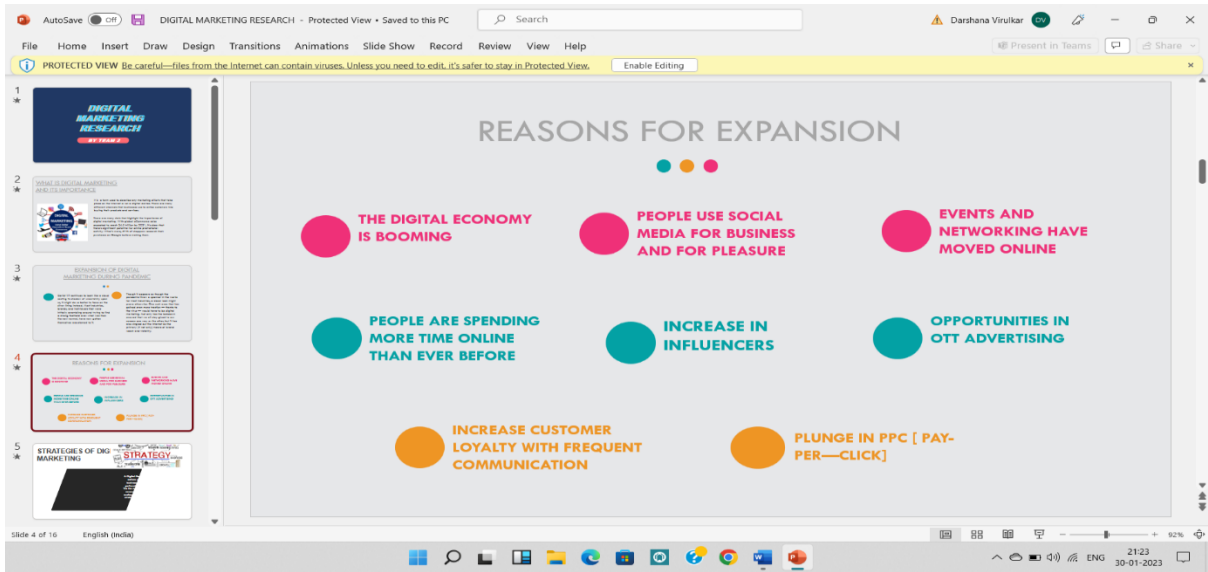
- Would you prefer sports ground monthly subscription if you get better facilities? *
 - Yes
 - No
- How much are you willing to pay for a ground per month? *
 - 500 INR
 - 1000 INR
 - 2500 INR
- Please share your opinion regarding the idea of the survey. *

Your answer

At the bottom, there are "Submit" and "Clear form" buttons. A "Request edit access" button is also present in the bottom right corner.

https://docs.google.com/forms/d/1q_m3qeBtW719bZg0EbuH8-IWiUpT8ItYo3EhjSwipKU/viewform?edit_requested=true

In third week, I received the assignment from the company which was a research project. I worked in a group of nine people, and we each given the responsibility with researching a different aspect of digital marketing. For this project, I researched the 'reasons for the expansion of digital marketing during the pandemic'. In addition, we had to prepare a PPT on the subject and present it to Tejaswini Pise ma'am. Following is the slide in which the content is contribute by me. And it was a group project where each member has contributed some content to make this presentation successful in front of our company director Tejaswini Pise mam.



And the last task I had received from the company to gather data on 250 companies. Therefore, I had collected data on 250 of the most popular hires through Naukri (manpower staffing, third party payroll, payroll management.) The format of the Excel and I have to filled up all the data in that excel by taking the help of Naukri. Com, companycontactinformation.com, pin-code.org.in, Justdial.

Industry	Name of Company	HR head/Director	Email ID	ALTERNATE	Contact	ALTERNATE	Status	Email	Date Of	Follow Up
2	BPO/Call Center	White Horse Manpower Consultancy Private Limited	Sainju Banu	whitehorsemaster@gmail.com	9980455117	9972020040				
3	Finance/Payment	Blue Jay Finance Limited	Kishji Puri	kishji@bluejay.com	91-11-4310-9577	1140844613				
4	IT Service&Consulting	Grid Logic Software Private Limited	Parikshita Madhichetty	parikshita@gridlogic.in	4023332727					
5	Recruitment/Staffing	Reliance General Insurance Company Limited	Rahul Serin	Service.Rel@rcl.co.in	2020565149	18030309				
6	Beauty and Personalcare	PERSONALEO INDIA PRIVATE LIMITED	Sarvee Sha	contactus@personaleo.com	913882404613	913738953724				
7	Recruitment/Staffing	BHS Staffing Solution Pvt Ltd	Deepi Shinde	deepi@bhsr.com	9768873872	9821263599				
8	Recruitment/Staffing	Black and White Business Solution Pvt. Ltd.	Priva	hr.377@blackwhite.com	9930007877	9055004525				
9	Sales, Marketing&Advertising	Grey Worldwide Private Limited	Yashraj Samat	gworldwide@grey.com	022140566178					
10	Recruitment/Staffing	Seven Consultancy	Rusida Kapsi	kasapi_rusida@seven.com	9987924277					
11	Recruitment/Staffing	IT Source Technologies Ltd	Poojam Jain	pkjain2118@gmail.com	2242226600					
12	IT Service&Consulting	Amiga Informatics Pvt Ltd	Ragini Singh	accounts@amigainformatics.co.in	1204112954					
13	IT Service&Consulting	Coalition India	Raman UBERoi	mumbai@coalition.com	2241516764					
14	Recruitment/Staffing	Aptel Technologies Pvt Ltd	Ravi Shekhar	rshkhar@aptel.com.in	9504533905					
15	Retail	Avenue Supermarket Limited	Shilpa Maheshwari	shilpa.maheshwari@dmartindia.com	2234400500					
16	IT Service&Consulting	Yash Technologies Pvt Ltd	Manoj Kumar Betei	jagan.india@yash.com	91-12-4547100	044-40283353				
17	IT Service&Consulting	Flextron Business Solution Pvt Ltd	Rajdeep Jaiswal	rajdeep@flextron.com	7502605536	3408-795-9071				
18	IT Service&Consulting	TISSA TECHNOLOGY LLP	Kajal Kowale	akjwal@tissa.com	9970002328	8321437-7473				
19	BPO/Call Center	Royal Cyber Pvt Ltd	Sameer Bhanja	shubh_cyber@royalcyber.com	8040683128	16305556292				
20	IT Service&Consulting	Software Data India Limited	Shivank Rastogi	shivank@softwaredata.in	1204398950	8041161707				
21	Banking	Synchrony International Service Private Limited	Chiranj Charan	charan.jambhwal@syf.com	04086095000					
22	Recruitment/Staffing	Infospice Corporation	Shyam Guliani	shyam@infospice.com	212-232-4008					
23	IT Service&Consulting	Aura Informatic LLP	Sibani Choudhary	fskumar1982@gmail.com	554499107-7654					
24	Recruitment/Staffing	Shivras HR AdvisoryServices	Sarita Ghadge	shivras@shivras.com	7022998695					
25	Recruitment/Staffing	Legico Group International	Raj Kapoor	raj.kapoor@legico.com	215-391-1584					
26	IT Service&Consulting	CoForge Limited	Sudhir Singh	Bachha.Sharma@coforge.com	91-11-40570700	91-1207118400				
27	IT Service&Consulting	STELLUSCG TECHNOLOGIA PVT LTD	Deepee Nigde	deepa@stelluscg.com	8042030606					
28	IT Service&Consulting	Multibond Polymer Pvt Ltd	Manoj	manoj@multibond.com	9930105648					
29	IT Service&Consulting	Better Future Solution LLP	Anthony Reddy Tathi	anthonytathi@gmail.com	9618112454					
30	Recruitment/Staffing	Silverfish inc	Krunal Thakkar	krunal@silverfish.com	18217-861-8888					
31	IT Service&Consulting	IntelliT Technologies Private Limited	Rashudha Begum	contact@intellit.com	5591356990					
32	Management Consulting	PrincetonHouse Coopers Private Limited	Arnab Basu	arnab@princetonhouse.com	4044246000	2266691000				
33	Recruitment/Staffing	Milestone Job Consulting Service	Hemant Saha	hmsaha@milestone.com	0771-4090961	9922-99915				
34	Automobile	Lumas Coraglia Auto Technologies	Anmol Jain	lumas@lumas.com	02135253987					
35	IT Service&Consulting	Vivid Technologies Staffing LP	ManuKhal Dedhia	manukhal@vivid.com	7287922828	(57)1894-1428				
36	Recruitment/Staffing	Emonics Technologies Pvt Ltd	Pooja Singh	pooja@emonics.com	9910018034					
37	Recruitment/Staffing	Vision Beyond Resource India Pvt Ltd	Sandeep Mitra	amitra@vision.com	5214150704					
38	Recruitment/Staffing	Millennium Silicon Service Pvt Ltd	Madam Lal	lall@millennium.com	1244372666					
39	IT Service&Consulting	RSK Business Solution Pvt Ltd	Praveen Jothi	praveen@rsk-bnl.com	9650379599					
40	IT Service&Consulting	Xabia IT Architects India Pvt Ltd	Anand Kumar Sahay	asahay@xabia.com	8048622200					
41	BPO/Call Center	Infina Service Pvt Ltd	Veena Tendun Kumar	veena@infina.com	9899912663	2240365000				
42	IT Service&Consulting	CES Ltd	Rama Krishna Sabbineni	sriva.munet@ces.com	4042421122					
43	IT Service&Consulting	CGI SYSTEM INTERNATIONAL (INDIA)PVT Ltd	Suresh Kumar Meni	suresh.kumar@cgis.com	800211444	1232324457				
44	Recruitment/Staffing	Circle IT Solution Pvt Ltd	Nagaraja Mammi	nagaraja.mammi@circle.com	4066613777					
45	Real Estate	WORKSTEIN COLLABORATIVES PRIVATE LIMITED	Gurinder Pal Singh	ganesha@workstein.com	8825821942					

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46	IT Service&Consulting	V-Soft Consulting Corporation Private Limited																Manoj Vagharapu	Manojv@vsoftconsulting.com				8844428425					
47	IT Service&Consulting	Obvious Information Service Private Limited																Baksh Anura	obinfo@obvious.in				701717858	1206402679				
48	IT Service&Consulting	FINT SOLUTION PRIVATE LIMITED																Kumod Chandra Agrawal	kcara@fint.com				4003112889					
49	IT Service&Consulting	Trigram Software Technology Private Limited																Kishor Umrao Galbhive	kgalbhiv@trigramtech.com				7314089951	75521767785				
50	Recruitment/Staffing	Vision Beyond Resource India Pvt Ltd																Sandeep Mitra	smitra@vbr.com				5214150704					
51	Engineering&Construction	KPC Project Ltd																Vuddeaju Triveni	triveni@kpcproject.com				404030888					
52	Food Processing	Godrej Industries Limited																Sandeep Murthy	smurthy@godrej.com				9453895004	8287883878				
53	Management Consulting	Pratibha.com HR Solution Pvt Ltd																Kushal KR	kushal@pratibha.com				6366839343	8043120012				
54	IT Service&Consulting	Prelukdys India Limited																Tharomohi	tharomohi@preludys.com				4467417600	4443448686				
55	IT Service&Consulting	Equinox Consulting Pvt Ltd																Shravanika Srikar	shravanika@equinox.com				4024548897					
56	Recruitment/Staffing	INCS Tech (P) Ltd																Vani Talpale	talpale@incstech.com				9163044111	4040020069				
57	IT Service&Consulting	Zirfen Technology Pvt Ltd																Padma Kancharla	padma@zirfen.com				713209987	4430070888				
58	Travel&Tourism	Paraportal India Pvt Ltd																Raju Manglik	rajumanglik@paraportal.com				011414629900	011414629992				
59	IT Service&Consulting	Cogemini Technology Services																Kaibhena Beje	beje@kogemini.com				8041000000					
60	Financial Service	Bajaj Capital Limited																Ravi Bajaj	rbajaj@bajajcapital.com				8983050155	7126618576				
61	Insurance	MetLife India Insurance Company Pvt Ltd																Arvind Kumar Jain	arvind@metlifem.com				18024250919	8025002124				
62	Recruitment/Staffing	Sahyad Foundation																Rajesh Singh Degal	rajesh@sfoundation.com				9923712888	1247163100				
63	Internet	ANI Technologies Pvt Ltd																Anvish Bajaj	anvish@anitechnologies.com				4030671200	8067350900				
64	IT Service&Consulting	EXL Services.com Pvt Ltd																Sania Malik	malik@exl.com				8529450000					
65	IT Service&Consulting	Component Technology India Pvt Ltd																Vijay Sehgal	vijay@component.com				9954491819					
66	Medical Service/Hospital	PHILIPS HOSPITALITY PVT LTD																Deepak	deepak@philips.com				9654078987					
67	IT Service&Consulting	Xlar Tech Private Limited																Deepo Sharma	deepo@xlar.com				1304211120					
68	IT Service&Consulting	IQor India Services Private Limited																Manoj Singh	manoj@iqor.com				170313761876					
69	BPO/Call Center	Vandit Edu Services Pvt Ltd																Deepak Sharma	deepak@vandit.com				1888458.632					
70	Recruitment/Staffing	Orbis Hospital Services Pvt Ltd																Ashish Gerg	ashish@orbis.com				1301414897					
71	Recruitment/Staffing	Mascot Consultancy & Services																DEEPIKA	deepika@mascot.com				154284601					
72	BPO/Call Center	GENETIC INDIA PVT LTD																Rubi Singh	rubis@genetic.com				9823600708					
73	Recruitment/Staffing	THE GLOBAL ZONE HR SERVICES																Rajaram Agrawal	rajaram@globalzone.com				4842380397					
74	Recruitment/Staffing	Infiniti Technologies Private Limited																Shweta Verma	shweta@infiniti.com				1149645496					
75	Finance/Payment	AKAI Information System Ltd																Alak Mittal	alak@akai.com				011244233027					
76	IT Service&Consulting	AKAI Educational Service Ltd																Apnet Singh	apnet@akai.com				1146503000					
77	IT Service&Consulting	SKYLINE HR INTERNATIONAL																Mrital Mohit	mrital@skyline.com				9921554142	9581312442				
78	Recruitment/Staffing	Recube Staffing Solution Pvt Ltd																Subhadra	subhadra@recube.com				7980615425					
79	Recruitment/Staffing	ARMAN Placement Service																Poonam Shankar Kawale	shankar@aman.com				1147551101					
80	Recruitment/Staffing	CL Educate Ltd																Ramesh Jha	ramesh@cl.com				9720754072					
81	Recruitment/Staffing	HANDVIDIO TECHNOLOGIES PRIVATE LIMITED																Santosh	santosh@handvidio.com				011-41281100					
82	Content Development/Language	Lingual Consultancy Service Private Ltd																Sanjay Taparia	sanjay@lingual.com				9311644421					
83	Content Development/Language	JOB EXPERTS PRIVATE LIMITED																Kamini Bhatnagar	kbhatnagar@jobexperts.com				9132848061	8766295330				
84	Recruitment/Staffing	SIRIUS HR SOLUTIONS PRIVATE LIMITED																Alay Singh Yadav	alay@sirius.com				9999390456					
85	Recruitment/Staffing	SIEMENS TECHNOLOGIES INDIA PVT LTD																Divya Sachdev	divya@siemens.com				9212240000					
86	Recruitment/Staffing	ALTNOD INDIA PRIVATE LIMITED																Anil Pandey	anil@altnod.com				8851308.693					
87	IT Service&Consulting	SS Nair Communicating Pvt Ltd																Eyub Arida Malik	eyub@ssnair.com				2122214408					
88	Engineering&Construction																	Megha Alreid	megha@alreid.com				8178916468	1125542126				
89	BPO/Call Center																						011-40521450	9582291091				

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91	Recruitment/Staffing	Fortune Human Capital																Sam Andrews	sam@fh.com				850997330					
92	Banking	EASTERN SOFTWARE SYSTEM PVT LTD																Prashant Kumar	prashant@eastern.com				0731-2528084					
93	Electrical Equipment	Exclusive Securities Limited																Sameer Ramaya	sameer@exclusive.com				1126842805					
94	Recruitment/Staffing	Habson Jobsoup Limited																Mohid Aif Habab	habab@habson.com				800102010					
95	Real Estate	Investor Clinic InfraTech Pvt Ltd																Sunny Kataraj	sunny@investorclinic.com				8003330016					
96	BPO/Call Center	Sharda IT Service																Shweta Singh	shweta@sharda.com				9767851351					
97	Recruitment/Staffing	PIPETECH ENGINEERING SOLUTION PVT LTD																Sharia Sami Aagie	sami@pipetech.com				9925817057					
98	Recruitment/Staffing	INCREATVPRINTZ PVT LTD																Vishwas Ramdas Choudhary	vishwas@increate.com				1206688000					
99	BPO/Call Center	henrgen																Ashak Kumar Singh	ashak@henrgen.com				9696969696					
100	Internet	INDIAMART InterMESH LTD																Shiv P Sharma	shiv@indiamart.com				9479761949					
101	IT Service&Consulting	Takliwer																John Tekliwer	john@takliwer.com				9311026846					
102	IT Service&Consulting	Miraada Corporate Solution Pvt Ltd																Harshita Verma	harshita@miraada.com				8850479021					
103	Recruitment/Staffing	COVANUS IT SERVICES LLP																Shaikant Naik	shaikant@covanus.com				9999300456					
104	IT Service&Consulting	Arisen Technologies																Shweta Chopra	shweta@arisen.com				9811977124					
105	Recruitment/Staffing	Vibrant Aesthetics Pvt Ltd																ADAR	adar@vibrant.com				011-26515090					
106	Medical Service/Hospital	Max Healthcare Institute Ltd																Manisha Panwar	manisha@max.com				7840088814					
107	Miscellaneous	Vouchagen India Pvt Ltd																Rama Bapuar	rama@vouchagen.com				1241389300					
108	FMCG	Nestle India Ltd																Manish Verma	manish@nestle.com				8445981798					
109																												

Row	Company	Employee Name	Email	Phone Number
226	Telecom/ISP	Bharti Airtel Limited	Gopal Vittal	9860524401
227	Automobile	Valvoline Cummins Pvt Ltd	Ajay Shiram Patil	1244721200
228	IT Service & Consulting	MINDSHIRW CONSULTING		
229	Petrochemicals/Plastic/Rubber	Huntsman International India Pvt Ltd		2242875100
230	Fertilizers	Rallis India Limited -RITIA Enterprise	Sanjay Harlal Rewal	771253507
231	Banking	Hinduja Global Solution	Partha Desai	7714245400
232	Management Consulting	Opticanguru Trade Solution	RAU DESHPANDE	861881112
233	Engineering & Construction	Crown Hr Service	Prashid Joshi	9913662283
234	Telecom/ISP	Lobo Staffing Solution Pvt Ltd	NIGEL SAVID LOBO	243322009
235	IT Service & Consulting	Natonartz Infotech (INDIA)Pvt Ltd	Maryit Dhanwal	18888618967
236	IT Service & Consulting	Dispersi	SHREYA	8454899788
237	IT Service & Consulting	Sellicraft Global Solution Pvt Ltd	Hemlata B Reddy	2040134005
238	Petrochemicals/Plastic/Rubber	SK OUTSOURCING PVT LTD	Madhukar Patil	888707070
239	IT Service & Consulting	CAOne India	GAUTAM	888452624
240	IT Service & Consulting	Sunrise Job Consultancy	Vibha Sharma	225800253
241	Automobile	Mahansaria Tyres Pvt Ltd	Toresh Bahamani	998611112
242	Recruitment/Staffing	Expens IT Pvt Ltd	SANDEEP GULATI	3340261155
243	OIL&GAS	Tata Project Limited	Vinayak K. Deshpande	790359124
244	Internet	Bundla Technologies	Jayant Goel	850006603
245	Engineering & Construction	KONE ELEVATOR INDIA PVT LTD	Amit Guskam	1800434888
246	Internet	Flipkart Internet Pvt Ltd	Vivek Subramanian	18002089898
247	Automobile	EXIDE INDUSTRIES LTD	Arun Mittal	1800105454
248	Insurance	Goodyear India Ltd	Sonali Khanna	1800266767
249	Retail	Modicare LTD	Charu Modi	1156623000
250	HOTELS&RESTAURANTS	Sarward Consultancy	Ashutosh Kumar	9187263302
251	Telecom/ISP	Sher TV	Gaura Banerjee	18004252255
252	Real Estate	Prompt Career Consultant	Ritu Verma	1141528384

MY LEARNINGS THROUGH INTERNSHIP

I learnt to think creatively from an early age and this assignment improved my ability to think creatively.

The second task allowed me to interact with athletes and improve my communication skills.

The third task was a research project to improve presentation skills. Through discussion, we learned how the PPT was created and how we can present our views to the authorities. I also learned how to collect data from [naukri.com](https://www.naukri.com), how to enter data into Excel, and improved my analytical skills from my last assignment on [naukri.com](https://www.naukri.com).

In addition to all of the above, I also learned multitasking skills, meeting deadlines, teamwork, time management and critical thinking, analytical thinking, MS Excel skills, broad creative thinking, and an there were intern from MBA so from them, I also began to think about team building, how to write an effective resume.

SWOC ANALYSIS

The internship helped me to identify my strengths, weakness, opportunities and threats. It also means I have learned tons.

- My strength in my internship is been an honest and team builder. I even have worked with my seniors and other interns. We worked as a team. As a part of a team, I participated in group discussion and supply inputs. If I faced difficulties understanding things then I take the help of others to understand the thing well. Also, I am the collaborative person. I can work with anyone. Also, I am simply adaptable person to different situations.
- My weakness during my internship was that I didn't like working struggling. Until then I assumed that I used to be someone who could work struggling. I noticed that I still do not know myself alright. There were lack of planning and decision making in me. Also, I receive information visually, not auditory, so I am not excellent at getting information from high places.
- The opportunities which I got through this internship is to realize more experience and knowledge and build relationships with my colleagues and clients. In fact, I feel crazy with my role. I fell this is simplest I even have experienced. Additionally, I used to be ready to broaden my knowledge during a wide selection of fields perspective and different areas for business plans and others tasks.
- The challenges I faced during internship was doing highly confidential work. Also, I am responsible to assist Tejaswi Pise madam from time to time. I had to talk to unknown person which is difficult for me but I take it has challenge and successful complete the task.

CHAPTER 6 – CONCLUSION AND
SUGGESTIONS

CONCLUSION

Future talent management will be influenced by changes in the nature of employment, the workplace, and employer demands. HR departments need to concentrate on offering a more defined and personalised experience if they want to recruit, engage, and retain highly qualified workers. The approach to talent management will change from a general one to one that addresses people as individuals.

Instead of acting in a reactive manner, organisations should be more proactive. Future talent management will assist employees predict future requirements and train and improve their abilities in line with these demands rather than only attempting to recruit brilliant people when there is a need. This not only boosts productivity and succession planning for the business, but also gives employees the advantages they're increasingly seeking

SUGGESTIONS

Make sure your talent management strategy supports your business goals and to achieve that, you need to have a clear mission and goals. For example, if you plan to launch a new product or service in the future, make sure that the features required for its functionality are outlined in your plans and whether your organization already has this feature or needs information security or development. Your talent management goals should be reviewed regularly to ensure they align with business goals and the company's mission. You shouldn't just rely on finding talent, you should have clear strategies to retain them through performance management and compensation processes that encourage personal growth and engagement. Changes in technology, lifestyles and demographics mean that today's job seekers and workers have new expectations of the workplace. They want their work to be meaningful and career-advancing, concurrent with the rest of their lives and more valuable. Create a workplace where learning is a priority and part of your daily activities, and you will create a place where people love to work. Use appropriate methods to develop talent. It is clear that talent can be developed in many ways such as training, coaching, projects and assignments. Talent management spans and overlaps with multiple functions in your organization, including recruiting, learning and development, compensation and retention. Make sure your talent management strategy is integrated and connected to these processes and systems. In addition, you should also consider how talent management can be integrated into your CSR or corporate volunteer programs, as you can increase employee motivation by empowering them to support learning about global issues. At the core of the companies' responses were people who constantly adapted to change and constraints, adapted to remote work and showed flexibility that was almost never needed in a business environment. This can be achieved by managers having important career

conversations with their employees, exploring their motivations and helping them identify where their strengths and weaknesses.

- SuccessR Hr. Tech. Pvt. Ltd is good company
- Talent Management Practices are good
- Opportunity to suggest the other intern to the company

CHAPTER 7 - REFERENCES

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