

Exploring the Recruitment and Selection Process of CONFIDENCE GROUP

by Amrit Ahmed

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**Exploring the Recruitment and Selection
Process of CONFIDENCE GROUP**
By Amrit Ahmed



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Process of CONFIDENCE GROUP**

This report is submitted as partial fulfillment of the degree of Masters in International
Human Resource Management

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ID No: 115191002
MIHRM Program



School of Business and Economics
United International University

23rd July 2020

Letter of Acceptance

This is to certify that Amrit Ahmed, ID No: 115191002, MIHRM program, School of Business and Economics, United International University (UIU) has effectively finished his project work under my supervision.

The title of the report is “Exploring the Recruitment and Selection process of Confidence Group”.

I wish him a total success in life.

Md. Musharrof Hossain
Adjunct faculty
School and Business and Economics
United International University (UIU)
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Declaration

I would like to say that I have finished my project under the supervision of Md. Musharrof Hossain, Adjunct faculty, School of Business and Economics, United International University (UIU), Dhaka, Bangladesh

I have prepared a report on ¹⁰“Exploring the Recruitment and Selection process of Confidence Group” which is my own work.

Neither part of this report is copied from elsewhere nor submitted before for any academic purpose or due to any academic qualification to any other university.

Name: Amrit Ahmed

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School of Business and Economics

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Letter of Transmittal

July 23rd 2020
Md. Musharrof Hossain
Adjunct faculty
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Subject: Submission of project report on exploring the Recruitment and Selection process of Confidence Group.

Dear Sir,

With due respect, I am Amrit Ahmed and my ID is (115191002), a student of MIHRM Program is delighted to submit the project report on “Exploring the Recruitment and Selection process of Confidence Group”. It is my great pleasure to inform you that I have completed this report under your kind and constructive guidance and supervision.

Now, I would like to place the report before you for your kind approval. I trust and expect that my report will live up to your desires and expectation while being to the mark.

Truly yours.
Amrit Ahmed
ID: 115191002

Acknowledgement

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With great pleasure, I would like to thank all those who helped me in successfully complete this report. I would like to express my gratitude to my supervisor, Md. Musharrof Hossain sir for providing me such a chance to improve my knowledge and working under his supervision. It would not have been possible for me to complete the report successfully without his constant support and guidelines.

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This report is being prepared with the help of different journals, articles, international and national websites. My warm gratitude goes to Confidence Group for assisting me during the completion process in each possible way. Finally I would like to thank all those who took part in the focus group discussion and interview to provide their valuable insights to make this report successful.

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Executive Summary

There has been a global competition among the corporate culture which has somewhat forced the organizations to make extra time, efforts also utilize their capital intensive assets on developing their skills and expertise on the Recruitment and Selection process. In order to achieve the organization goals and at the same time comply with the objectives and targets of the working crew its very vital for the Human Resource Department to choose people with multi skillness and a good experience of how to handle immense pressure around the corporate setting. Keeping in mind the future necessities and choosing the right people for the right job is crucial because it enhances the requirements of the organization. The more experience group of employees the better the chances of serving your clients better. It gives you the spot light for selecting the best potential for the organization needs as well as addressing the training needs assessment. The selection criteria simply demands or needs to hire those people who is brilliant applicants who might get better adapted to the corporate atmosphere and environment of the organization. Based on the Recruitment and Selection procedure the main aspect which comes into equation is the Talent Management as the main purpose of the study is to search for the best talent from the job market. The report is qualitative and quantitative in nature. To explore the research area conducted for a problem that has not been studied more clearly intended to establish priority and develop operational definition and improve the final research design, data collection method and selection of subjects. It may use methods like interviews and focus group discussion and also the sample size. The target of the study is to get a visible idea or understanding of the Recruitment and Selection process and how the organization searches for talent management, the process also includes the job analysis. The project has displayed that the activities involved in

getting the best talent is being performed with the best efforts of the Human Resource Department team of the Confidence Group. Going through all the statistical figures it can be summed up that the current process of hiring talent is quite effective enough to fill up the vacancies in a well-shaped form. But to ensure more positive and fruitful outputs they need to work on some aspects such as the way they involve multiple sources of collecting CVs and sort them out by adapting to the technological helps like LinkedIn and Bd jobs which actually reduces the time and lengthiness of the whole process. They might also attract the international candidates through the same links but for that aspect international reference is must. As a result people around the globe can apply. In addition to get better candidates walk in interviews an campus recruitment can be introduced another thing Confidence Group can do is that they can recruit from their interns so that their fresher's with some useful knowledge about the present terms can get used to the things which can fill in. Finally the Human Resource Department of the Confidence Group has to make sure that a well-qualified and skillful group of people which ensures their business comprehensively effective by keeping up a non-flexible and controllable selection process.

Chapter 01: Introduction

1.1 Background of the study

Currently now is the time for recruiting some skilled and talented people in the organization where the manpower or Human Resources are viewed as the resource of abilities. So when we say abilities it may be termed out that prompting the talented and skilled people in the organization. Recruitment can also be stated as Talent management. The term talent appeared in Middle English. It developed from the old English word *talente*, borrowed from the Latin term *talenta*, from the Greek word *talanton* which literally means “balance, weight, sum of money” (Cresswell, 2009 and Hoad 1996). Over the course of the last decade, talent has become a high value corporate asset for all the organizations. The deliberate identification of talent is seen as crucial for maximizing organization performance (Collings and Mellahi, 2009) and managing talent extremely well is considered to be an imperative for those organization that wants to succeed and excel (Schuler, 2015). The best use of the term is the right people in the right job which enhances performance and abilities among employees. Recruitment is the process where potential candidates are searched for and motivates them to apply for an actual or anticipated vacancy, Selection then converts as the process of hiring employees among the shortlisted candidates and providing them with the chance of working in the organization. Recruitment is a part of talent management also works for Sourcing, Screening, meeting as well as selecting the right candidate for the right job. Some organization use this source which links with the initial process of on boarding where the process teaches the employees of how to get used to the familiar condition of the organization and getting in terms of adaptation a new customer or client with the ones product, service. It is a familiar

situation for the Human Resource department to deal with also the enroll manager. The main moto of the process is to make sure that all employees are well adapted or nurchred before it comes to meet all organization requirements. As the current aim of the organizations round the globe is in search for talented people and get the best out of them. And the HR professionals journals complies to the concept that talent management does despite all the things needs to pick up its power and energy to go a long way from the present situation. As an art talent management is not discovered as a vacant post whereas it is the need of the hour to fill or replace your talent with the talent the organization is in need or in search for. Such as in small organization you do not needs to have many employees to fill in all the departments instead few multi skilled employees should seal the deal for the organization. But before the selection process they need to onboard. They additionally brought that the way a corporation recruit influences the people it hires the training they require, their overall performance and retention rates. The main matter of hiring workers has melt in lots of hype. In our country the typical process of Recruitment and Selection and searching for the best talent is the main duty of hiring managers. By gathering and realizing qualitative information of the study wants to build a greater knowledge of what sort of skills it needs which both in real and definitional aspect to control stakeholders in business setting. Hiring the right people for the right job might be a difficult venture as the organizations must make sure what sort of crew they need to serve the client better. Otherwise if a lacking display from a employee may lead to lack of variation in the performance also a question mark on the selection criteria of the organization. Also may lead an employee to quit. A lacking in the hiring process also can over shadowed extremely certified process candidates due to the fact they have been unaware of an actively get down to business. Based on the importance Recruitment

and selection process as well as talent management in Confidence group the study is entitled as the searching the right people for the right job.

1.2 The objectives of the study

The broad objective of the project is to identify the best and right people for the right job at Confidence Group.

The specific objectives are:

1. To evaluate the job analysis process at Confidence Group.
2. To identify the Recruitment process at Confidence Group.
3. To identify the Selection procedure at Confidence Group.

1.3 The Rationale of the study

Finding out best talents from the job market is not a latest task for the HR professionals whereas it can be said a large number of ourselves. When we say talent management or searching the idle people for the job it can be said a crucial Way to deal with onboarding the greatest ability to efficiently and effectively meeting the customer needs or business needs. The organization has found it quite trickier to deal with the top talents or not get the best out of them as such talents has been a difficult assignment for the experts. The hidden talent in the individuals enables you to look beyond a person's credentials and see the bright prospects of the future. Many employees can be trained for a position to deal with as finding the right people for the right job gives you the gaps which ensures your long term success. Finding the right

attitude and personality gives you an edge over other organizations or your competitors. As a result of this simple issue the organization have begun defining methodologies and procedures for gaining talent. The right people of employees can make all the differences and can be a well-defined system in light of the fact that the successful selection is the establishment on the judgment or ability of the managers or the HR department. Henceforth the practice of talent management over the globe comprehends its suggestions. Every organization needs best talent management process to achieve its goals and set them higher. The qualitative research is a scientific method of observation to gather non-numerical data. This type of research refers to the meanings, concepts, definitions, symbols, metaphors and description of things and not their count or measures whereas the quantitative research is defined as a systematic investigation of phenomena by gathering quantifiable data and performing statistical operations.

1.4 Scope and limitation

Based on the significance of Recruitment and selection the aim of the research is to explore and get a holistic frame of the recruitment and selection procedure at Confidence Group. To identify the actual scenario as well as address those gaps they need to overcome in order to set benchmarks among themselves also for the organization. It will be also helpful for the future researchers to get an idea about the recruitment and Selection process at Confidence Group. It's a case study which will be done on one single organization. The data size is small as the study will have a specific result. It will help the decision makers of Confidence Group and all type of organization who are operating in this segment to evaluate the real situation and take vital decisions also take essential steps to overcome the deficiencies during the time

spent. This study will also help the next generations and the future researchers to get some exact idea about the Recruitment and Selection process and finding the right people for the right job in this sector of the job market.

Chapter 2: Literature Review

2.1 Organization overview

Confidence Group is a organization which is placed in the engineering sector of Bangladesh. It is a Bangladeshi company which is involved in manufacturing mid tech manufacturing engineering products. The conglomerate commenced its operation in 1991 with cement manufacture and is now involved with power generation and the manufacture of concrete. As of 2017 the conglomerate claims to consist of 8 operational entities. It is in the construction, Manufacturing and engineering industry. It was founded 29 years ago as the head quarter is situated in Bangladesh. The organization has a good experience in this sector as vast knowledge of operating for more than 2 decades also has a taste of operating with many renown manufacturers. There are some major achievements of the organization as MR. Salman Karim MD confidence infrastructure limited and confidence batteries limited has been honored with JCI and TOYP 2019 award for his outstanding contribution in business. Economic and Entrepreneurial accomplishment for the nation. The award was handed. The award was handed over to him by honorable speaker of the parliament of the people's republic of Bangladesh MS Shirin Sharmin Chowdhury. The other major achievements of the organization are the chairman himself Engr. Rezaul Karim receiving highest Taxpayer 2019 award. It operates in the private sector company of Bangladesh. They maintain a well goodwill also forms of business in well-shaped

manner as ensures ethics. The employee's works with full autonomy and being remain motivated at the same time which means they are well efficient and productive as well. They are well specialized in this sector of business and also ensures a good quality and service to its customers and clients. ¹ Confidence steel limited is a manufacturer of galvanized steel which contributes to an array of products including street light poles, transmission poles and towers. ¹ They proudly hold an 85% of the market share under their tally. They exports too many countries in the Middle East like Nepal, Maldives, and Malaysia etc. Their products are:

¹ Transmission power, Hardware and pole fittings, Telecommunication Tower, Steel pole for distribution, Street light pole, Steel Bridge, Project engineering Buildings and screw and fastener.

The employees of the Confidence Groups works as a crew to serve their clients to their utmost potentials. The employees are well skilled and works in an adequate manner. They carry out their task or duty in a well professional manner and always tries to make the best out of what they have and be productive and efficient as well as serving clients demand. They carry out a good IT based structure which ensures smooth software system for monitoring their goods and services from the manufacturing process to finished goods. The work in process is vital to ensure that the goods meet customer demand. From the top management to the bottom each of them has a good inter relation and always aware of all the needs of the employees, they are always proactive because the employees contributes to the mission and vision of the organization. In this current situation Confidence Group is one of the leading companies in this engineering sector of Bangladesh as they leave benchmark in every aspect.

The mission and Vision and Values of confidence Group

1

Mission

Let's commit to our customers that our products and services shall ensure the best value for their money. Let's adopt a 'can-do' attitude in targeting every goal.

Vision

- **Let's Believe in Our Brand**

Confidence Group has to be among the most valued and revered conglomerates in Bangladesh. Each of the brands under Confidence Group has to be the most respected in its respective market share in Bangladesh.

- **Let's Believe in Our Society**

Confidence Group has to be among the most socially and environmentally compliant conglomerates in Bangladesh.

- **Let's Believe in Our Business**

Confidence Group has to be a conglomerate of BDT 10,000 Crore within 2020.

- **Let's Believe in ourselves**

every member of Confidence Group is chosen because of their uniqueness and competence. So be proud of being a part of this family. Confidence Group to be the preferred brand of employment

Values

- Leadership
- Cooperation
- Respect
- Integrity
- Innovation



Mission



Vision



Values

The Organization structure

Top Management:	Managing Director
	Nominated Director
	Independent Director
	Chief Executive Officer
	Chief Finance Officer

Mid management:	Senior Manager
	Manager
	Deputy Manager
	Assistant General Manager

Low level management:	Management trainee
	Senior Officer
	Officer
	Junior Officer

2.2 Review of other relevant studies

The Confidence Group had a sustainable progress as they have turned their visions and goals into reality step by step as they achieved all their plans and executions accordingly. As a ¹ growth of a nation is contributed by the level of consistency of the industry as the confidence group with its many industrial facilitations continues to contribute to the gross domestic income of the nation. It is the ¹ first private sector industry in Bangladesh. Confidence Group has slowly made their way to infrastructure development and relevant manufacturing, storage power, telecommunication, power generation and paint production. And the legacy continues to grow steadily at a time helping Confidence Group its status as one of the largest and preeminent Conglomerates in Bangladesh.

When we do Recruitment and selection searching the best talent is crucial for long term success. It is an ⁴ important operation in HRM, which is designed to increase employee strength in order to meet the employer's strategic goals and objectives. It is a process of shortlisting and choosing the right people for the right job or vacant positions. Searching talent is quite impossible as it is closely associated with various HRM activities like HR planning and strategic HRM which ensures that there is a competent group of employees in an organization.

There have been plenty of research regarding effective recruitment and selection as there have been a dramatic variation in the nature of skills. ⁴ Selecting the right people for the right job has been the latest injection to the HRM.

⁵ Job analysis also known as work analysis is a family of procedures to identify the content of the job in terms of activities involved and attributes or job requirement,

needed to perform the activities. Psychologists to introduce job analysis was (Morris Viteles 1922) he used job analysis in order to select employees for a trolley car company. ⁵ Job analysis was also conceptualized by two of the founders of psychology (Frederick Winslow Taylor and Lillian Moller Gilbreth in the 20th century).

Better Recruitment and selection process bring about improved organizational outcomes and a better longer term showing the path for the future generations. Yes it is to some extent logical to cut out cost or minimize it at the same time.

³ Recruitment refers to the overall process of attracting, shortlisting, and screening, selecting and appointing suitable candidates for job which can be either permanent or temporary nature within an organization. Recruitment can also be referred to processes involved in choosing individuals for unpaid roles (Sulich Adam 2016). Recruitment is the manner of locating as well as attracting successful candidates for employment. It is the pool of candidates from which the new employees are decided (Edwin B Flippo)

According to (Ahmed 2015) recruitment links the personnel and task seekers. The majority of the organization success depends on the recruitment and selection process as the effective utilization of the pool of resources. Using the suitable techniques the candidates are accordingly capable of being recruited and decided on in the course of their professional improvement (Crawford 2004)

Chapter 3: Methodology

The report is qualitative and quantitative in nature. The qualitative research is a scientific method observation to gather the non-numerical statistics. The idea is to explore the area conducted to a certain problem that has not been studies earlier, intended to establish priority and develop operational definitions and improve the final research design, ³ data collection method and selection of subjects. It may use methods like make and refine or generate and evaluate. The purpose is to gain the internal information and the lacking areas which needs to be worked on tactically. Qualitative research is non-numeric whereas the, Quantitative research is numeric.

3.1 Data Source

The primary data will be interview and the focus group discussion.

The Secondary data will be based on different websites including company (confidence group.com.bd)

Various articles, journals and research papers.

Official documents as well.

3.2 Survey period

The total survey period is one days. The interview was taken on 16th July 2020 and focus group discussion was taken on the same day on one employee due to pandemic period.

3.3 Sample selection process

The process of selecting a sample is known as sampling. Number of elements in the sample is the sample size.

3.4 Sample size

Approximately 10 employees was conducted as there was participants of different departments as the limelight was the HR department.

3.5 Report writing

Chapter 1 of this report includes the Introduction as it contains:

- 1.1 Background of the study.
- 1.2 Objectives of the study.
- 1.3 Rationale of the study.
- 1.4 Scope and limitation.

Chapter 2 of this report includes the literature review

- 2.1 About the organization
- 2.2 Review of other relevant studies

Chapter 3 of this report includes Methodology

- 3.1 Data elaboration
- 3.2 Survey period
- 3.3 Sample selection procedure
- 3.4 Sample size
- 3.5 Report writing

Chapter 4 of the study Includes Analysis and Findings

4.1 Analysis and

4.2 Findings

Chapter 5 of the study includes the Recommendation and conclusion

5.1 Recommendation

5.2 Conclusion

References

Chapter 4 Analysis

4.1 The job analysis process of Confidence Group

They have quite a methodical process of job analysis which includes the job specification, job description and the job evaluation. The recruitment process commences with the analysis of job description and person specification regarding the job. Confidence Group focuses on the JAD two times a year which means every six months to ensure that they have the right person for the right job at the right place.

4.2 Analysis: The job description process at Confidence group

The confidence group follows a typically pre planned job description process which includes some common things such as the title of the job, task and responsibilities of the job. These are the things which attracts the employees for seeking for the job in order to meet the organization desire.

The job evaluation process at Confidence Group

The job evaluation process helps the organization to prepare for the compensation and benefits packages. They here analyze all the aspects and details of the job, they discuss the job roles relating to the customer demand. The job evaluation is done yearly for the employee increments and for the promotion to ensure the company is maintaining a rationale Pay structure.

Recruitment and selection process at Confidence Group

They initially make an organogram Then epare requisition

They advertise through internal and external source

Then they select CV through LinkedIn and bd jobs

Interview for the candidates

Final selection and

On board

Recruitment Steps	Duration
Staff requisition	1 days
Job advertisement	3 days
Collecting Cv for vacancy	7 days

Screening Cv	2 days
Shortlisting	1 days
Arrange written and viva	4 days
Reference check	5 days
Recruiting the selecting candidate	7 days
Total	30 days

Job placement at Confidence group

The job placement is the process of where an employer has to match the requirements of the job with the qualifications of a candidate which is the main essence of job placement .The confidence group here follows a succession planning criteria here which is like a process of developing and identifying new leaders who can replace the old leaders when they leave or die. Also they follow the footsteps of the competency mapping which is the process of identifying the specific skill, knowledge, abilities, and behaviors needed to operate effectively in a professional manner. It is like a specialization where the best person does the job which he is fit for.

Finding the new employee is given a brand new ID card with his photograph attached on it as a record for every employee is being maintained for his safety. It is at the own cost of the organization. Then all the files are scanned and a separate database is created for every employee in case of emergency the paper is lost or stolen or even destroyed. The new employees are welcomed warmly by the Confidence group crew and helps them to get adapted to the new setting. An orientation session is arranged by the organization to let them about each and every aspect of the organization.

After the formalities and end of all the procedures and attachments of all the documents the joining file gets ready as a hard and soft copy. Above I have discussed the overall duration combining all the processes is 30 days.

Joining of a candidate as a staff

- After getting the offer letter the person joins the office first then gets an orientation. On the day of joining some other documents are collected from the employee such as the academic qualification, and other job certificates if any and the national ID card and passport as the photocopy of this things are needed. A set of these things remain the staff personal file:

1. Letter of appointment
2. Job description
3. Personal information form
4. Nominee form
5. Reference check
6. Offer letter
7. Test paper
8. Copy of all academic certificates
9. Work experiences
10. Copy of nid and passport

Developing the staff requisition and job description

When a post became empty the duty of the HR department starts with the task of hiring a new employee but needs the approval from the department. Here is the example of the staff requisition of Confidence Group:

1. Job placement
2. Designation
3. Employment type (full time or part time)
4. Recruitment type (Internal or External)
5. Salary and level of job
6. Qualification
7. Experiences
8. Channel of advertisement
9. New position or existing replacement

Then the final green signal is given to the employee by the department and immediately the JAD is handed over to him.

Job advertisement

After the completion of the staff requisition the job advertisement is distributed on the confidence group sites such as the LinkedIn and bd jobs and other job platforms. All the details regarding the job is given here. As the time frame is 3 days.

Searching and Screening

As soon as the advertisement is published the confidence group gets a huge measure of CVs from the desired candidates for their employment inside the 7 days. Every one of the CV is analyzed strategically and where to fit the candidate as it is ensured that each and every single data will be read and many who does not satisfy the needs will

be eliminated. From the top positions they must fill in some criteria's as some multi skillness is needed to fill the gaps.

Short listing and Communication

After the end of the searching and screening the HR department transfers the CVs into the board for the interview. If the board members gives approval then the candidates gets ready for interview and viva. An email is sent to the respective candidates for confirmation. All the details are given in the mail.

Written test and interview

Here some actions has to be taken prior to the exam as if the vacant post requires any sort of exam immediately the exam question is prepared. If the vacancy does not require any written exam then the candidate gets ready to face the viva board. In Confidence Group there is no need of any written exam for the higher post whereas the lower post is needed. All these information are always kept in each separate file for all the candidates.

There is difference between candidate and the board's decision

As soon as the interview ends the assessment starts off. The written test and interview results are added to make the final result. The highest mark getter will get priority and will be chosen for that post by the board members. The remainder selection is later on decided by the board members.

Offer letter

The individual chosen for the post is given an offer letter and the facilitations of the job is mentioned in the letter such as if any sort of leaves, transport, and other sort of facilities. If any negotiation is needed then the employee is considered for that purpose by the board members.

4.4 Findings

The findings of the study on Confidence Group are:

1. Confidence Group has a well-defined process of conducting a job analysis. They usually follows a two-step process of job analysis like the job description should be specific to the job and finding the best people for the best job.
2. The Human Resource Department of Confidence Group tries to ensure that there is a well utilization of the hiring process and tries to reduce any sort of lacking in the 30 days of the whole recruitment process.
3. Confidence Group from the initial stage gives more emphasis on the succession planning, competency mapping.
4. The HR team tries to publish their job advertisements in newspapers sometimes but more often they do this in company websites and LinkedIn and Bd jobs.
5. They focused on the JAD every six months to ensure there is right person in the right job and in the right place.
6. They do the job evaluation yearly for the sake of employee increment and for promotion and to mainly ensure that there is a rationale pay structure.
7. Human resource planning every year they do this for the employee job diary, roll profile and setup a target goal for each employee as their financial ends in June. They do the HRP prior to the end of the financial year, to ensure there is less

deficiencies in the working crew in the new financial year. And to ensure that there is no surplus or shortages in the departments.

8. Training need assessment they do this in two ways such as every months for the internal employees and every three months for the external employees.

9. All the processes they implement to overcome the lacking and make the organization a good and well competent working force.

Chapter 5: Recommendation and Conclusion

5.1 Recommendation

Confidence Group is a well reputed organization both in the domestic and the international circuit, yes there are also some ways it would like to develop. As to overcome the deficiencies a few advice is given below:

1. They may use more platforms to introduce the CVs which will attract more employees and will eventually decrease the lead time of the whole recruitment process.

2. In addition to the domestic job sites they may also attract foreign employees by publishing their job advertisement on the international job sites so that people around the globe can apply.

3. They always give chance to the fresh graduates so that they can inject their current knowledge to the organization and get the opportunity of working here.
4. They might increase the Training need assessment.
5. Must make sure they have a smooth competency mapping and better succession planning.
6. They must get use to the employer branding.
7. Be more process oriented rather than the existing one.
8. Design the job offer in a visible and accessible way.
9. Always create awareness among the employees.
10. Provide them with opportunity and expectation of growth.
11. Improve the present selection criteria.
12. Make a well-defined job posting to improve the recruitment and selection process.
13. And finally the use of technology to improve the recruitment and selection process.

5.2 Conclusion

Finally, it's concluded that the recruitment and selection process is very essential for finding the best talent from the job market. And mainly selecting the best among the best talent for any organization. Because they are the future leaders who will represent their organization in the upcoming days. There are some more reasons why I preferred this project under the Confidence Group they have a good HR practice. They have not downsized during the pandemic Covid 19 situation also have not deducted any wages for their employee's sake. They always has a good employee welfare and benefit. And also a good compensation and benefit plan. And finally they provided hard cash for

their employees during the pandemic period. The HRD team always ensures the above criteria's, yes for sure they have a compelling method of working. Yes I am able to gather all my academic knowledge which I have earned by completing the past 18 months of my study through the MIHRM course.

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