

Project Report Recruitment-Selection Process Insurance Companies

OBJECTIVES OF THE PROJECT

Every task is undertaken with an objective. Without any objective a task is rendered meaningless. The main objectives for undertaking this project are:

- ⇒ To understand the internal Recruitment process at ICICI Prudential Life Insurance
- ⇒ To identify areas where there can be scope for improvement
- ⇒ To give suitable recommendation to streamline the hiring process

METHODOLOGY

The insurance sector is marked with a high level of attrition and therefore recruitment process becomes a crucial function of the organization. At ICICI Prudential Life Insurance, recruitment is all time high during May-June and Oct-Nov. The attrition is high among the sales managers, unit managers mostly in the sales profile. The recruitment is high during these months due to the fact that March and September are half year closing and business is high during Jan-Mar. Thus it is only after March that people move out of the companies.

Since my summer training was in the months of May-June, it gave me the opportunity of involving myself directly with the recruitment process and analyzing the process so that suitable recommendations can be given. This project is centered on identifying best hiring practices in the insurance industries. It therefore requires great amount of research work. The methodology adopted was planned in advance so as to collect data in the most organized way.

My area of focus was the recruitment and selection particularly at ICICI Prudential Life Insurance. I was directly involved with the recruitment for candidates for the sales profile. I was particularly involved with the sourcing of candidates for the regions outside Delhi such as M.P, U.P and Rajasthan.

Before any task was undertaken, we were asked to go through the HR policies of ICICI Prudential Life Insurance so that we get a better understanding of the process followed by them.

Project Report On Recruitment And Selection Process

SJ Ball



Project Report On Recruitment And Selection Process:

Unveiling the Power of Verbal Art: An Psychological Sojourn through **Project Report On Recruitment And Selection Process**

In some sort of inundated with monitors and the cacophony of instant transmission, the profound power and psychological resonance of verbal art frequently fade in to obscurity, eclipsed by the continuous assault of noise and distractions. However, set within the musical pages of **Project Report On Recruitment And Selection Process**, a captivating work of fictional elegance that pulses with organic feelings, lies an wonderful trip waiting to be embarked upon. Penned by a virtuoso wordsmith, this enchanting opus courses visitors on a mental odyssey, delicately exposing the latent potential and profound influence stuck within the intricate internet of language. Within the heart-wrenching expanse of the evocative evaluation, we will embark upon an introspective exploration of the book is central themes, dissect their captivating writing design, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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