

# HUMAN RESOURCE PROCESS SELECTION PROCESS OF AN IT COMPANY

The IBM logo is displayed in a stylized, pixelated font. It consists of the letters 'I', 'B', and 'M' formed by horizontal white bars of varying lengths on a black background. A small circular icon with a horizontal line through it is positioned to the right of the 'M'. The logo is centered within a light blue rectangular box.

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# IBM

- ❑ Computer Hardware Company.
- ❑ An American multinational Technology & Consulting Corporation.
- ❑ Founded in 1911.
- ❑ Headquarters are in New York.

# HRM at IBM

- IBM believes that human resources are the most important assets of an organization. The success or failure of an organization is largely dependent on the caliber of the people working therein.
- IBM admires to hire the best people .
- IBM creates a collaborative workforce that attracts and retains talent ,enables productivity and gives organization edge.

# Workforce Analytics

- Adding new services that will allow the organization to better spot potential employees.
- To provide the management with a better picture of how employees see the company and its issue.
- Attracting the efficient and qualified workforce towards the organization.

# Factor affecting Recruitment

## Internal Factors

- ▣ Recruiting Policy
- ▣ Temporary and part time employees
- ▣ Recruitment of local citizens
- ▣ Engagement of the company in HRP
- ▣ Company's size
- ▣ Company's growth and expansion
- ▣ Cost of recruitment

## External Factors

- ▣ Supply and Demand factor
- ▣ Unemployment rate
- ▣ Labor market conditions
- ▣ Political and legal considerations
- ▣ Social factors
- ▣ Economical factors
- ▣ Technological factors

# Selection

- Selection is the process of picking individuals who have relevant qualifications who have relevant qualifications to fill jobs in an organization.
- The basic purpose is to choose the individual who can successfully perform the job from the pool of qualified candidates.

# Recruitment Process Of IBM

- ▣ For a student, the process begins with sending the resumes, through the campus TPO's(Training and Placement Officer).
- ▣ This is then followed by an independent selection process involving a round of discussions. This is where the student's interest and skills are matched with the existing business problems that ISL(India Software Lab)projects plan to solve. A selection offer is made once a match is found.
- ▣ Internal Job Market

# Steps in Selection Process

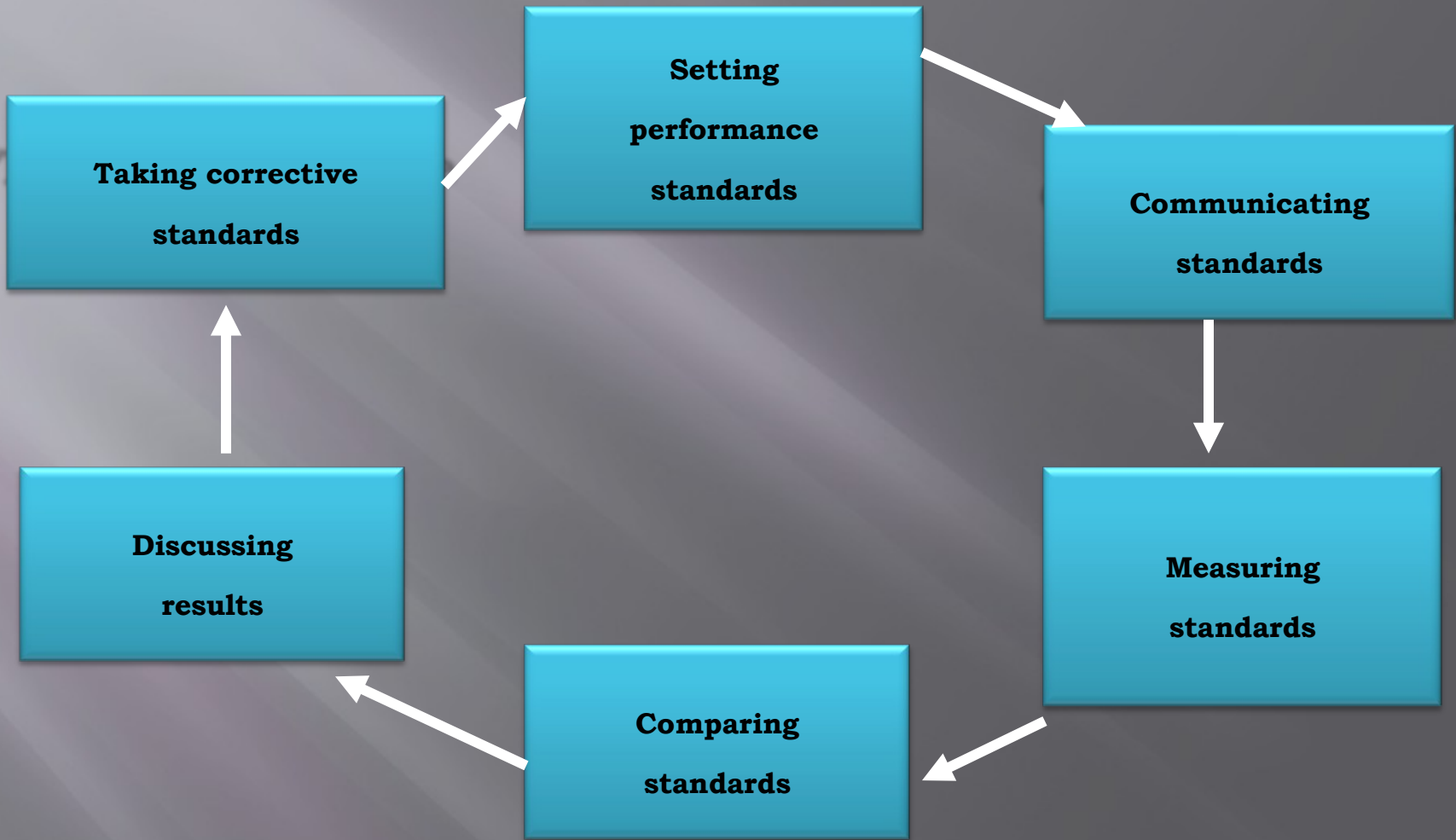
<b>RECEPTION</b>	<b>Step 1</b>
<b>SCREENING INTERVIEW</b>	<b>Step 2</b>
<b>APPLICATION BLANK</b>	<b>Step 3</b>
<b>SELECTION TEST</b>	<b>Step 4</b>
<b>SELECTION INTERVIEW</b>	<b>Step 5</b>
<b>MEDICAL TEST</b>	<b>Step 6</b>
<b>REFERENCE CHECKS</b>	<b>Step 7</b>
<b>HIRING DECISION</b>	<b>Step 8</b>



# Eligibility Criteria

- ▣ You should have a minimum aggregate of 70% in Engineering(till the last semester till which the exams have been declared)
- ▣ However for all IISCs and colleges in Maharashtra a minimum aggregate of 60% is enough.
- ▣ Internship Program  
Project for a period of 6 months
- ▣ Extreme Blue Program  
Internship for students pursuing software development degrees
- ▣ CAS(Center Advance Study)  
ISL offer M.Tech, M.S and Ph.d students, access to the IBM research areas, with the goal of solving research problems

# PERFORMANCE APPRAISAL PROCESS



# Training and development

- Training is an integral part of life at IBM. It equips our employees with newer sets of skills and makes them more productive. It also reflects our core belief in a workforce that's primed to face fresh challenges every day!

**Continued....**

- Mentoring
- Planning career
  - Individual development plan
  - Management training

# Professional Growth

- New Employee development
- Individual Development Plan
- IBM Professionals
- On demand Learning
- Certification

# Compensation

- ▣ IBM integrates learning activities with performance, succession, and compensation planning so it can
  - connect activities to goals
  - develop employees for leadership positions
  - manage compliance
  - engage and motivate workforces

Thank You