

A

**RESEARCH ARTICLE ON**

**“PROCESS OF TALENT ACQUISITION AND SELECTION OF CANDIDATES IN UCO  
BANK WITH REFERENCE TO MAKE IN INDIA”**

A STUDY OF THE PROCESS OF TALENT ACQUISITION AND SELECTION OF  
CANDIDATES IN BANKS IN REFERENCE TO UCO BANK IN MORADABAD REGION.

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**ABSTRACT-**

MAKE IN INDIA – As the name indicates , it refers to the concept of manufacturing products and services in India so as Indian Companies’ products become comparable Nationally as well as Internationally . MAKE IN INDIA helps in generation of employment activities in major concerns of the society

The Plan started by MODI JJ’s Government mainly focuses on generating employment opportunities for Indian’s with the ideology of manufacturing goods and services in India only . In UCO bank recruitment and selection is been done with the help of IBPS which consist of Written Test , GD and PI to ensure the selection of best suitable candidate . Other banks should also take these steps as taken by our Honourable PRIME MINISTER which will contribute for the success and development of our Society and Nation.

The procedure of Recruitment and Selection is extremely regular and is been done in all commercial ventures at each spot , at each area . In Banks (Public , Private ) already all the procedure of enrollment and determination was done by BSRB ( Banking Services Recruitment Board ) BUT without further ado the complete procedure of enlistment and choice in banks is being done by IBPS ( Institute Of Banking Personnel Selection).

The study concentrates on to get the complete and general learning about the procedure of Enlistment and Assortment of hopefuls in banks uncommonly in "UCO BANK". The realities and measurements is gathered through Questionnaire. The wellsprings of gathering information was through both Primary and Secondary information whose example size is constrained to 40 . The investigation of the information in the examination is delineated by Charts.

**KEYWORDS**-{ Recruitment , Selection , UCO Bank , Moradabad }

## **INTRODUCTION –**

The principle foundation of the examination paper is to get obvious capture of the procedures of enlisting and selecting the best suitable possibility for the empty position in the banks through the implicit rules of IBPS. UNITED COMMERCIAL BANK is one of the most seasoned bank whose real shares are possessed by the Government of India. It began the period of giving administrations to its clients around 75 years prior. The bank is led and coordinated by MR. RAVI KRISHAN TAKKAR. It is worked from 2 key territories in Moradabad - :

- (1) Civil Lines
- (2) Lajpatnagar .

## **LITERATURE OF REVIEW-**

Korsten (2003) Human Resource Management theories highlight on systems of enlistment and determination and draw the benefits of gatherings, assessment and psychometric examinations as specialist decision methodology.

Work of Silzer et al. (2010) was, all things considered, terrified with Talent organization, and through their work they were viable in deciding issues like paying little respect to whether capacity is something one can be imagined with or is it something that can be acquired through change .

Jones et al. (2006) gave decision that outlines of enrollment courses of action in the social protection, business or cutting edge part might offer within endeavor by Jones et al. (2006) fuse a couple sorts of gatherings, imagine, pack trades and assembling endeavors.

**OBJECTIVES OF THE RESEARCH –**

- (1) To think about the procedure of Talent Acquisition and choice of applicants that is done in UCO bank in Moradabad Region.
- (2) To get the complete comprehension about the different components that affect the enlistment and determination methodology of hopefuls.

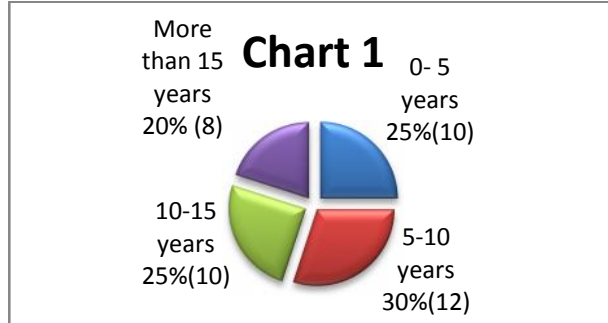
**RESEARCH METHODOLOGY -**

<b><u>DATA TYPE</u></b>	PRIMARY DATA , SECONDARY DATA
<b><u>SAMPLING UNIT</u></b>	EMPLOYERS
<b><u>SAMPLING TYPE</u></b>	CONVENIENCE SAMPLING
<b><u>SAMPLE SIZE</u></b>	40
<b><u>RESEARCH TOOL</u></b>	QUESTIONNAIRE
<b><u>TYPE OF RESEARCH</u></b>	DESCRIPTIVE TYPE
<b><u>DATA COLLECTION METHOD</u></b>	SURVEY
<b><u>AREA</u></b>	UCO BANK (MORADABAD REGION)

**FINDINGS AND ANALYSIS**

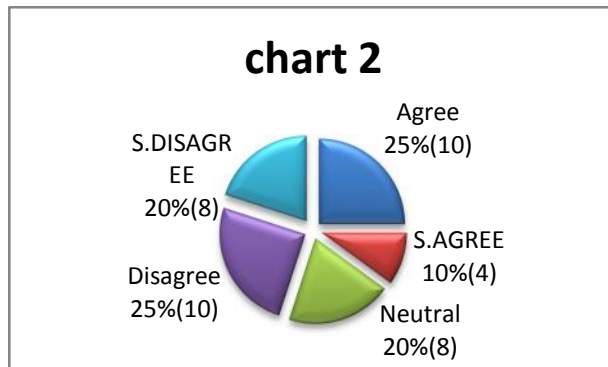
**Q.1 For how many years you have been working with this Bank ?**

- a) 0-5 YEARS
- b)5-10 YEARS
- c)10 to 15 YEARS
- d) MORE THAN 15 YEARS



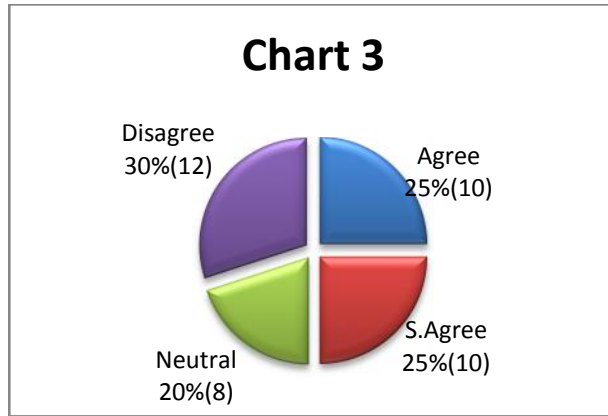
**Q2. Does the recruitment process successful in generating the required number of qualified candidates ?**

- a) AGREE
- b) STRONGLY AGREE
- c) NEUTRAL
- d) DISAGREE
- e) STRONGLY DISAGREE



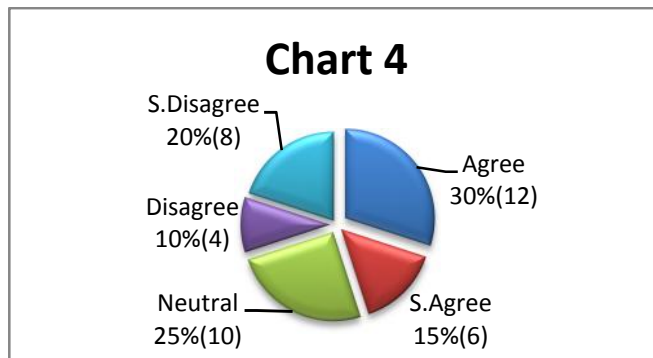
**Q.3 Does the bank clearly carry out the process of defining the positions , objectives , roles , duties and requirements to the candidates ?**

- a) AGREE
- b) STRONGLY AGREE
- c) NEUTRAL
- d) DISAGREE
- e) STRONGLY DISAGREE



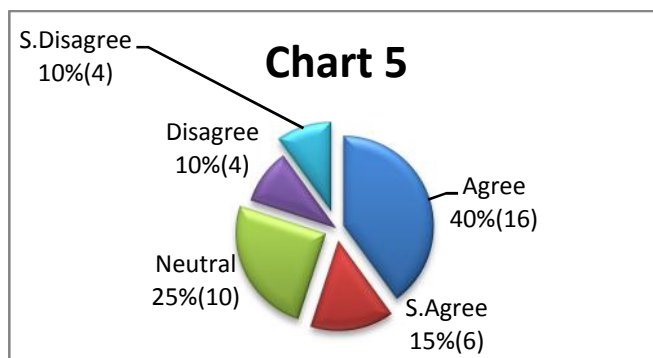
**Q.4. Does the bank have proper and established system of providing job description and job specification facility to the employees?**

- a) **AGREE**                      b) **STRONGLY AGREE**                      c) **NEUTRAL**  
d) **DISAGREE**                      e) **STRONGLY DISAGREE**



**Q.5 Are you satisfied with the recruitment and selection of candidates carried out by IBPS ?**

- a) **AGREE**                      b) **STRONGLY AGREE**                      c) **NEUTRAL**  
d) **DISAGREE**                      e) **STRONGLY DISAGREE**

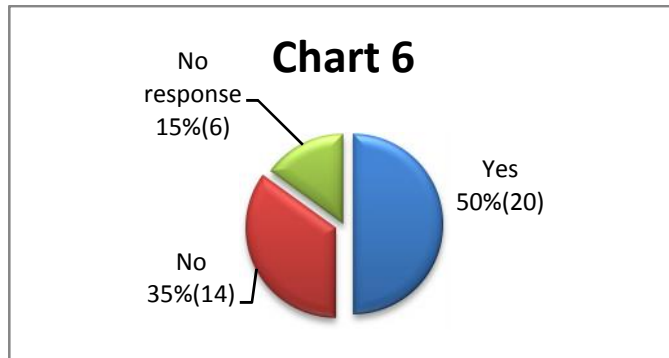


**Q.6 . Is orientation program been carried out for the familiarity of jobs between banks and the employees ?**

a) YES

b) NO

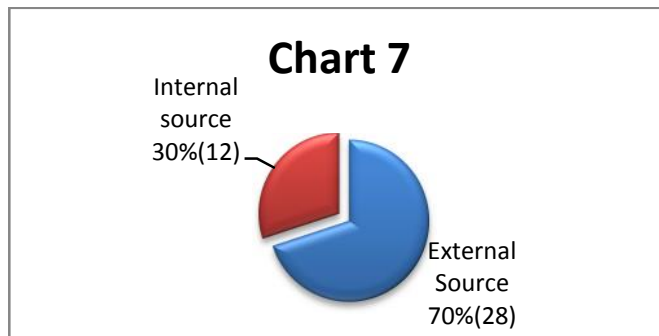
c) NO RESPONSE



**Q.7. During the time of recruitment do you prefer external source more or internal source?**

a) EXTERNAL SOURCE

B) INTERNAL SOURCE



**Q.8 . Is the HR department of the bank acts as a consultant to enhance the quality of employees in case they do not perform well ?**

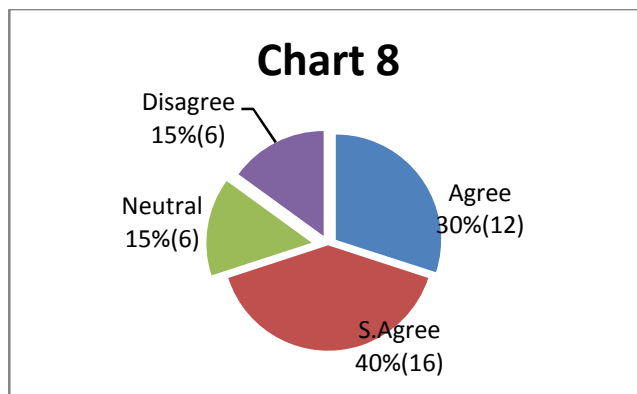
a) AGREE

b) STRONGLY AGREE

c) NEUTRAL

d) DISAGREE

e) STRONGLY DISAGREE

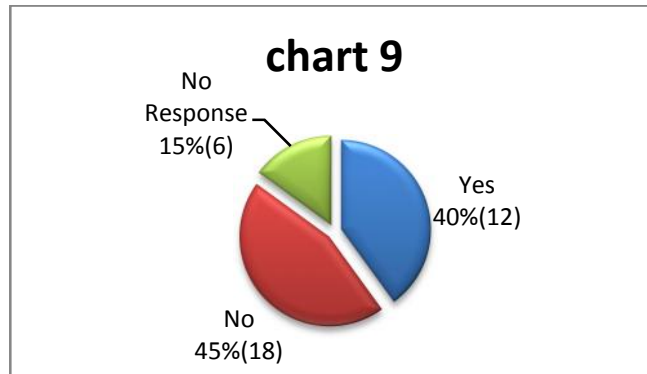


**Q.9 Is the persons' character more important if compared to their job skills , when it comes to being a good employee in your bank ?**

a) YES

b) NO

c) NO RESPONSE



**Q.10 Do you prioritize issues which are concerned for the development of employees ?**

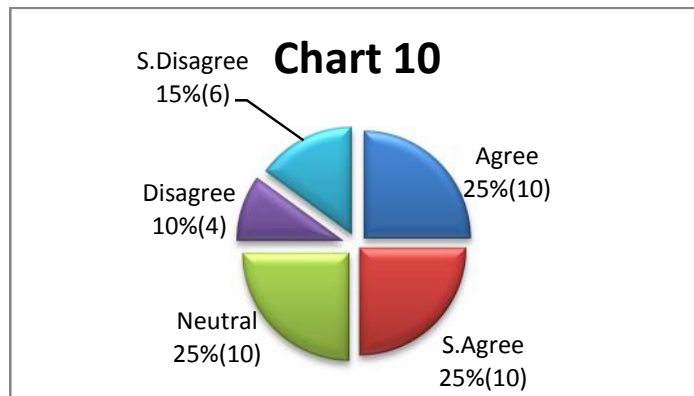
a) AGREE

b) STRONGLY AGREE

c) NEUTRAL

d) DISAGREE

e) STRONGLY DISAGREE

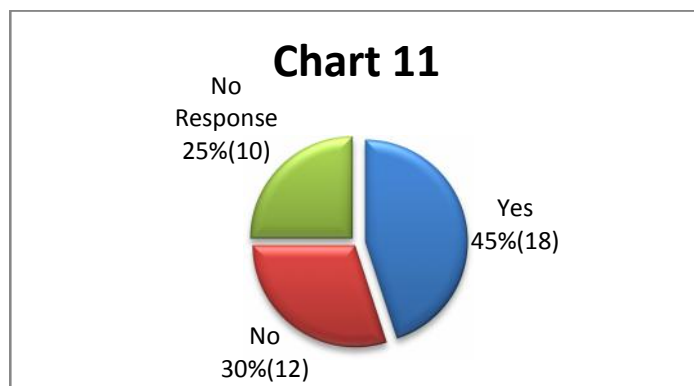


**Q.11 Do you frequently meet team members for future career planning sessions ?**

a. Yes

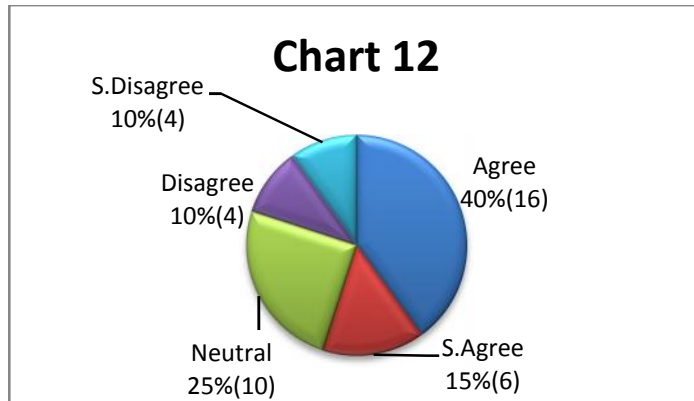
b. No

c. No Response



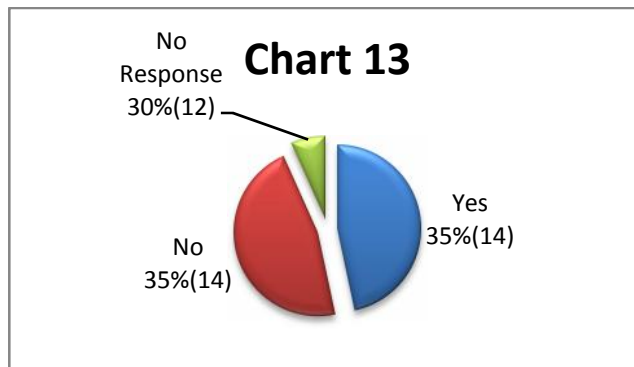
**Q.12 Do you believe that transfers, Promotion, Demotion, Suspension, Dismissal are really based on Performance Appraisals ?**

- a) **AGREE**                      b) **STRONGLY AGREE**                      c) **NEUTRAL**  
 d) **DISAGREE**                      e) **STRONGLY DISAGREE**



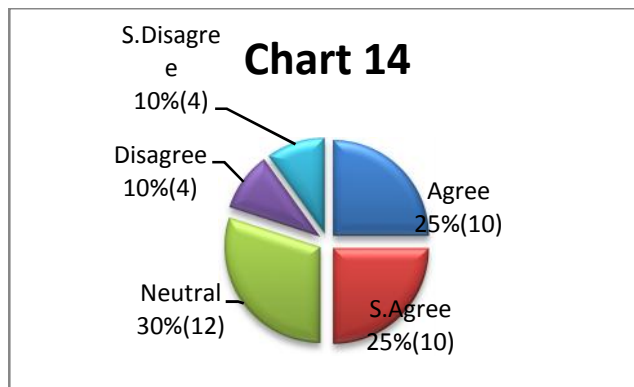
**Q.13 Do you nominate employees for various Bank Awards ?**

- a) **YES**                      b) **NO**                      c) **NO RESPONSE**



**Q.14 Do you ensure that Salaries are being set according to Market scenario ?**

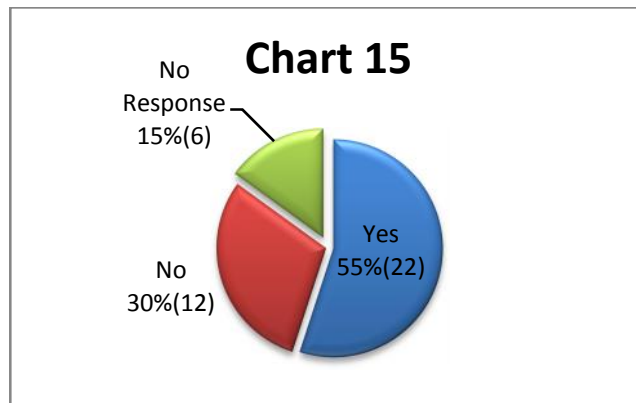
- a) **AGREE**                      b) **STRONGLY AGREE**                      c) **NEUTRAL**                      d)  
**DISAGREE**                      e) **STRONGLY DISAGREE**



**Q.15 Do you believe that Cash Incentives have more of contribution in employee Retention ?**

- a) **YES**                      b) **NO**                      c) **NO RESPONSE**





### **ANALYSIS-**

- It is dissected that in UCO bank a greater amount of businesses are working in bank from 10-15years.
- UCO bank legitimately and occasionally complete Orientation Program for Employees.
- Bank consider that money and different motivating forces assume a vital part in Employee Retention.

### **CONCLUSION-**

- The enlisting program ready to create a sufficient no. of sensibly qualified candidates.
- The organization has legitimate set of working responsibilities and occupation detail for selecting the representatives.
- After determination the organization leads the introduction program for the nature of the employment and the organization.

### **LIMITATION-**

- Trouble in taking an arrangement for meeting them.
- Sensible time was taken by them to respond in due order regarding the poll for study.

### **SUGGESTIONS-**

- Courses of action and procedures should be clear and held quick to for the enrolling and decision process.
- More Co-agent endeavors ought to be made by them to help the scientists in reviews'.

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