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A Study on Human Resource Management Practices at Taskar

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Abstract: ***Human Resource Management (HRM) plays a vital role in the success of any organization by effectively managing its workforce. This research paper aims to study the Human Resource Management practices at Taskar based on practical exposure gained during an internship. The study focuses on key HR functions such as recruitment, training, employee engagement, and performance management. Data for the study was collected through observation and interaction with HR personnel during the internship period. The findings reveal that Taskar follows structured HR practices that contribute to employee satisfaction and organizational efficiency.***

Keywords: Human Resource Management, Recruitment, Training, Employee Engagement, Internship, Taskar

I. INTRODUCTION

Human Resource Management is an essential function of every organization. It involves managing people in a way that helps the organization achieve its goals effectively. HRM includes activities such as hiring employees, training them, maintaining healthy employee relations, and evaluating performance.

In today's competitive business environment, companies must adopt effective HR practices to retain talent and improve productivity. This study is based on an internship experience at Taskar and provides insights into the practical application of HR concepts learned during the BBA course.

II. OBJECTIVES OF THE STUDY

The main objectives of the study are:

1) To understand the Human Resource Management practices at Taskar
2) To study the recruitment and selection process
3) To analyze training and employee development practices
4) To understand employee engagement and performance management
5) To gain practical knowledge of HR functions through internship experience

III. SCOPE OF THE STUDY

The scope of the study is limited to the Human Resource department of Taskar. The study focuses on basic HR functions practiced within the organization during the internship period. It does not cover financial or marketing aspects of the company.

IV. RESEARCH METHODOLOGY

The research methodology adopted for the study is as follows:

1) Type of Research: Descriptive research
2) Source of Data:
    - Primary Data: Observation, interaction with HR staff, and practical experience during internship
    - Secondary Data: Company website, HR manuals, textbooks, and online resources
3) Tools Used: Observation method and informal discussions

V. COMPANY PROFILE – TASKAR

Taskar is a service-based organization that provides professional solutions to its clients. The company focuses on operational efficiency, customer satisfaction, and workforce management. Taskar believes that employees are its key assets and emphasizes structured HR policies to manage and develop its human resources effectively.

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VI. HUMAN RESOURCE PRACTICES AT TASKAR

1) Recruitment and Selection: Taskar follows a systematic recruitment process. Candidates are sourced through online job portals, referrals, and internal databases. The selection process includes screening resumes, interviews, and final evaluation based on skills and suitability.

2) Training and Development: New employees undergo an onboarding process where they are introduced to company policies, work culture, and job responsibilities. Training programs are provided to enhance employee skills and improve performance.

3) Employee Engagement: The company encourages open communication and teamwork. Regular interactions between employees and management help in maintaining a positive work environment.

4) Performance Management: Employee performance is monitored based on work output, discipline, and achievement of targets. Feedback is provided to help employees improve and grow within the organization.

VII. FINDINGS

1) Taskar follows organized HR practices suitable for a growing organization
2) Recruitment procedures are simple and effective
3) Training programs help new employees understand their roles clearly
4) Positive employee relations contribute to a healthy work culture
5) Performance evaluation helps in identifying employee strengths and weaknesses

VIII. SUGGESTIONS

1) Regular training programs can further improve employee skills
2) Introducing employee feedback surveys may enhance engagement
3) Career development plans can help in long-term employee retention

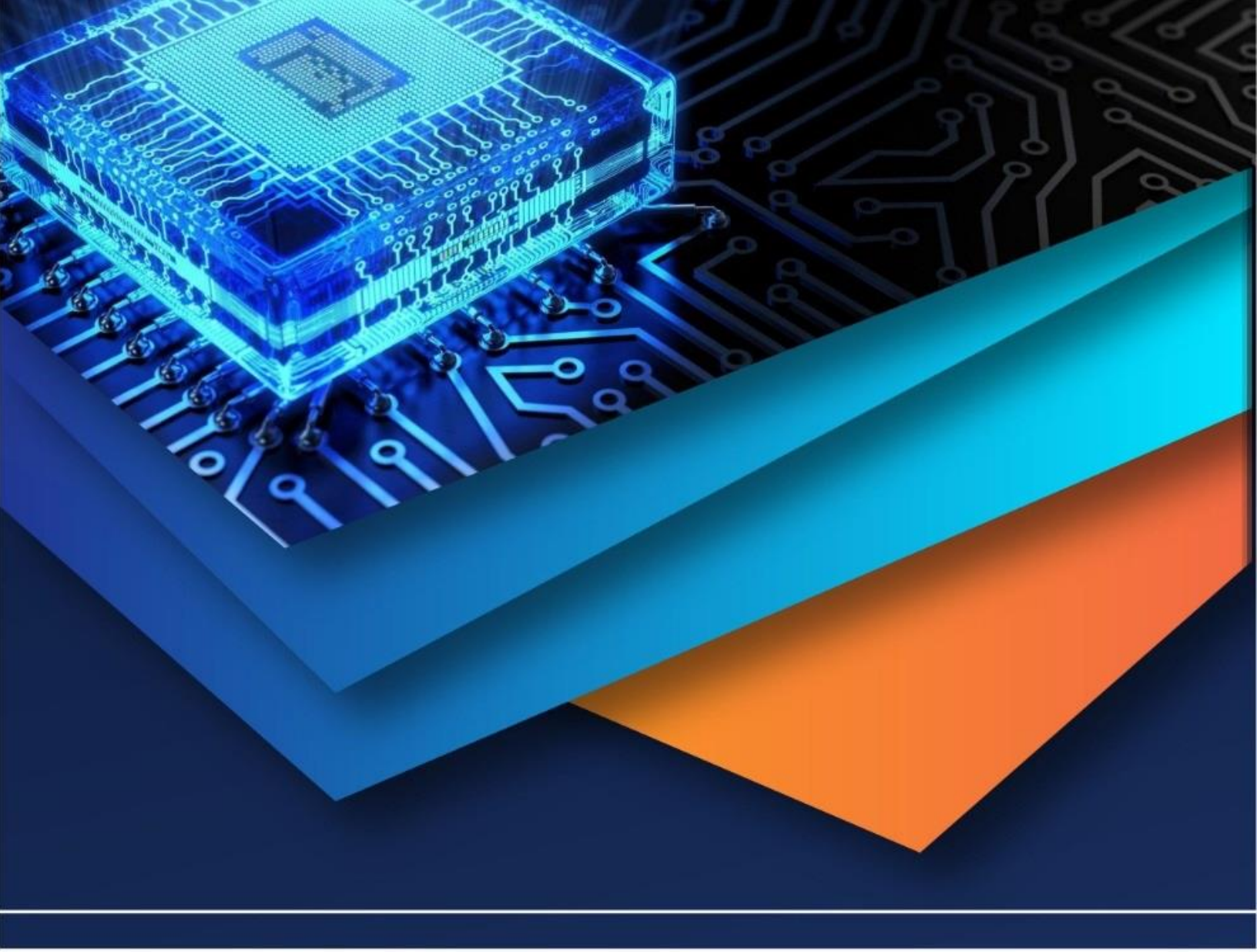
IX. CONCLUSION

The study concludes that Human Resource Management plays an important role in the overall performance of Taskar. The company's HR practices help in effective workforce management and employee satisfaction. The internship provided valuable practical exposure and helped in understanding real-world HR operations beyond theoretical knowledge.

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