APPENDIX A

Survey Questionnaire A- Perceived quality of employees, wider choice through E-recruitment

E-recruitment

This questionnaire refers to E-recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about yourself and the company.

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Location

Public/Private

I sincerely thank you for giving your valuable time and feedback
PART A

Kindly answer the following by ticking the right choice.

Where,

A – Always; O – Often; S – Sometimes; N – Never

And,

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree.

1. Your organization uses following sources of recruiting

<table>
<thead>
<tr>
<th>Source</th>
<th>A</th>
<th>O</th>
<th>S</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>a Internet</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Print Media</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Placement Consultants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Campus Placements</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Employee Referrals</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. E-recruitment helps in improving the efficiency of recruitment process

S.A ___ A ___ D ___ S.D ___

3. E-recruitment leads to restructuring of recruitment operations

S.A ___ A ___ D ___ S.D ___
4. E-recruitment facilitates ease in building and managing database of received applications

S.A  ___  A  ___  D  ___  S.D  ___

5. E-recruitment helps in developing positive image of the organization

S.A  ___  A  ___  D  ___  S.D  ___

6. E-recruitment provides better exposure of the applicants as recruiters can request additional candidate’s information

S.A  ___  A  ___  D  ___  S.D  ___

---

Following items are related to Company’s Website* used for recruiting. Tick the correct choice in view of your personal experience.

*Company’s website means, “Its own website with a link for job posting/career options where candidates can log into for current openings”.

1. Your company’s website provides an interactive feature to the candidates

A  ___  O  ___  S  ___  N  ___

2. Your company regularly updates the website

A  ___  O  ___  S  ___  N  ___

3. Your company’s website deals with the employment related inquiries of the candidates

A  ___  O  ___  S  ___  N  ___

4. Your company’s website provides relevant information about the job to the candidates

A  ___  O  ___  S  ___  N  ___
5. Your company’s website provides relevant information about the organization to the candidates

A ___ O ___ S ___ N ___

6. Your company’s website furnishes instructions for submission of applications to the candidates

A ___ O ___ S ___ N ___

Following items are related to general job portals* used for recruiting. Tick the correct choice in view of your personal experience.

* Job portals means, “website that specialization in advertising positions vacant. It is a database carrying a number of jobs from a number of employers linked to a website at the front-end. For example- naukri.com, timesjob.com, monster.com, etc”.

1. Your organization uses niche job portals for E-recruitment

A ___ O ___ S ___ N ___

2. Your organization uses location specific job portals for E-recruitment

A ___ O ___ S ___ N ___

3. Your selected job portals provides training to use their online services

S.A ___ A ___ D ___ S.D ___

1 Niche job portals are typically small websites clearly focused on a customer of a particular market.
4. Your selected job portals provides features/services such as

<table>
<thead>
<tr>
<th>Feature/Service</th>
<th>S.A</th>
<th>A</th>
<th>D</th>
<th>S.D</th>
</tr>
</thead>
<tbody>
<tr>
<td>a Industry specific feature</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b e-mail with acquaintances alert service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Automated data matching service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>d Resume database feature</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>e Access to specialist database service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>F Interactive testing of candidates service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>g Automated verification of credentials service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>h Electronic privacy policy service</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>j Screening of applications feature</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>k Reviewing of applications feature</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

5. Your selected job portals is able to maximize effectiveness of your recruitment process

   S.A ___   A ___   D ___   S.D ___

6. Your selected job portals provides measures to spread awareness of your vacancy to target groups

   S.A ___   A ___   D ___   S.D ___
PART B

Kindly answer the following by ticking the right choice. Where,

SA - Strongly Agree; A - Agree; SwA - Somewhat Agree; SwD - Somewhat Disagree;

D – Disagree; SD - Strongly Disagree.

Following items are related to quality of applicants* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Quality of applicants means, “Getting relevant applications from the candidates that can make sure a good fit with the company”

1. E-recruitment helps in maximizing the job match to ensure a good fit of employees with your company

   S.A ___   A ___   D ___   S.D ___

2. E-recruitment helps in locating better candidates

   S.A ___   A ___   D ___   S.D ___

3. E-recruitment leads to placing right people to the right job

   S.A ___   A ___   D ___   S.D ___

4. Information provided about the organization helps the job searcher to make a better decision about how well they fit

   S.A ___   A ___   D ___   S.D ___
5. E-recruitment leads to target applicants interested in a specific industry or profession
   S.A ___    A ___   D ___    S.D ___

6. E-recruitment reduces number of less qualified applicants
   S.A ___    A ___   D ___    S.D ___

7. E-recruitment leads to attract individuals otherwise inaccessible
   S.A ___    A ___   D ___    S.D ___

8. E-recruitment leads to decline the chances of rejecting the applications
   S.A ___    A ___   D ___    S.D ___

9. E-recruitment leads to target the anticipated applicants
   S.A ___    A ___   D ___    S.D ___

---

PART C

Following items are related to wider choice of candidates* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Wider choice of candidates means, “Getting ample number of applications from diverse geographical locations”.

1. E-recruitment helps in reaching people in variety of locations
   S.A ___    A ___   D ___    S.D ___

2. E-recruitment is useful for organizations whose social network is incomplete
   S.A ___    A ___   D ___    S.D ___

3. E-recruitment is useful for organizations that move in new locations
4. E-recruitment is useful for organizations that are beginning new activity

5. E-recruitment provides large pool of applicants who need minimal training

6. E-recruitment is useful for organizations that require recruiting for

<table>
<thead>
<tr>
<th>Positions</th>
<th>S.A</th>
<th>A</th>
<th>D</th>
<th>S.D</th>
</tr>
</thead>
<tbody>
<tr>
<td>a Entry level position</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Middle level positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Higher level positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

7. E-recruitment help ensure compliance with Equal Employment Opportunity (EEO) standards

8. Internet allows employers to reach large pool of candidates 24 hours a day and 7 days a week

9. E-recruitment offers an easy way to reach a broad audience of job seekers

10. Your company post jobs on multiple job portals at a time
11. Internet makes jobs available to a worldwide audience

12. Your company’s website is able to locate the right candidate worldwide

13. Your selected job board is able to locate the right candidate worldwide
APPENDIX B

Survey Questionnaire B - Resources utilized for E-recruitment.

This questionnaire refers to E-Recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about your self and the company.

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Location

Public/Private

I sincerely thank you for giving your valuable time and feedback
PART A

Following items are related to cost* involved in recruiting. Tick the correct choice in view of your personal experience.

*Cost means, “All costs that are involved in acquiring applications from the prospective employees”.

Kindly answer the following by ticking the right choice.

Where,

**VH** – Very High; **H** – High; **L** – Low; **VL** – Very Low.

1. Cost involved in posting a job on job board/company website is

   V.H ___   H ___   L ___   V.L ___

2. Cost of package deals (such as number of jobs posted and time period for advertising) offered by E-recruitment is

   V.H ___   H ___   L ___   V.L ___

3. Cost of additional advertising services such as banners or link to your corporate website provided by E-recruitment is

   V.H ___   H ___   L ___   V.L ___

4. Finders fees\(^2\) for E-recruitment is

   V.H ___   H ___   L ___   V.L ___

\(^2\)The financial incentives given to job portals for referring candidates. The finder's fee is based on a percentage of a successful candidates first year's salary
5. Average cost per recruitment campaign\(^3\) through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

6. Annual expenditure on recruitment through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

7. Return on investment through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

8. Company’s actual expenses through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

9. Ongoing promotional costs of vacancies through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

10. Cost involved in maintaining of database through E-recruitment is

\[ \text{V.H} \quad \text{H} \quad \text{L} \quad \text{V.L} \]

---

**PART B**

**Items on the next page are related to time* involved in recruiting. Tick the correct choice in view of your personal experience.**

*Time means, “The duration which is involved in acquiring applications from the prospective employees”.

---

\(^3\) Recruiting campaign includes posting job openings on niche and general job portals; using corporate website for job postings; and searching resumes posted online by candidates.
1. Time involved in advertising a job on job board/company’s website is

V.H ___     H ___     L ___     V.L ___

2. Time involved in recruitment process cycle through E-recruitment is

V.H ___     H ___     L ___     V.L ___

3. Time involved in searching resumes through E-recruitment is

V.H ___     H ___     L ___     V.L ___

4. Time involved in screening of resumes through E-recruitment is

V.H ___     H ___     L ___     V.L ___

5. Time taken for communication between job seeker and provider through E-recruitment is

V.H ___     H ___     L ___     V.L ___

6. Time taken to fill each vacancy through E-recruitment is

V.H ___     H ___     L ___     V.L ___
APPENDIX C

Survey Questionnaire C- Employee Job Search Behaviour.

E-recruitment

This questionnaire refers to E-recruitment in the organizations. I would like to know your opinion on the subject. Your responses will be kept confidential. The opinions shared by you shall be used purely for academic purpose.

Kindly give following information about your self and the company

Name (optional)

Gender

Designation

Years of Experience

Name of the company

Products/services of the company

Small size/Large size

Number of employees

Public/Private

I sincerely thank you for giving your valuable time and feedback
PART A

Kindly answer the following by ticking the right choice.

Where,

A – Always; O – Often; S – Sometimes; N – Never

And,

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree.

7. Do you use following as a main source for searching job

<table>
<thead>
<tr>
<th>Source</th>
<th>A</th>
<th>O</th>
<th>S</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>a Internet</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b Print Media</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c Placement Consultants</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

8. E-recruitment helps in improving the efficiency of job search process

S.A ___ A ___ D ___ S.D ___

9. E-recruitment helps in developing positive image of the candidate

S.A ___ A ___ D ___ S.D ___

10. E-recruitment provides better exposure of the applicants as recruiters can request additional candidate’s information

S.A ___ A ___ D ___ S.D ___
Following items are related to Company’s Website* and Job board** used for recruiting. Tick the correct choice in view of your personal experience.

*Company’s website means, “Its own website with a link for job posting/career options where candidates can log into for current openings”.

**Job portals means, “website that specializes in advertising positions vacant. It is a database carrying a number of jobs from a number of employers linked to a website at the front-end. For example- naukri.com, timesjob.com, monster.com, etc”.

7. Does company’s website provides an interactive feature to the you  
   A ___  O ___  S ___  N ___

8. Does company’s website deals with the employment related inquiries of the candidates  
   A ___  O ___  S ___  N ___

9. Does company’s website provides relevant information about the job to the candidates  
   A ___  O ___  S ___  N ___

10. Does company’s website provides relevant information about the organization to the candidates  
    A ___  O ___  S ___  N ___

11. Your selected job portals provides satisfactory service to you  
    S.A ___  A ___  D ___  S.D ___

12. Your selected job portals provides training to use their online services  
    S.A ___  A ___  D ___  S.D ___
13. Your selected job portals is able to maximize effectiveness of your job search process

S.A ___  A ___  D ___  S.D ___

PART B

Kindly answer the following by ticking the right choice.

Where,

SA - Strongly Agree; A - Agree; D – Disagree; SD - Strongly Disagree.

Following items are related to quality of recruiters* supplied through E-recruitment. Tick the correct choice in view of your personal experience.

*Quality of recruiters means, “Getting relevant job offers from the recruiters that can make sure a good fit with the company”

10. E-recruitment helps in maximizing the job match

S.A ___  A ___  D ___  S.D ___

11. E-recruitment helps in locating better recruiters

S.A ___  A ___  D ___  S.D ___

12. E-recruitment leads to placing right people to the right job

S.A ___  A ___  D ___  S.D ___

13. Information provided about the organization helps the job searcher to make a better decision about how well they fit

S.A ___  A ___  D ___  S.D ___
14. E-recruitment reduces number of less attractive recruiters

   S.A ___  A ___  D ___  S.D ___

15. E-recruitment leads to attract recruiters otherwise inaccessible

   S.A ___  A ___  D ___  S.D ___

16. E-recruitment leads to target the anticipated recruiters

   S.A ___  A ___  D ___  S.D ___

---

Following items are related to wider choice of recruiters* through E-recruitment.
Tick the correct choice in view of your personal experience.

*Wider choice of recruiters means, “Getting ample number of job offers from diverse geographical locations”.

14. E-recruitment helps in reaching people in variety of locations

   S.A ___  A ___  D ___  S.D ___

15. E-recruitment is useful for job seekers whose social network is incomplete

   S.A ___  A ___  D ___  S.D ___

16. E-recruitment is useful for job seekers that move in new locations

   S.A ___  A ___  D ___  S.D ___
17. E-recruitment is useful for job seekers that are beginning new activity

S.A ___ A ___ D ___ S.D ___

18. E-recruitment is useful for job seekers that require job for

<table>
<thead>
<tr>
<th>Positions</th>
<th>S.A</th>
<th>A</th>
<th>D</th>
<th>S.D</th>
</tr>
</thead>
<tbody>
<tr>
<td>a  Entry level position</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>b  Middle level positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>c  Higher level positions</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

19. E-recruitment help ensure compliance with Equal Employment Opportunity (EEO) standards

S.A ___ A ___ D ___ S.D ___

20. Internet allows job seekers to reach large pool of recruiters 24 hours a day and 7 days a week

S.A ___ A ___ D ___ S.D ___

21. E-recruitment offers an easy way to reach a broad audience of recruiters

S.A ___ A ___ D ___ S.D ___

22. Do you post application on multiple job portals at a time

S.A ___ A ___ D ___ S.D ___

23. Internet make your application available to world wide organizations

S.A ___ A ___ D ___ S.D ___
24. Your selected job board is able to locate the right organization world wide

S.A ___  A ___  D ___ S.D ___

Following items are related to cost* involved in recruiting. Tick the correct choice in view of your personal experience.

*Cost means, “All costs that are involved in acquiring applications from the prospective employees”.

Kindly answer the following by ticking the right choice.

Where,

VH – Very High; H – High; L – Low; VL – Very Low.

11. Cost involved in searching a job online

V.H ___  H ___  L ___  V.L ___

12. Cost of package deals (such as number of companies applied for and time period for resume accessing) offered by E-recruitment is

V.H ___  H ___  L ___  V.L ___

13. Finders fees⁴ for E-recruitment is

V.H ___  H ___  L ___  V.L ___

⁴The financial incentives given to job portals for referring organizations. The finder's fee is based on a percentage of a successful candidates first year’s salary
14. Average cost per job search campaign through internet is

V.H ___    H ___    L ___    V.L ___

15. Overall budgeted expenses through internet is

V.H ___    H ___    L ___    V.L ___

---

Items on this page are related to time* involved in recruiting. Tick the correct choice in view of your personal experience.

*Time means, “The duration which is involved in acquiring applications from the prospective employees”.

1. Time involved in searching a job on internet is

V.H ___    H ___    L ___    V.L ___

2. Job search process cycle time through internet is

V.H ___    H ___    L ___    V.L ___

3. Organization search time through internet is

V.H ___    H ___    L ___    V.L ___

4. Time for screening of jobs through internet is

V.H ___    H ___    L ___    V.L ___

5. Time taken for communication between job seeker and provider through internet is

V.H ___    H ___    L ___    V.L ___

---

5 Job search campaign includes posting resume on niche and general job portals; using corporate website for resume postings; and searching jobs posted online by organizations.
E-Recruitment Questionnaire

Dear Sir/Madam,

I am a research scholar and conducting this survey with an aim to support my PhD research work. I am conducting survey to know the Impact of E-Recruitment on Human Resource Supply Chain Management from such companies, which have implemented e-recruitment system for acquiring human asset. I request you to answer the below mentioned questions of this questionnaire and to provide with the crucial information to help me understand role of E-Recruitment. I assure you that no information would be disclosed anywhere and it would be used only for research purpose. I also thank you in advance for your valuable time and kind support.

Personal Details

Name:................................................................................................................

Company:.....................................................................................................

Department:...................... Designation:.................................

Section-A

Please answer the Questions by putting a √ and/or by giving proper reason wherever required

1. The recruitment method that you find cost effective and time saving is
   a. Traditional recruitment system
   b. E-Recruitment system
   c. Both

2. Do you think it is necessary to have a different recruitment channels?
   a. Yes
   b. No

3. Which recruitment channel do you use for recruitment process
   a. Ads in specialist newspaper : ------------------------------
   b. Ads in general newspapers : ------------------------------
   c. Employment Agencies : -------------------------------
   d. Employee referral : -------------------------------
   e. E-recruitment : -------------------------------
4. Do you think E-recruitment is important?
   a. Yes
   b. No

5. Do you use E-recruitment channel as one of the tool?
   a. Yes
   b. No

6. Should E-recruitment System replace Traditional Approach?
   a. Yes
   b. No

7. Which recruitment channel is more reliable as well as cost-effective & time-saving?
   a. Ads in specialist newspaper : ---------------------------
   b. Ads in general newspapers : ---------------------------
   c. Employment Agencies : ---------------------------
   d. Employee referral : ---------------------------
   e. E-recruitment : ---------------------------
   f. Links with educational institutions: ---------------------------

8. Which of the following E-recruitment service do you use?
   a. Job Portal []  b. Own website []  c. Social Networking websites []  d. Any other (please specify)____________

9. Which Portal do you use for resume finding?
   Ans) Please Specify…………………………………………………………………

10. The conversion ratio of e-recruitment is
    a. Less than 25 % []  b. Between 25 to 50% []  c. Between 50 to 75 % []  d. More than 75% []

11. For which level you find e-Recruitment most effective?
    a. Lower level []  b. Middle level []  c. Senior level []
12. Does change in the global economic scenario alter your recruitment channel?
   a. Yes
   b. No

Section-B

1. Rate the E-recruitment on the following:

<table>
<thead>
<tr>
<th></th>
<th>Cost</th>
<th>Time</th>
<th>Search</th>
<th>Response</th>
<th>Quality of Applicant</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Good</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ok</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Bad</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Very Bad</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Recruitment is done with the following channels for different candidates with experience: (put a √ against the applicable source)

<table>
<thead>
<tr>
<th>S. No</th>
<th>Source</th>
<th>Candidates with experience of</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>0-1 yr</td>
</tr>
<tr>
<td>1</td>
<td>Campus</td>
<td></td>
</tr>
<tr>
<td>2</td>
<td>Employee Referrals</td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>Consultants</td>
<td></td>
</tr>
<tr>
<td>4</td>
<td>Walk-ins</td>
<td></td>
</tr>
<tr>
<td>5</td>
<td>Existing Data Base</td>
<td></td>
</tr>
<tr>
<td>6</td>
<td>Advertisements</td>
<td></td>
</tr>
<tr>
<td>7</td>
<td>Job Fairs</td>
<td></td>
</tr>
<tr>
<td>8</td>
<td>Portals</td>
<td></td>
</tr>
<tr>
<td>9</td>
<td>Websites</td>
<td></td>
</tr>
</tbody>
</table>
3. What factors will you consider in selecting a Job Portal? (multiple selection)

a. Cost [ ]

b. Number of Resumes [ ]

c. Active Resumes [ ]

d. Popularity of the portal [ ]

e. Relevancy of profiles [ ]

f. Technology [ ]

g. User Interface [ ]

4. The primary drivers/factors behind the decision to pursue recruitment channel were to (Rate between 1 to 5, as 1 being the lowest and 5 being the highest)

a. Improve corporate image and profile: ---------------------------

b. Reduce administrative burden: -------------------------------

c. Employ better tools for the recruitment team: ----------------------

d. Cost of recruitment and selection activities: -----------------------

e. Time saving for employee acquisition: ---------------------------

f. Volume/yield: ----------------------------------------

g. Candidate and employer satisfaction: -------------------------------

h. Quality/value of the recruit: -------------------------------

i. Wide reach: ----------------------------------------

j. Target audience: ----------------------------------

5. The primary drivers behind the decision not to pursue recruitment channel were to (Rate between 1 to 5, as 1 being the lowest and 5 being the highest)

a. Lack of resources: --------------------------------------

b. Not First Option yet: ----------------------------------

c. Suitable for IT and Graduates: -------------------------------

d. Already known companies: ----------------------------------

e. Overload of answers: ----------------------------------
6. Which is the best Recruitment channel? (Rate between 1 to 5, as 1 being the lowest and 5 being the highest)

   a. Ads in specialist newspaper
   b. Ads in general newspapers
   c. Job centers / Portals
   d. Employment Agencies
   e. Word of mouth
   f. Links with educational institutions
   g. Employee Referral

   (Respondent’s Signature)

The brief of the paper is as under:


The brief of the paper is as under:

Seminar:

Improvement in skills and knowledge can never happen in absence of sharing sessions like conferences, seminars, workshops etc. I have got an opportunity to enhance my skills and knowledge so as to make myself updated. I was keen to get such purposeful events and fortunately got the same. Participation in national seminars and symposium is as under:
