

**Title of thesis : Exploring Trends and Challenges in Virtual Recruitment and Selection in IT
Firms in India (Bangalore City, Karnataka State)**

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ABSTRACT

This thesis focuses on those companies which is situated in Bangalore and examines of their dynamic hiring and selection practices in India's quickly growing information technology (IT) sector. Since the IT sector IN INDIA is growing so quickly, creative and efficient hiring practices are now MORE crucial. To understanding the existing staffing and selection process, to identify the sources and different methods of recruitment in IT sector and to analyze the satisfaction level of recruitment and selection from employees' perspective at select companies of the IT sector. Method: The Research design chosen is descriptive in nature. The convenience sampling technique was employed, a total of 105 responses were collected from IT companies located in Bangalore city, Karnataka State in India. Based on the research objectives, a structured questionnaire is prepared consisting of recruitment and selection methods, sources of recruitment, and employee satisfaction towards recruitment and selection process, a questionnaire was designed in a five-point Likert scale. The collected data were analyzed through the percentage analysis and ANOVA single factor. Findings: The findings of the study showed that there is an confederation between recruitment and selection methods and an increase in productivity and efficiency of the Organization. Applications: The study helps policymakers of IT companies in Bangalore City, Karnataka, to take decision about good recruitment and selection methods to enhance the employee job satisfaction, productivity and efficiency of employees working in IT companies, in Bangalore.