



# SNS College of Technology

Coimbatore - 35



23BAT612- Human Resources Management

Unit III- Recruitment , Selection and Training

## Topic...Guess...???

Presented by

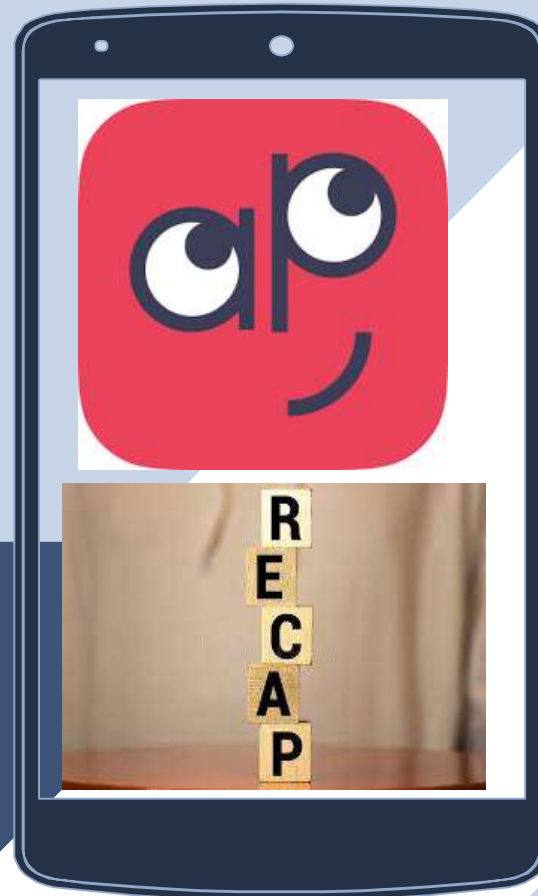
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**1<sup>st</sup> Indian Institution to Implement** Design Thinking Curriculum  
Redesigning Common Mind and Business Towards Excellence



# What is sparking in your mind...?





# RECAP



# Induction

- Induction is the process for welcoming newly recruited employees and supporting them to adjust to their new roles and working environments.





# Objective of induction

- Putting the new employee at ease.
- Creating interest in his job & the company.
- Providing basic information about working arrangements.
- Indicating the standards of performance & behaviour expected of him.
- Informing him about training facilities.
- Creating the feeling of social security.



# Methods of Induction

INDUCTION

THE SUBJECT

Formal or Informal Induction

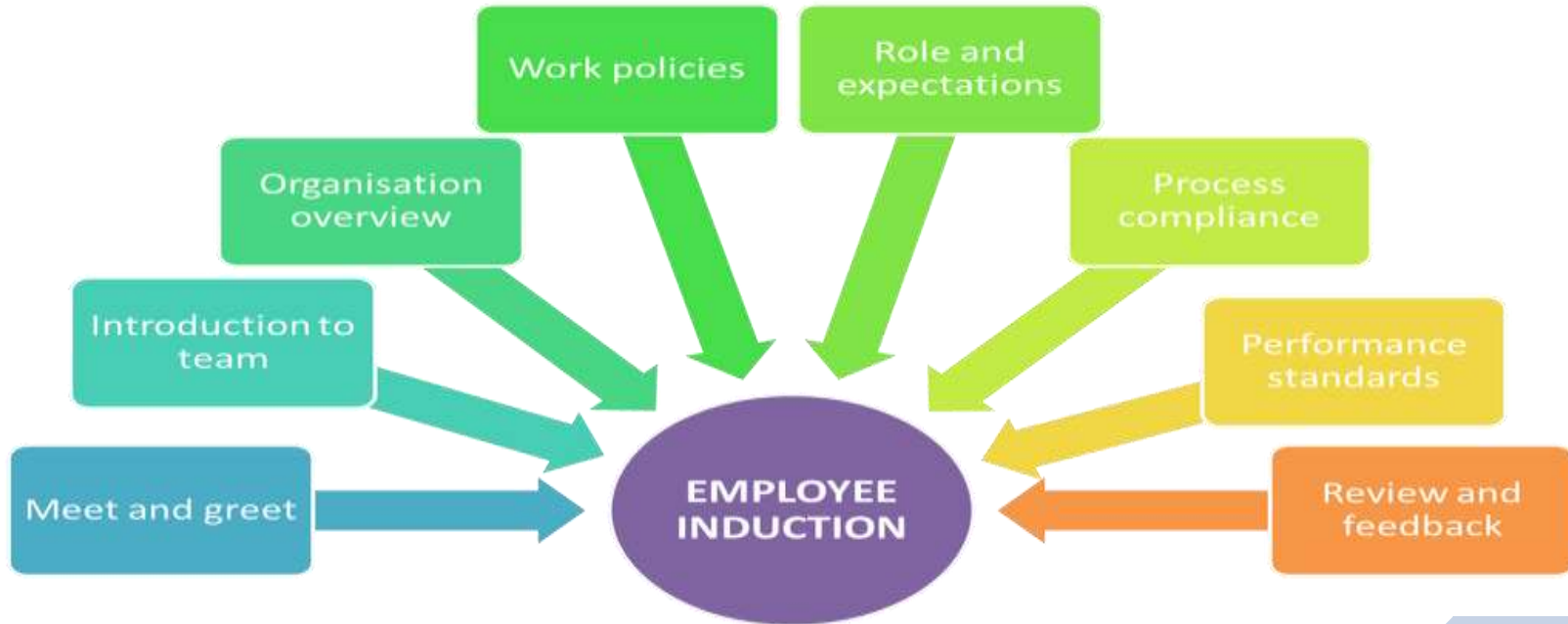
Individual and Collective  
Induction

Serial and Disjunctive  
Induction

Investiture and Divestiture  
Induction

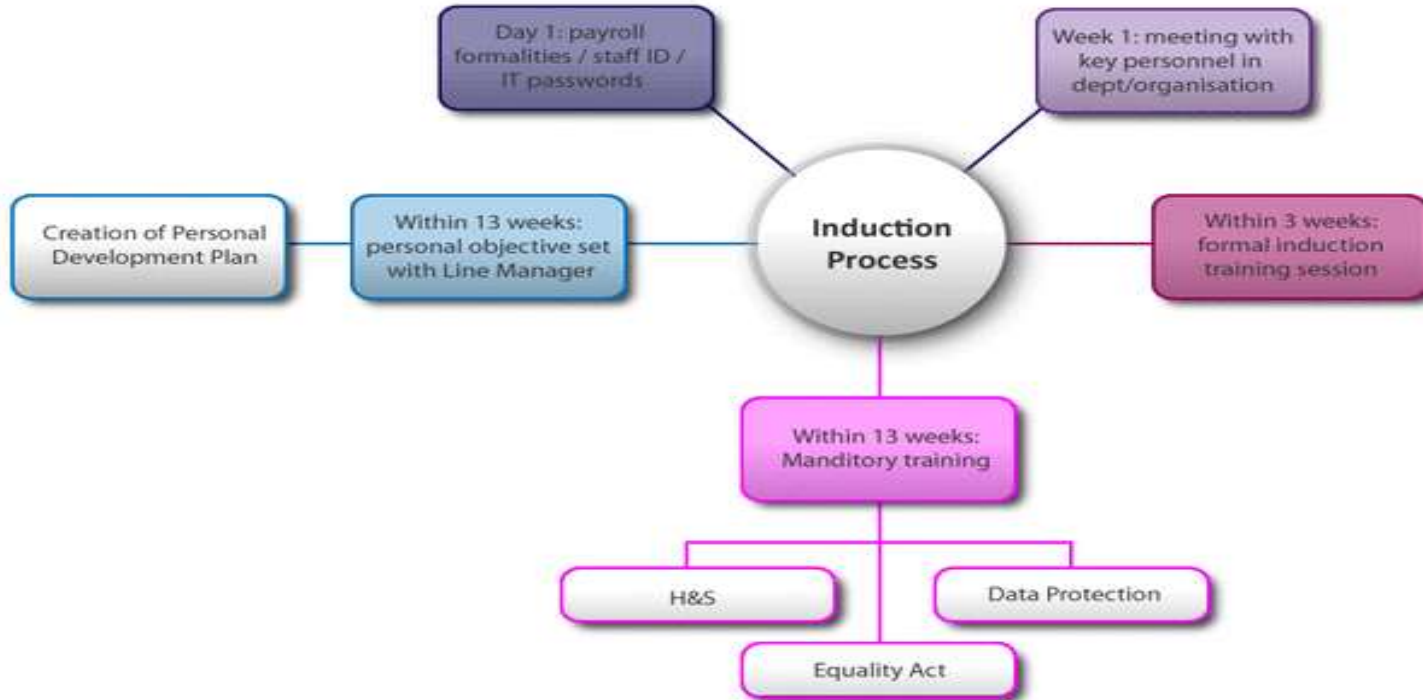


# Employee Induction





# Process of Induction







# Advantages of Induction

- ① *Employees learn the employer standards.*
- ① *Helps to maintain rules of the organization*
- ① *Structure of company made known to employees*
- ① *Quality standards made known.*
- ① *No chaos*
- ① *Increase productivity*
- ① *Reduces employee turnover*
- ① *Eliminates anxiety in new employees*



# Assessment



The Formal induction Given by an Manager

True or False





# Summary

- Induction
- Objective
- Methods
- Process
- Employee of induction
- Advantages of induction

SUMMARY





# Reference

- <https://www.hr.admin.cam.ac.uk/hr-staff/information-new-starters/induction>
- <https://belindasinduction.weebly.com/>
- <https://www.hrzone.com/hr-glossary/what-is-an-induction>





# Reach Us



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*Thank  
you*