

FMCG Sector

An insight into selection process

Introduction

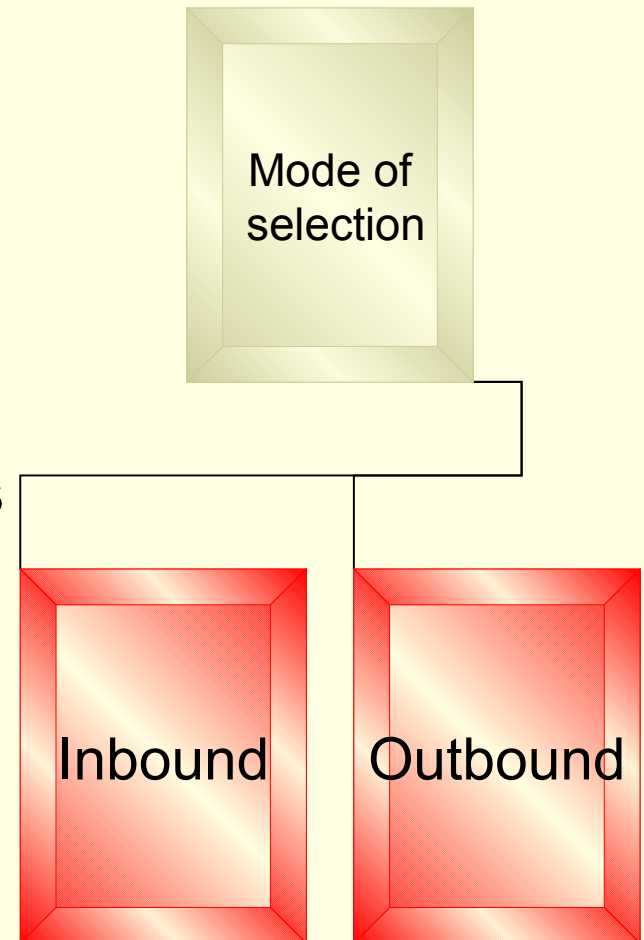
- Frequently purchased
- Relatively low cost

Top Ten FMCG Recruiters in India

- 1. Parle Agro
- 2. Pidilite
- 3. Pepsi Co
- 4. Hindustan Unilever Ltd
- 5. Nestle India
- 6. Coca Cola India
- 7. ITC Limited
- 8. Nivea India Pvt Ltd
- 9. Britannia Industries
- 10. Dabur

Decision of recruitment

- Need
- Superordinate goal
- Threshold criteria & number of people required
- Cost benefit analysis
- Approval from the immediate as well as higher authority (meetings)
- Planning



Recruitment process

- **Sorting of application** (based on demand & capability)
 - Experience
 - Technical skills & qualification
- **Initial interview**
 - Written test
 - Psychometric test
 - GD (persuasiveness, leadership, contribution)
 - Personal interview

Recruitment process

- Assessment center (3-6 days)
 - Second round interview (Selection Round)
 - Physical test (medical exam/ drug test)
- Background investigation
 - References



THANK YOU