**Introduction-1**

**PROFILE OF THE COMPANY**

**Steril-Gene Life Sciences (P) Ltd** is a pharmaceutical company, manufacturing a range of pharmaceutical preparations like TABLETS, HARDGELATIN CAPSULES, SOFTGELATIN CAPSULES, DRY SYRUP, DRY POWDER INJECTIONS, SUSPENSION and LIQUID INJECTIONS with LYOPHILIZATION.

The 20 acre factory, located at Pondicherry (India), consists of 4 major state-of-the-art manufacturing facilities

* HORMONE
* CEPHALOSPORIN
* LIQUID INJECTION (GENERAL CATEGORY)
* ORAL SOLID DOSAGE (GENERAL CATEGORY) BLOCKS

The facility is WHO - GMP certified and is adequately supported by its own QA/QC laboratory, Engineering, Utilities and Effluent treatment plant.

Steril-Gene provides contract manufacturing and outsourcing solutions to the pharmaceutical business. Forging partnerships and creating new business potential, we strive to ensure our products always meet the expectations of our clients. We already export finished products to Europe, Africa, Asia, CIS, and Central and Latin American Countries. These products are manufactured in MHRA and TGA approved plants that are a part of our extended facilities.

**Vision**

At **Steril-Gene**, our vision is to support our marketing partners with the latest innovations in drug delivery systems and to become a global leader as manufacturer of health care products by providing solutions and alternatives.

**Mission**

* Provide added value to our Partners through latest technology.
* Establish a strong presence in the Healthcare Market.
* Build a diverse, productive and challenging work place.
* Build a long term relationship with our customers, suppliers and shareholders by maintaining highest professional standards.

**Group Companies**

* The Madras Pharmaceuticals – [www.madraspharma.com](http://www.madraspharma.com)
* Lloyd Laboratories, Inc – [www.lloydlab.com](http://www.lloydlab.com)
* Softgel Healthcare Private Ltd – [www.softgethealthcare.com](http://www.softgethealthcare.com)

**BLOCKS IN STERIL-GENE**

* **Block A** – CEPHA
* **Block B** – HORMONE
* **Block C** – LIQUID INJECTION
* **Block D** – QA & QC
* **Block E** – UTILITY, WATER PLANT
* **Block F** – EDP
* **Block G** – TIME OFFICE & SECURITY

**Introduction-2**

**PRODUCT**

**HORMONE**

Hormone Block, it is dedicated for manufacturing of hormonal products and will not form part of any other non-hormone product. The company is manufacturing both female and male hormonal products, which are mainly contraceptives and pregnancy sustaining hormones. They are manufactures in the following dosage forms.

* Tablets
* Softgel Capsules

**CEPHALOSPORIN**

This is dedicated sterile antibiotic range of products, especially cephalosporin, which is among the several range of antibiotic. With U.S. F.D.A. – compliant plant, the company is producing several products which are active predominantly against both Gram-positive bacteria & Gram-negative bacteria. They are manufactured in the following dosage form:

* Sterile Dry Powder Injection
* Dry Suspension
* Tablets
* Capsules
* Ready Mix Suspension

**LIQUID INJECTABLE – GENERAL CATEGORY, SMALL VOLUME PARENTERALS**

It is dedicated block for manufacturing liquid injectables for conditions like fever, malaria, stomach ulcers, and infections. These are prepared in the following forms:

* Ampoules
* Vials
* Lyophilization

**General Oral Solid Block**

We manufacture a broad range of tablets which can be used to treat conditions like fever, body pain, stomach ulcers, antibiotics, infections etc. these are prepared in the following forms:

* Tablets
* Capsules

**Scope of Study**

The benefit of the study for the researcher is that is helped to gain knowledge and experience and also provided the opportunity to study and understand the prevalent recruitment and selection procedures.

The key points of my research study are:

1. To Study the facts about the Steril-Gene Life Sciences Pvt Ltd as a group
2. To understand and analyze various H.R. factors including recruitment and selection procedure at Steril-Gene Life Sciences Pvt. Ltd.
3. To suggest any measures / recommendations for the improvement of the recruitment procedures.

**Objectives of the Study**

The Objective of my study is to understand and critically analyze the recruitment and selection procedure at Steril-Gene Life Sciences Pvt. Ltd.

1. To Study the overall performance of the company.
2. To know the prospect or recruitment and selection procedure.
3. To identify the probable area of improvement to make recruitment and selection procedures and more effective.
4. To know the managerial satisfaction level about recruitment and selection procedure.

**Research Methodology**

**The Research**

Research is a “careful investigation or inquiry specially through search for new facts in any branch of knowledge.”

The project is a systematic presentation consisting of the enunciated problem, formulated hypothesis, collected facts or data, analyzed facts and proposed conclusions in form of recommendations.

**Exploratory research**

This kind of research has the primary objective of development of insights into the problem. It studies the main area where the problem lies and also tries to evaluate some appropriate courses of action.

**Sample Design**

A complete interaction and enumeration of all the employees of Steril-Gene Life Sciences Pvt. Ltd. Was not possible so a sample was chosen that consisted of 50 employees.

**Data Collection**

The data for the survey will be conducted from both Primaries as well as Secondary sources.

**Primary Data:**

Using personal interview technique the survey the data will collect by using questionnaire. The primary data collection for his purpose is supposed to be done by judgment sampling conversation sampling. Questionnaire has been formatted with both open and close structure questions.

**Secondary Data**

* By going through various records.
* By going through website of the company.

**Research Design**

**Research Design:-**

A research design is the specification of methods and procedure for acquiring the information needed to structure or to solve problems. It is the overall operation pattern or framework of the project that stipulates what information is to be collected from which source, and be what procedures.

“A research design is the arrangement of condition for collection and analysis of data in a manner that aims to combine Relevance to the research purpose with economy in procedure”.

Design decision happens.

1. What is study about?
2. What is study being made?
3. Where will the study be carried out?
4. What type of data is required?
5. Where can the required data are found?
6. What will be the sample design?
7. Technique of data collection.
8. How will data be analyzed?
9. How can the customer can be persuaded for opening current with Steril-Gene Life Sciences Pvt. Ltd?
10. How to increase the market share of Steril-Gene Life Sciences Pvt. Ltd.
11. Who is the competitor of Steril-Gene Life Sciences Pvt. Ltd.