



ACHARYA INSTITUTE OF GRADUATE STUDIES

(NAAC Re-accredited 'A+' and Affiliated to Dr. Manmohan Singh Bengaluru City University)

Soladevanahalli, Bengaluru-560107

DEPARTMENT OF MBA

Report Submission: 12/06/2026

Semester:	EVEN	Academic Year:	2025–26	Venue:	Mechanical Auditorium
Event		Time:	02:00 PM to 04:00 PM	Duration:	2 Hours
Date:	09/06/2026				

TYPE OF EVENT: GUEST TALK

EVENT NAME: WINNING THE TALENT WAR: RECRUITMENT PROCESS AND METHODS IN MODERN ORGANISATIONS.

Target Audience:	MBA 2 nd SEM Students	Number of Participants:	32
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Objectives:

- To provide students with an understanding of contemporary recruitment and selection processes.
- To familiarise participants with modern talent acquisition strategies adopted by organisations.
- To expose students to emerging recruitment technologies and digital hiring methods.
- To enhance awareness of industry expectations and employability skills required for successful careers.
- To bridge the gap between academic learning and real-world recruitment practices.

Program Introduction:

The Department of MBA, Acharya Institute of Graduate Studies, organized a Guest Talk on "Winning the Talent War: Recruitment Processes and Selection Methods in Modern Organizations" with the objective of equipping students with practical insights into contemporary talent acquisition and selection practices followed by organizations in today's competitive business environment.

The session was coordinated by Ms J. Jency Fernandez and featured distinguished industry experts, Mr Nagaraj B, Managing Director, Novotree Minds Consultants, Bangalore, and Mrs Sahana Nagaraj, Chief Operating Officer (COO), Novotree Minds Consultants, Bangalore.



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The programme provided students with an opportunity to understand the evolving recruitment landscape and gain exposure to industry-oriented hiring practices.

This programme helped students:

- Gain practical knowledge of recruitment and selection processes.
- Understand the role of technology and analytics in talent acquisition.
- Learn about employer expectations and industry hiring trends.
- Explore career opportunities in Human Resource Management and Talent Acquisition.
- Develop awareness of skills required to succeed in modern recruitment processes.

THEME OF THE EVENT:

"Bridging Talent and Opportunity: Exploring Modern Recruitment Processes, Methods, and Industry Practices"

The theme emphasized understanding contemporary hiring strategies, innovative recruitment methods, talent acquisition technologies, and industry expectations for future management professionals.

RESOURCE PERSON:

Mr. Nagaraj B – Managing Director, NovoTree Minds Consultants

Mrs. Sahana Nagaraj – Chief Operating Officer, NovoTree Minds Consultants

Detailed Report:

The Guest Talk commenced with a warm welcome extended by the student coordinator, who greeted the gathering and introduced the purpose of the session. The coordinator, Ms. J. Jency Fernandez, welcomed the resource persons and highlighted the importance of industry-academia collaboration in preparing students for professional careers.

The guest speakers, Mr. Nagaraj B and Mrs. Sahana Nagaraj, shared valuable insights from their extensive experience in recruitment consulting, talent acquisition, and organizational development. They discussed how organizations are increasingly focusing on strategic recruitment practices to attract and retain top talent in a highly competitive business environment.

During the session, the speakers elaborated on the end-to-end recruitment process, including manpower planning, job analysis, sourcing strategies, candidate screening, interviewing, assessment techniques, selection procedures, and onboarding practices. They explained how



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organizations utilize various recruitment channels such as employee referrals, job portals, social media platforms, professional networking sites, campus recruitment drives, and recruitment consultancies to identify suitable talent.

The speakers also highlighted the growing importance of technology in recruitment. Students were introduced to Applicant Tracking Systems (ATS), Artificial Intelligence-driven recruitment tools, virtual interviews, online assessments, and recruitment analytics. The discussion emphasized how technology has transformed traditional hiring practices and improved recruitment efficiency.

A significant part of the session focused on selection methods adopted by modern organizations. The resource persons explained various assessment techniques including aptitude tests, psychometric assessments, behavioral interviews, competency-based interviews, group discussions, and assessment centers. They stressed the importance of evaluating candidates not only based on technical competencies but also on cultural fit, adaptability, and interpersonal skills.

Furthermore, the speakers provided valuable guidance on resume building, interview preparation, personal branding, networking, and professional communication. They encouraged students to continuously develop industry-relevant skills and remain adaptable to evolving workplace requirements.

The session was highly interactive, with students actively participating in discussions and raising questions related to recruitment challenges, emerging HR trends, interview strategies, and career opportunities in Human Resource Management. The resource persons addressed each query with practical examples and real-world case studies, making the session engaging and insightful.

The programme concluded with a formal Vote of Thanks delivered by the coordinator, Ms. J. Jency Fernandez, who expressed gratitude to the resource persons for sharing their expertise and appreciated the active participation of students and faculty members.

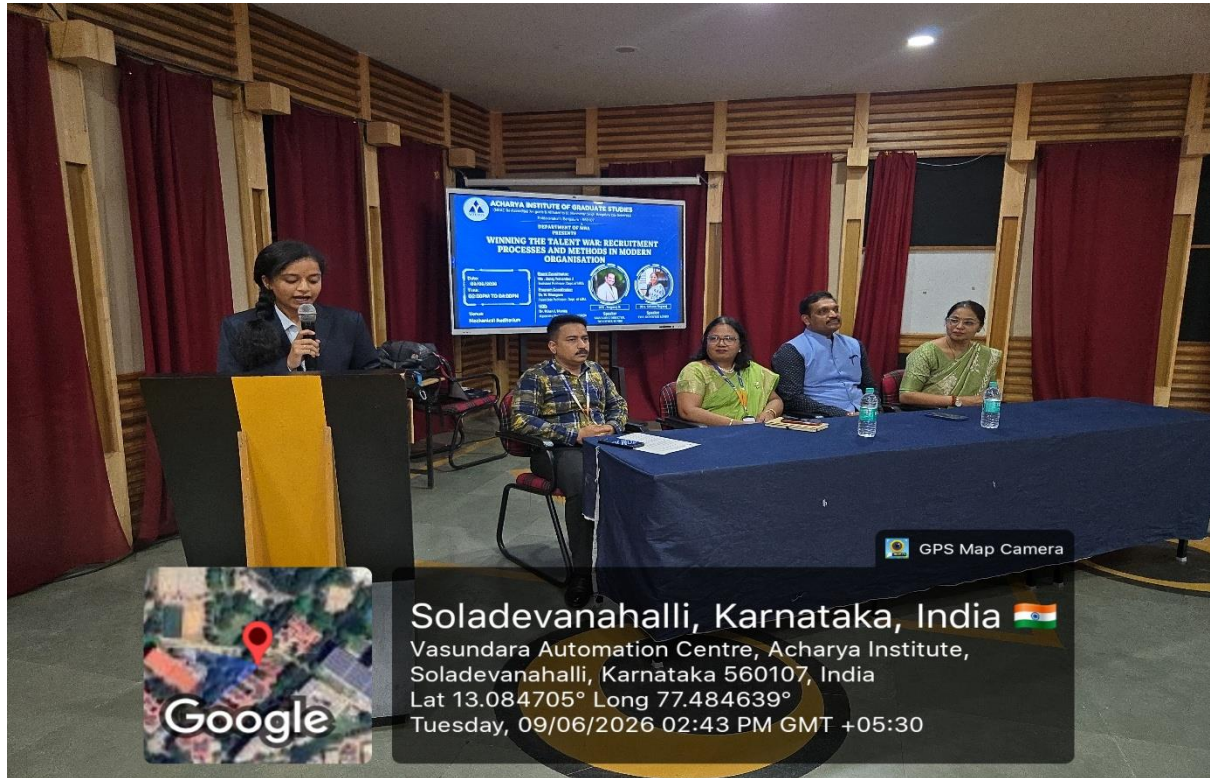


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GEOTAGGED PHOTOGRAPHS:-



Welcome Address by Student Coordinator



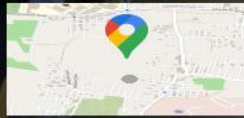
Introduction of Resource Persons



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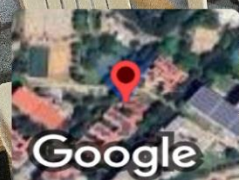
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Acharya graduate studies, Acharya Dr Sarvepalli Radhakrishnan Road,
Soladevanahalli, Yelahanka taluku, Bengaluru Urban, Karnataka, 560107,
Lat: 13.084377, Long: 77.484613
Date: Tuesday, 09/06/2026 03:17 PM

Mrs. Sahana Nagaraj is interacting on recruitment strategies



Soladevanahalli, Karnataka, India

3fmm+vrg, Soladevanahalli, Karnataka 560107, India
Lat 13.084713° Long 77.484653°
Tuesday, 09/06/2026 02:44 PM GMT +05:30

Interactive Question and Answer Session



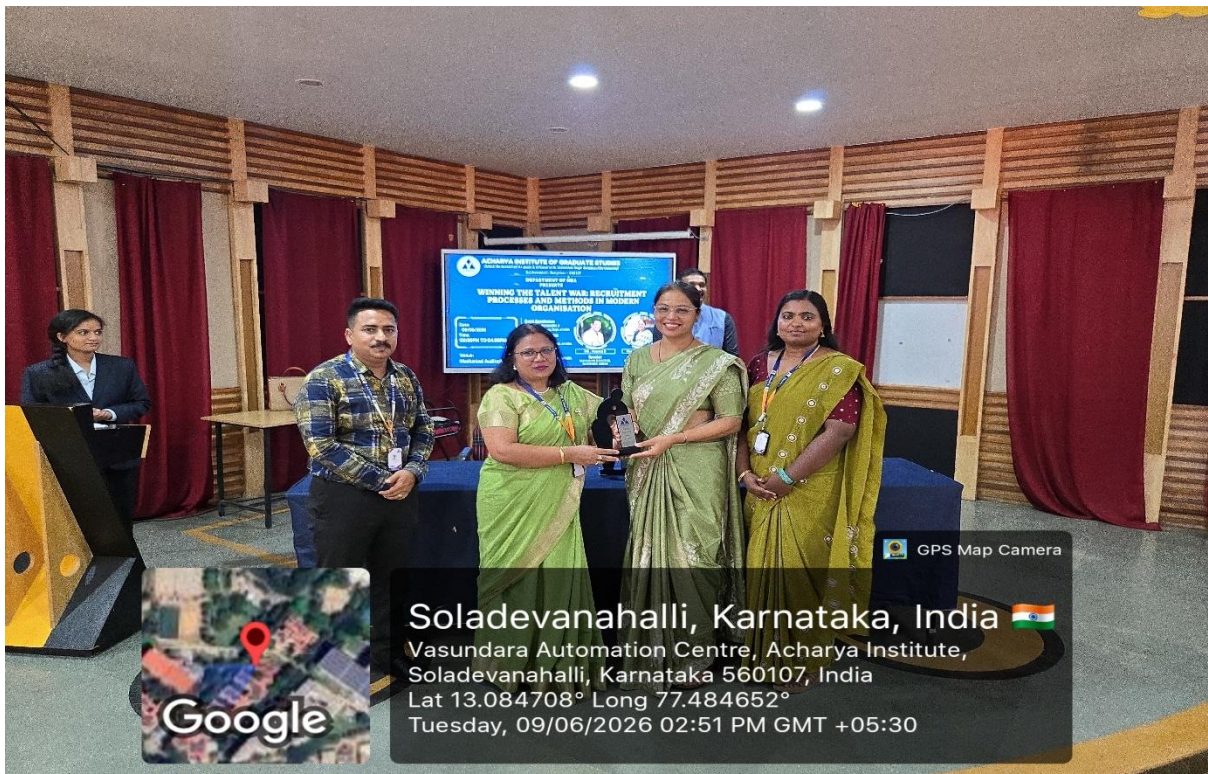
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Token of Appreciation to Mr. Nagaraj B, MD, NovoTree Minds Consultants



Token of Appreciation to Mrs. Sahana Nagaraj, COO, NovoTree Minds Consultants



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OUTCOMES:

- Students gained a comprehensive understanding of modern recruitment and selection processes.
- Enhanced awareness of digital hiring platforms and technology-enabled recruitment practices.
- Improved knowledge of contemporary talent acquisition strategies and industry expectations.
- Developed insights into interview techniques, assessment methods, and employability skills.
- Strengthened career preparedness and confidence for participating in recruitment processes.
- Acquired practical understanding of talent management challenges faced by organisations.
- Improved awareness of emerging trends in Human Resource Management and Talent Acquisition.

CONCLUSION:

The Guest Talk on "Winning the Talent War: Recruitment Processes and Selection Methods in Modern Organizations" was highly informative and beneficial for MBA students. The session successfully provided participants with practical exposure to contemporary recruitment practices, selection methodologies, and emerging trends in talent acquisition.

The valuable insights shared by Mr. Nagaraj B, Managing Director, and Mrs. Sahana Nagaraj, COO, Novotree Minds Consultants, Bangalore, helped students understand industry expectations and develop a professional perspective toward recruitment and career development.

The session reinforced the Department's commitment to fostering industry-academia collaboration and enhancing students' employability through meaningful interactions with industry experts.



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Audience Feedback Rating

Based on the feedback collected from the 32 participants who attended the Guest Talk on "Winning the Talent War: Recruitment Processes and Selection Methods in Modern Organisations," the overall response was highly positive. Excellent - 75% (24 Students) A majority of the participants rated the session as excellent, stating that it was highly informative, practical, and directly relevant to contemporary recruitment and talent acquisition practices. Students particularly appreciated the industry insights shared by the resource persons, the discussion on modern recruitment methods, and the practical guidance on interview preparation and employability skills. Good – 25% (8 Students) Several participants rated the session as good, expressing that the guest talk enhanced their understanding of recruitment processes, selection techniques, and current hiring trends. They found the real-world examples and interactive discussions beneficial for their professional development.

