

**A STUDY ON THE PERCEPTION OF EMPLOYEES
WITH RESPECT TO EMPLOYEE RESOURCING IN
NON-GOVERNMENT ORGANIZATION, BATTICALOA**

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EU/IS/03/MS/10



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2009



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ABSTRACT

Among the whole set of resources the most precious resource in an organization is the people. The reason is that, it is worth less having all the resources except human resources since there is nothing that an organization can do with the absence of employees. Especially in the humanitarian sector like International Non Government Organizations employees' contribution towards organizational activities is vital. Employee resourcing is concerned with the range of methods and approaches used by employers in resourcing their organizations in such a way as to enable them to meet their key goals.

Studying the perception of employees with respect to employee resourcing is very essential for every Organization. Because for any function it is important to consider the perception of all parties involved. In the case of employee resourcing, management takes the major role. By considering the employees' views about employee resourcing and knowing about their perception will lead to enhance this process. So this research work is identified about the "perception of employees with respect to employee resourcing in International Non Government Organization".

For the study, Recruitment, Selection, placement & Orientation are considered as main variables. Total population for the study was 1541 employees out of them 150 employees were selected by using random sampling method. The structured questionnaire was used to collect primary data. Collected data were analyzed and evaluated as perceived to be low, moderately and highly effective of employee resourcing.

The study found that the discussed three variables perceived to be moderately effective regarding employee resourcing. Even though it has moderate level in overall view, the international non government organizations want to consider the indicators which have low and moderate level to upgrade to high level. Eventually this report recommends some remedial actions that help to improve the Employee resourcing process.

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