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Recruitment and Selection process at Juntran Technologies, Bengaluru

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ABSTRACT: Understanding the recruitment and selection process in the context of VLSI companies is vital for several reasons. It provides insights into the skills and competencies that are in demand within the industry, informs educational and training programs for aspiring VLSI engineers, and helps companies refine their HR practices to better compete in the global market. Through this study, we aim to contribute to the broader discourse on effective human resource management in the technology sector, with a specific focus on the unique needs and dynamics of the VLSI industry. This study aims to shed light on the critical aspects of recruitment and selection in the VLSI industry, with Juntran Technologies, Bengaluru as a focal point. It seeks to contribute to the broader understanding of human resource management in technology sectors, emphasizing the importance of strategic recruitment and selection in fostering innovation and sustaining growth. Through this detailed examination, we hope to provide valuable recommendations for improving HR practices within the VLSI industry and beyond.

I. INTRODUCTION

Juntran Technologies is a dynamic, innovative company at the forefront of cutting-edge technology solutions, offering a diverse range of services including software development, IT consulting, cybersecurity, cloud computing, and digital transformation. With a team of highly skilled professionals, Juntran Technologies is committed to delivering tailored solutions that meet the unique needs of each client, ensuring efficiency, scalability, and long-term success. Our dedication to excellence and continuous improvement drives us to stay ahead of industry trends and emerging technologies, empowering businesses to thrive in today's rapidly evolving digital landscape. At Juntran Technologies, we prioritize collaboration, transparency, and customer satisfaction, building lasting partnerships that drive mutual growth and success. With a proven track record of delivering results-driven solutions, Juntran Technologies is your trusted partner for navigating the complexities of the digital age and achieving your business objectives.

Juntran Technologies is a leading company in the semiconductor industry, specializing in the design and development of Very Large-Scale Integration (VLSI) circuits. Established over two decades ago, the company has consistently been at the forefront of technological innovation, driving advancements in microelectronics. Juntran's expertise spans across various domains, including Physical Design (PD), Analog Layout (AL), Register-Transfer Level (RTL), and Design-for-Testability (DFT), making it a comprehensive provider of VLSI solutions.

The company's mission is to deliver high-performance, reliable, and scalable VLSI designs that meet the evolving needs of the electronics market. Juntran Technologies prides itself on its cutting-edge design methodologies, robust quality assurance processes, and a highly skilled workforce that is dedicated to excellence. With a strong emphasis on research and development, Juntran continually pushes the boundaries of what is possible in semiconductor design.

Juntran Technologies stands at the forefront of the semiconductor and electronics industry, specializing in VLSI (Very-Large-Scale Integration) design and development. Founded with the mission to innovate and excel in the realm of high-performance integrated circuits, Juntran Technologies has consistently pushed the boundaries of what is possible in the semiconductor sector.

Company Profile: Background of the company: VLSI Design and Development, Semiconductor and Electronics. At Juntran Technologies, our ethos revolves around pushing the boundaries of innovation to unlock the full potential of technology. With a rich tapestry of services spanning software development, IT consulting, cybersecurity fortification, cloud computing optimization, and digital transformation strategies, we serve as catalysts for organizational evolution. Our team of seasoned experts, fuelled by a passion for excellence, is driven to craft tailor-made solutions that not only meet but exceed the expectations of our clients, fostering agility, scalability, and sustained relevance in a dynamic market landscape. Embracing change as an opportunity for growth, we remain at the forefront of industry trends,

empowering businesses to embrace digital disruption with confidence and clarity. Through a collaborative approach rooted in transparency and integrity, we forge enduring partnerships that transcend transactional exchanges, nurturing environments where innovation flourishes and aspirations become reality. Backed by a legacy of success and a commitment to continuous improvement, Juntran Technologies stands poised as your strategic ally in navigating the complexities of the digital age and charting a course towards enduring prosperity.

Nature of business:

Collaborating with leading companies across various industries, Juntran Technologies has forged strategic partnerships aimed at driving innovation and delivering unparalleled value to our clients. From Fortune 500 corporations to emerging startups, we have established synergistic relationships with organizations such as global technology giants, financial institutions, healthcare providers, retail chains, and manufacturing conglomerates. Through these collaborations, Juntran Technologies has leveraged collective expertise and resources to develop ground-breaking solutions that address the most pressing challenges and capitalize on emerging opportunities in today's fast-paced digital landscape. With a focus on fostering mutually beneficial partnerships, we continue to expand our network of collaborators, reinforcing our position as a trusted ally in navigating the complexities of the modern business world.

JUNTRAN TECHNOLOGIES primarily specializes in the following areas:

- **RTL Design:** This involves creating the foundational code for integrated circuits.
- **Verification:** Ensuring the designed circuits function as intended through rigorous testing.
- **Physical Design:** Laying out the physical structure of the chip.
- **Analog Layout and Design:** Designing analog components within the chip.
- **Firmware/Device Drivers:** Developing software to control hardware devices.
- **Emulation, Memory Layout, and Memory Design:** Creating simulated environments and designing memory components.
- **Validation:** Confirming the overall chip functionality.
- **Board Design and Characterization:** Designing the circuit board and analysing its performance.
- **DFT:** Design for Testability to ensure efficient testing of the final product.

JUNTRAN TECHNOLOGIES offers comprehensive engineering services for the design and development of integrated circuits (ICs)

Area of operation:

Their core area of operation is in the **design and development of integrated circuits (ICs)**. This involves a wide range of services including RTL design, verification, physical design, analogy layout, firmware development, and more.

Future Growth and Prospects:

- **Leveraging Technology Trends:** By staying at the forefront of emerging technologies like AI, machine learning, and advanced packaging, JUNTRAN can position itself as a leader in innovative IC solutions.
- **Expanding Service Offerings:** Diversifying into areas such as analog/mixed-signal design, system-on-chip (SoC) development, and IP creation can open up new revenue streams.
- **Geographical Expansion:** Exploring opportunities in regions with growing semiconductor industries, such as the US, Europe, and Asia, can increase market reach.
- **Strategic Partnerships:** Collaborating with semiconductor manufacturers, EDA tool providers, and other industry players can enhance capabilities and accelerate growth.
- **Focus on Talent Development:** Investing in employee training and development to build a skilled workforce is crucial for maintaining a competitive edge.
- **Strengthening IP Portfolio:** Building a robust intellectual property portfolio can protect the company's innovations and generate additional revenue.

Theoretical Background of the Study

The recruitment and selection process is a critical component of human resource management, particularly within the highly specialized field of Very Large-Scale Integration (VLSI). This study focuses on the recruitment and selection practices employed by VLSI companies located in Bengaluru, with a specific case study of JUNTRAN. VLSI, which

involves the creation of integrated circuits by combining thousands of transistors into a single chip, is a field characterized by rapid technological advancement and a high demand for skilled professionals. Bengaluru, often referred to as the Silicon Valley of India, is a major hub for technology and engineering, housing numerous companies that specialize in VLSI design and manufacturing.

In this competitive and dynamic environment, attracting and retaining top talent is essential for maintaining a company's edge in innovation and productivity. The recruitment and selection process for VLSI companies is thus designed to identify candidates with the requisite technical skills, problem-solving abilities, and adaptability to evolving technologies. JUNTRAN, a prominent player in the VLSI industry in Bengaluru, serves as an ideal case study to examine these processes in detail.

This study aims to explore the various stages and strategies involved in the recruitment and selection of VLSI professionals at JUNTRAN. It will analyse how the company sources candidates, the criteria used to assess their suitability, and the methods implemented to ensure a fair and effective selection process. Additionally, the study will highlight the challenges faced by JUNTRAN in this regard and the best practices that can be adopted to overcome these challenges.

Understanding the recruitment and selection process in the context of VLSI companies is vital for several reasons. It provides insights into the skills and competencies that are in demand within the industry, informs educational and training programs for aspiring VLSI engineers, and helps companies refine their HR practices to better compete in the global market. Through this study, we aim to contribute to the broader discourse on effective human resource management in the technology sector, with a specific focus on the unique needs and dynamics of the VLSI industry.

This study aims to shed light on the critical aspects of recruitment and selection in the VLSI industry, with JUNTRAN as a focal point. It seeks to contribute to the broader understanding of human resource management in technology sectors, emphasizing the importance of strategic recruitment and selection in fostering innovation and sustaining growth. Through this detailed examination, we hope to provide valuable recommendations for improving HR practices within the VLSI industry and beyond.

II. LITERATURE REVIEW

(Dr. P. Himabindu, ²Sara Pranitha) 2017: the significance of the screening process in recruitment, emphasizing its critical role in identifying qualified candidates. It discusses the evolving landscape of recruitment, where the focus on human capital has become paramount in a competitive business environment. The review underscores the challenges faced by organizations in acquiring the right talent and the pivotal role of screening in addressing this challenge. It acknowledges the shift towards scientific screening processes, such as psychometric tests and social media verification, as tools to enhance recruitment efficiency. Additionally, it points out the role of consulting firms in bridging the gap between organizations and candidates, emphasizing the need for continuous research to improve screening practices and meet changing needs effectively.

(Nandini Sudheer) 2013: the critical role of talent acquisition, encompassing recruitment and selection, as a strategic approach for organizations to attract and onboard top talent efficiently. It discusses the evolving recruitment landscape, emphasizing the importance of placing the right people in the right positions to meet dynamic business needs. Various methods of recruitment, including internal, direct, indirect, and third-party methods, are explored, alongside selection processes involving assessments like interviews and competency evaluations. Additionally, the review highlights the significance of hiring metrics in evaluating recruitment effectiveness and driving behaviour's focused on candidate quality and client experience. Overall, it emphasizes the continuous improvement and goal-oriented approach in recruitment and selection processes to address challenges like talent scarcity and budget constraints effectively.

(Sayeda Ammara) 2022: Assessing the impact of ERP module in recruitment process to make the functionality of an organization more efficient. Research on ERP modules in recruitment highlights their significant impact on organizational efficiency, streamlining processes from candidate sourcing to onboarding, as noted by Sayeda Ammara. Studies emphasize the automation capabilities of ERP systems, reducing manual tasks and enhancing data accuracy. Integration of recruitment modules within ERP frameworks facilitates seamless information flow across departments, optimizing resource allocation and decision-making. Scholars underscore the role of ERP in enhancing recruitment analytics, providing insights for strategic workforce planning and talent management. Ammara's review underscores the growing importance of ERP modules in modern recruitment strategies, emphasizing their potential to drive organizational competitiveness through enhanced efficiency and effectiveness. Overall, the literature suggests that ERP

integration in recruitment processes offers multifaceted benefits, ranging from cost reduction to improved candidate experience and organizational agility."

(M. A. Alim) 2002: Explores the development of competent VLSI and microelectronics curricula within a new undergraduate program, emphasizing the importance of aligning educational objectives with industry demands. The review identifies key components essential for designing a comprehensive curriculum, including theoretical foundations, practical skills, and emerging technologies in VLSI and microelectronics. Alim synthesizes existing literature to provide insights into best practices and pedagogical approaches for effective curriculum development in this specialized field. Studies underscore the significance of hands-on experience, industry collaboration, and project-based learning in preparing students for careers in VLSI and microelectronics. Overall, the literature highlights the dynamic nature of the field and the need for agile curriculum design to keep pace with technological advancements and industry requirements."

(Janaki Rama Phanendra Kumar Ande) 2021: the integration of AI-powered decentralized recruitment systems on the blockchain, emphasizing their potential to revolutionize traditional hiring processes. The review examines existing literature on the intersection of AI, blockchain, and recruitment, highlighting the benefits of transparency, security, and efficiency offered by decentralized systems. Ande synthesizes research findings to identify key challenges and opportunities in implementing such innovative solutions, including data privacy, scalability, and adoption barriers. Studies underscore the role of blockchain in ensuring trust and immutability in candidate verification and credentialing. Overall, the literature suggests that AI-powered decentralized recruitment systems hold promise for enhancing fairness, reducing bias, and improving the overall efficiency of recruitment processes."

(Ravikiran Mahadasa's) 2020: delves into the implications of artificial intelligence on HR decision-making efficiency and fairness, emphasizing its potential to transcend human biases. The review synthesizes existing research to elucidate the benefits and challenges of AI integration in HR processes, highlighting its role in enhancing objectivity and accuracy. Khair and Mahadeva analyse studies demonstrating AI's ability to optimize recruitment, performance evaluation, and talent management practices. They explore concerns surrounding algorithmic bias, ethical considerations, and the need for regulatory frameworks to ensure fairness and accountability. Overall, the literature suggests that while AI offers immense potential to improve HR decision-making, careful implementation and oversight are essential to mitigate risks and uphold ethical standards."

(Ke Xu Cangzhou Normal University) 2023: The strategic decision model of Human Resource Management (HRM) based on biological neural networks, exploring the interdisciplinary approach between neuroscience and HRM. The review synthesizes existing research to elucidate the potential benefits and challenges of integrating biological neural networks into HRM decision-making processes. Xu examines studies demonstrating how insights from neuroscience can inform strategic HRM practices, such as talent acquisition, retention, and development. The review highlights the need for further research to validate the efficacy of this approach and its practical implications for organizational performance. Overall, the literature suggests that leveraging biological neural networks in HRM could lead to more adaptive and effective decision-making processes, aligning with organizational goals and enhancing competitive advantage."

(Primadi Candra Susanto) 2023: the role of Human Resource Business Partners (HRBPs) in recruitment, coaching, and leadership development, highlighting their significance in driving organizational success. The review synthesizes existing research to examine the competencies and responsibilities of HRBPs in facilitating talent acquisition, performance enhancement, and succession planning. Susanto analyses studies showcasing the evolving nature of HRBPs, emphasizing their strategic alignment with business objectives and their impact on organizational effectiveness. The review underscores the importance of HRBPs in fostering collaboration between HR and other business functions, promoting a culture of continuous learning and development. Overall, the literature suggests that HRBPs play a crucial role in shaping the talent landscape and driving sustainable growth in organizations."

(Agustian Zen) 2023: the analysis function of Human Resource Management (HRM), focusing on recruitment, training, career development, and industrial relations. The review synthesizes existing research to explore the interplay between these HRM functions and their impact on organizational performance. Panjaitan et al. analyse studies demonstrating the importance of strategic HRM practices in talent acquisition, skills enhancement, and employee engagement. They highlight the role of HRM in fostering positive workplace relationships and resolving conflicts through effective industrial relations strategies. The review underscores the need for a holistic approach to HRM analysis to ensure alignment with organizational goals and enhance employee satisfaction. Overall, the literature suggests that effective HRM analysis contributes to building a resilient and high-performing workforce."

(Mrs. Rohini U. Nikam) 2023: the need for and challenges of Human Resource Management (HRM) in startup companies, highlighting the unique dynamics of these fast-growing ventures. The review synthesizes existing research to explore the evolving role of HRM in addressing talent acquisition, retention, and organizational culture development in startup contexts. Nikam analyses studies showcasing the importance of HRM strategies tailored to the specific needs and constraints of startups, such as limited resources and rapid scalability. The review underscores the critical role of HRM in fostering innovation, agility, and resilience within startup ecosystems. Overall, the literature suggests that effective HRM practices are vital for startup success, driving sustainable growth and competitive advantage."

(Elisabeth K. Kelan) 2020: the concept of algorithmic inclusion and its impact on shaping predictive algorithms used in hiring processes, emphasizing the importance of mitigating bias and promoting diversity. The review synthesizes existing research to examine the potential of AI algorithms in improving fairness, objectivity, and inclusivity in recruitment practices. Kelan analyses studies highlighting the challenges of algorithmic bias and the need for transparency and accountability in algorithm design. The review underscores the role of AI in facilitating more equitable hiring decisions while acknowledging the complexities of achieving algorithmic fairness. Overall, the literature suggests that algorithmic inclusion is essential for fostering diversity and creating more inclusive workplaces.

(Ramesh Priyanka) 2023: The decision modelling framework to identify key human resources challenges in start-up companies, emphasizing its implications for sustainable development. The review synthesizes existing research to explore the complexities of HR challenges in the startup context and the need for effective decision-making tools. Priyanka et al. analyses studies demonstrating the utility of fuzzy DEMATEL in assessing interrelationships and prioritizing HR challenges for strategic interventions. They highlight the significance of addressing these challenges to ensure the long-term viability and growth of start-ups. Overall, the literature suggests that employing such frameworks can facilitate informed decision-making and promote sustainable development in the startup ecosystem.

(Alisia Pingky Saputri) 2023: the role of Human Resource Management (HRM) in organizations, emphasizing its multifaceted impact on employee performance, organizational culture, and strategic alignment. The review synthesizes existing research to explore the evolving landscape of HRM practices, including recruitment, training, performance management, and employee relations. Saputra et al. analyses studies demonstrating the pivotal role of HRM in driving organizational effectiveness, fostering employee engagement, and supporting sustainable growth. They underscore the significance of aligning HRM strategies with business objectives and adapting to dynamic market conditions. Overall, the literature suggests that effective HRM plays a critical role in enhancing organizational agility, competitiveness, and resilience.

(Shashi Kant) 2023: the added value of Human Resource Management (HRM) practices, providing insights into their impact on organizational performance and competitiveness. The review synthesizes existing literature to examine the effectiveness of various HRM strategies in enhancing employee productivity, satisfaction, and retention. Tufa and Kant analyses studies showcasing the link between HRM practices and financial outcomes, highlighting the importance of strategic HRM alignment with organizational goals. They underscore the need for comprehensive evaluation methods to quantify the tangible and intangible benefits of HRM initiatives accurately. Overall, the literature suggests that investing in HRM practices can yield significant returns and contribute to sustainable business success.

(Ryan Firdiansyah Suryawan) 2023: the determinants of attitude in employee recruitment, employing methods such as spikiest, assessment, behavioural event interview, and experience analysis. The review synthesizes existing research to explore how these recruitment techniques influence candidate evaluation and selection processes. Susanto et al. analyses studies demonstrating the effectiveness of various assessment tools in predicting job performance and cultural fit. They highlight the importance of considering both individual traits and situational factors in recruitment decision-making. Overall, the literature suggests that employing a combination of methods leads to more comprehensive candidate assessments, improving the likelihood of successful employee recruitment.

Statement of the problem

Evaluation of Recruitment and Selection process at Juntran Technologies, Bengaluru.

Reliability Test

Case Processing Summary			
		N	%
Cases	Valid	50	100.0
	Excluded ^a	0	0.0
	Total	50	100.0
a. Listwise deletion based on all variables in the procedure.			
Reliability Statistics			
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items	
0.853	0.869	26	

The reliability analysis summary indicates that 50 valid cases (100%) were included in the analysis, The 26 items have a high degree of internal consistency, as indicated by the Cronbach's Alpha value of 0.853, which suggests that they are consistently measuring the same underlying concept.

Correlation Analysis

Correlations				
		Q 8 application	Q 12 VLSI position	Q 14 recruitment process
Q 8 application	Pearson Correlation	1	.677**	.698**
	Sig. (2-tailed)		.000	.000
	N	50	50	50
Q 12 VLSI position	Pearson Correlation	.677**	1	.780**
	Sig. (2-tailed)	.000		.000
	N	50	50	50
Q 14 recruitment process	Pearson Correlation	.698**	.780**	1
	Sig. (2-tailed)	.000	.000	
	N	50	50	50

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation data provide insights into the relationship between 3 variables: overall satisfaction and overall perception Three variables are included in the table: Q8 (application), Q12 (VLSI position), and Q14 (recruitment process). The Pearson correlation coefficients and their significance levels are also displayed. Strong positive correlations between all three variables are demonstrated by correlation coefficients ranging from 0.677 to 0.780. The statistical significance of these values at the 0.01 (2-tailed) level indicates that the observed correlations between the variables are unlikely to be the result of random variation, the data indicates that those who feel favourably about the application process (Q8) also tend to feel favourably about the VLSI position (Q12) and the recruitment process (Q14). In a same vein, those who view the VLSI role favourably also typically feel favourably about the recruitment and selection process.

ANOVA

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.686	4	2.672	2.853	.034 ^b
	Residual	42.134	45	0.936		
	Total	52.820	49			
a. Dependent Variable: Q 8 application						
b. Predictors: (Constant), Q 16 D, Q 16 A, Q 16 C, Q 16 B						

The regression analysis's findings are displayed in the ANOVA table, with the dependent variable being "Q8 application" and the independent factors being "Q16D, Q16A, Q16C, and Q16B." The overall statistical significance of the regression model is indicated by the F-statistic of 2.853 at the significance level of 0.034. This shows that the independent factors' combined influence on the dependent variable's prediction is substantial.

III. FINDINGS

1. When it comes to efficiently selecting the best candidate for VLSI roles, traditional HR screening techniques like resumes and interviews frequently fall short. More technical exams and certifications tailored to AI are becoming more and more necessary to evaluate pertinent talents more precisely.
2. Specific technical training and experience are highly valued by employers in the VLSI industry; yet prospective applicants may not always understand these requirements from existing job advertisements and recruitment tactics.
3. Attracting top VLSI talent is the industry's competitiveness and the strong need for specialized expertise.
4. The disparity between the need and supply of qualified personnel for VLSI specialists underscores the necessity for improved recruitment and selection process A varied pool of qualified workers may be attracted and retained by VLSI through diversity and inclusion initiatives in recruitment methods, which can improve teamwork and creativity.

IV. SUGGESTIONS

1. Improve Screening Methods: To more accurately assess candidates' fit for VLSI roles, include technical exams and certifications tailored to AI in the recruitment and selection process.
2. Add realistic evaluations, including portfolio reviews and projects, internships, to standard resumes and interviews.
3. Boost Employment Advertisements: Make sure job listings express the precise education and training certificate for VLSI positions. To draw in the best applicants, provide thorough job descriptions that highlight critical abilities.
4. Improve Your Recruitment Techniques: Continually evaluate and improve recruitment and selection processes to make sure they support the objectives and core values of the organization. To keep making these techniques more effective, use data-driven insights.
5. Make Company Terms Clear: Before concluding the recruiting process, make sure that candidates comprehend and accept the company's terms and conditions in their entirety.
6. To prevent misconceptions and improve the candidate's experience in general, give clear and honest information.
7. Boost Industry Networking: Make use of sites like LinkedIn and other networks to connect with HR specialists and business leaders.
8. Participate in forums and groups dedicated to your industry to stay current on trends and best practices in Juntran Technologies recruitment. In turn it addresses VLSI.

V. CONCLUSION

The research identifies important deficiencies and potential areas of enhancement in Juntran Technologies' VLSI job recruitment and selection processes. Due to their limits in evaluating specialized abilities, traditional HR screening techniques like resumes and interviews sometimes fall short of effectively identifying the best candidates for VLSI positions. The disparity between the supply and demand of skilled workers underscores the need for improved hiring



practices and greater compliance with sector standards. A seamless recruitment process on candidates understanding and agreeing to the company's terms and conditions in full, optimizing job advertising, recruiting and selection strategies, and removing obstacles to luring and keeping talent will be crucial to augmenting the efficacy of the recruitment method and coordinating it with Juntran Technologies goals and values.

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