Study on the process of recruitment and selection process in the IT Industry

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I. INTRODUCTION
1.1 INTRODUCTION TO THE PROJECT

If the selection and recruitment strategies are better, it will always result in improved organizational outcomes. As the selection is the process of finding suitable candidates with the necessary qualification and requirementsfor the organization. Where recruitment is the technique which is used to attract more suitable candidates. Hence it is important to have a well-defined selection process and recruitment policy. Which if used nicely can provide a suitable fit to the organization according to need and demand of the organization. So, it necessary to select a perfect fit. If an organization is not able to find a perfect fit or reject the right candidate can be costly mistake for them. This process of selection and recruitment varies from company to company. Even on the department of the same organization. To understand the staffing and selection industry which already exists. To know the sources in recruitment in IT sector and to understand the satisfaction level of recruitment and selection at employee level in the different sectors majorly in IT sector. Therefore, the main objective of this thesis is to identify how the sourcing, shortlisting, screening, and selection of candidate effect the IT Industry and every other Industries in the business world.

Theoretical background of the study:

Organizations are progressing the recruitment and selection methods for entry into the organization and companies. Recruitment and selection are the most important functions of human resource management. It is the process of searching and obtaining the best candidates the success of the organization depends on effective recruitment and selection procedure. The main objective is to construct a conceptual framework for recruitment and selection procedures. The study also focuses its attention to determine how the recruitment and selection practices affect the organizational outcomes. functions of human resource management. It is the process of searching and obtaining potential candidates the success of the organization depends on effective recruitment and selection system.The main thing in any recruitment process is the selection of the ideal candidate which can only be done if the 'sourcing' of the candidate is done correctly. To source a candidate, the first thing a recruiter or a talent Acquisition needs to understand is the requirement of the 'Hiring Manager'. What an HM is looking for? The skills, years of experience, and a qualification. So, the first and most meaningful thing is to understand here is the Job requirement or we can say the Job Description. And accordingly sourcing a candidate from different portals like Naukri, Indeed and LinkedIn, and many more. Once the sourcing is done. We should do the screening calls to the candidate to understand the resume much better. So that we can be assured that the candidate is up to the mark and is like what his CV says. After the screening call, we get satisfied with the skills and other required details. We can move forward to scheduling the interview with the Hiring Manager. Once HM also finds the candidate suitable for the job role he is looking for. We can move forward with another step of the recruitment that is letting the candidate know about his selection by sending a formal email to him and also asking about the required documents to move further so that the document verification process can be started, Once the documents are verified by the vendors. The next step can be taken which is negotiation for the salary. The salary package should always be on the industry standards and on the pay scale that the organization follows. Then comes the main step which is making the offer. The different organization follows different ways to make an offer. Few have a standard design, and few share the.

II. CONCLUSION

We can conclude from the survey that the recruitment cycle was beneficial for the candidates. As they were satisfied with TA performance. And the selection process which happened in their organization.

In this competitive and business world, the organization who hires the best candidate with the suitable skill sets are the companies which flourish in their business. So, it important to find an employee who be good both in paper as well in practice. So basically, to identify the general practices an organization uses to find the suitable candidate for the organization. It also helps to determine how the recruitment and selection practice affect the outcomes of any organization.

To understand how recruitment is divided into two categories that are:

1) Internal Recruitment process: If the recruitment is done within the organization. For the organization need and demand then it is known as Internal Recruitment Process.
2) External Recruitment process: When the recruitment is done by some consultancy. Then it can be stated under external recruitment.

We can more briefly understand the recruitment and selection by understanding the organization need and demand. If the company is looking for the permanent employee. Then the make a Job description according to the requirement and hire a suitable and best candidate for the particular company or industry. Same goes for contractual job role or internship.

If the organization is looking up for interns. They normally keep their search in a way that it attracts the freshers to the job. Freshers who have a great potential to work in any organization and become a potential candidate. Few companies hire interns for some time span. And then if they find the candidate suitable for the job they convert into full time employee as well.

That's why selection process is the most important process after sourcing, screening, shortlisting the candidate. As you select the best, you get the best results in the industry.

If we talk about the IT industry, and if for example we talk about the full stack engineer position. So, first thing which we will do during recruitment process is sourcing the right candidate for the position. Now the point is how to do that. So, firstly we will make a job description according to requirement of the organization. Then the candidates apply to the job. Accordingly, we search for the suitable candidates by screening the resumes of the candidates. And making a screening calls to the candidates. And then we shortlist the candidate for the further rounds of the interview.

If we talk about Full Stack Engineer. It important a candidate must have experience in both front end and backend. And these skills should be there in the resumes. If these skills are there then the candidate will call as the perfect fit for the interview. And if his performance in interview matches with his performance in resume then that candidate is positive add on to any organization.

As the terminology "Talent Acquisition" means hiring a talent or a candidate according to the requirement of the organization. Whose skills matches with the need of the organization. And working on the progress of the company. Human resource invariably forms the indispensable input at one end of IT Industry. The activity of recruitment and selection take care of the responsibility of the much-needed quality IT professionals. Therefore, a successful human resource is the one who recognizes the need in the organization. As it is said recruitment is the process of selecting the required employee and stimulating them to apply for the jobs in the organization. It is basically a process of finding a best manpower for any company. Who is looking for it. As it helps in creating a talent pool for the organization and help the job seekers to find the job which they are looking for. In short it is a process of hiring the right candidate for the organization.

III.   SUGGESTIONS

In the recruitment cycle if we try to find a candidate who has required skills and not reject the candidates based on certain criteria, giving a chance to candidate who deserve it. We can improve the quality and performance of the organization.If the selection and recruitment strategies are better, it will always result in improved organizational outcomes. As selection is the process of finding the suitable candidates with the necessary qualification and requirement in the particular organization. Where recruitment is the technique which is used to attract more suitable candidates. Hence it is important to have a well-defined selection process and recruitment policy. Which if used nicely can provide a suitable fit to the particular organization according to need and demand of the organization. So, it necessary to select a perfect fit. If an organization is not able to find a perfect fit or reject the right candidate can be costly mistake for them. This process of selection and recruitment varies from company to company and even industry to industry.

The round of interview always differs from organization to organization. Also, what are the strategies and methodology of selecting candidate also differ from company to company.

As for IT organization it will always look for the candidate or mostly look for the candidate who has a qualification IT or they have done some courses related to IT industry.

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