

HARMONY



Connecting the human element with business



Key ideas that go into a Recruitment Process

Recognize what you're looking for.

If you don't know what you're looking for in the first place, your recruitment strategy will be ineffective. As a result, your hiring process should start with locating open openings and then analysing job descriptions, which should include the knowledge, skills, and experience needed for the role.

- Determine where your present team's gaps are. Examine whether you have any additional skill, performance, or personality criteria. Think about whether you need help with something that is currently unattended to. This signifies that additional personnel are required.
- Keep track of workload patterns when it comes to your staff. Check to discover if there has been an increase in workload that necessitates the hiring of more staff.
- Analyze performance on a regular basis and create a list of traits, qualifications, abilities, and proficiencies that your team needs. This could also imply that additional personnel are required.
- Keep an eye out for people who are leaving. This is unquestionably when hiring requirements will arise.

Make an investment in an excellent hiring team.

A good hiring team ensures that the hiring process goes smoothly. The team's role in the recruitment process is crucial because one wrong decision can damage the entire workforce's productivity.

A good recruitment team should be capable of doing the following tasks:

- Define the qualities of an ideal candidate and make the job vacancy obvious.
- Write a detailed job description for candidates to understand what the position entails.
- Make a list of the qualities you're searching for in a candidate; this will help you later in the process.

Prepare a detailed job description in advance.

Once you know exactly what you need in terms of education, abilities, and experience, it's time to work out the job's duties and obligations. Preparing a comprehensive job description (JD) will help you figure out what qualities your potential employees need to match the role's requirements. More importantly, it provides a checklist or a list for your prospects to compare and contrast.

It's crucial to find the correct people.

Identifying the right talent, attracting them, and persuading them to apply are the most important aspects of the recruitment process. The job listing should be advertised both internally to generate referrals and externally on prominent social networking sites and preferred employment boards. Recruiters can hold job fairs and advertise job openings in key industry journals to reach a wider audience.

What does Symphony Tech have to offer?

We are a leading HR firm which handles end-to-end recruitment. At Symphony Tech we have a well trained and dedicated team who work closely with our clients. We have a good in-house database created over the past 10 years across all verticals and all positions. "Our vision is quality and not quantity".

Symphony Tech acts as a gateway to provide a wide range of recruitment and selection services to the clients. We are a dedicated team of professional consultants offering top of the line executive recruitment and selection services. We have professionals with extensive understanding of various aspects of multinational and local business and industry specific needs.

Our team is experienced in handling end-to-end recruitment for our clients across levels including senior and middle level hiring. We at Symphony Tech understand the basic needs of our clients very closely through proper coordination and source the candidates who are best suited for that role. From the past 10 years we have been able to mould the careers of over 3000 candidates after proper screening and selection process. We have been able to successfully deploy these individuals to our client's satisfaction across various industries.

SYMPHONY SAMACHAR

- Hiring hiccups seen in April-June 2022, but tech going strong. - The Economic Times
- 72% employers likely to increase hiring of apprentices in January-June 2022: Report - The Economic Times
- Upbeat hiring season at management institutes sees recruiters scooping up talent in record time - The Economic Times
- 8.72 lakh vacant posts in govt departments: Centre - The Economic Times
- Hiring activity witnesses 3 percent uptick with end of third wave: Report - The Economic Times
- IITs see more global offers, Rs 1 crore-plus packages than ever before - The Economic Times
- Citi to hire 80 commercial bankers in India in 3 years - The Economic Times
- Hiring will not be impacted by any new coronavirus variant: Survey - The Economic Times
- Automotive industry sees mushrooming demand for talent - The Economic Times
- Hotels and restaurants upbeat on hiring, salary increments - The Economic Times