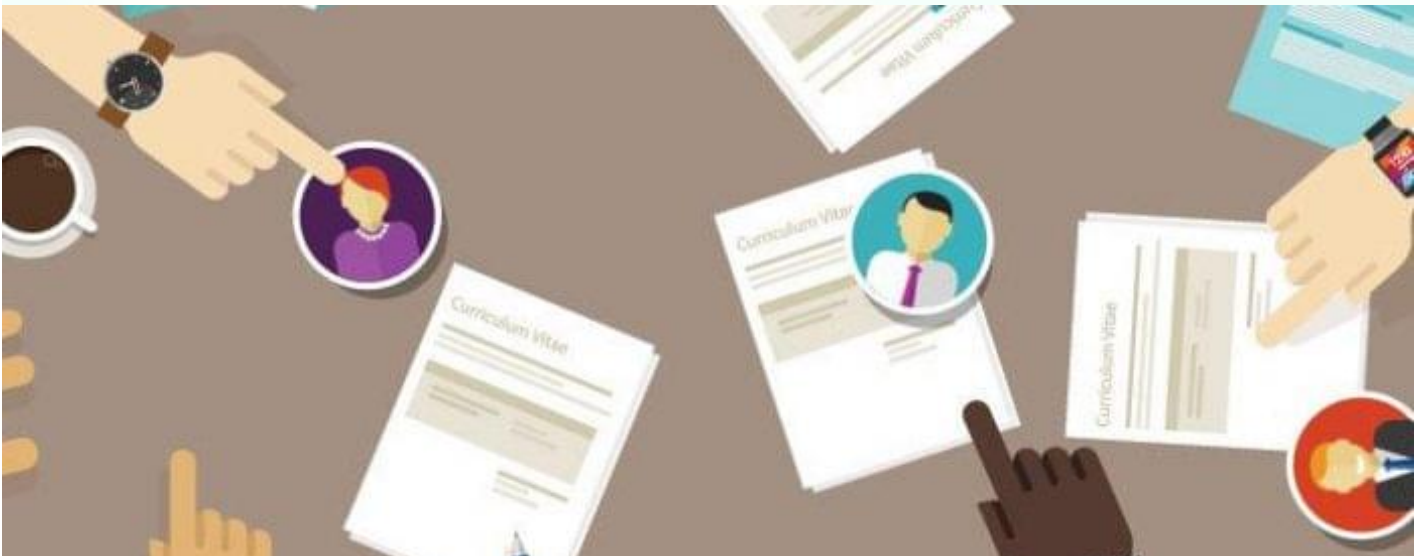# HARMONY

SYMPHONY TECH
Business Simplified

Connecting the human element with business

Why should you care about your recruitment process?

The Human Resource department's primary objective is recruitment. Employee identification, recruitment, screening, shortlisting, interviewing, choosing, hiring, and onboarding are all parts of the process.

A successful hiring process is based on a sourcing strategy that is unique to each company and strives to identify the best candidate for the job at the best moment. It's a tactic for enlisting exceptional individuals who can aid in the company's gradual expansion.

Functionality of a recruitment process

Any ideal hiring process should seek to entice qualified candidates and motivate as many people as possible to submit applications.

This shortens the time it takes to find applicants and fill positions for present and future needs while also assisting the organisation in creating a sizable pool of qualified players in a fiercely competitive labour market.

An organised and painstakingly built recruitment process helps the hiring team quickly weed out the best candidates while staying focused on enlisting the most qualified people for the greatest conversions.

Innovations are the way to go

There is a perpetual need for innovation and development in every industry. In today's hiring process, we frequently hear about pervasive AI/ML, but we frequently overlook other less well-known but no less significant advancements.

- **Passive Candidates**

Recently, a previously untapped pool of possible candidates has emerged. The talented workers in high-ranking positions are the ones who aren't thinking about changing careers.

Offering them enticing new possibilities, such as a greater income and more responsibility, may be sufficient to capture their attention. In recent years, the appeal of hiring "passive" people has increased as a result of the ability to help businesses target employees who don't switch jobs frequently.

At the very least, you will put yourself on the radar of a great talent who is interested in what you have to offer.

- **Video-interviews**

Distance is no longer a factor when scheduling interviews.

Video interviews have taken away the feeling of distance, regardless matter whether the candidate is located 200 miles away or in a different nation entirely.

When everyone has access to instant messaging services like Skype, FaceTime, Google Hangouts, and others, it is a waste of time and money.

Everyone benefits from the time savings because you can eliminate the less qualified candidates after a quick screening call and then invite your top candidates once you've selected one or two.

If you have international prospects who are hesitant to fly in for a first interview, this is especially helpful.

- **Leave things open-ended**

Likewise, job descriptions are changing. Some recruiters are experimenting with novel methods, like eliminating job titles. Others have gone as far as to disregard certain limitations.

The objective is to convince everyone involved that hiring decisions should be made based more on a person's talents than their skills.

- **The Advent of Social Media**

We acknowledge that this isn't breaking news, but social networking is one of the finest ways to find and hire millennials. Businesses are progressively using creative social media marketing to attract the young, eager consumer.

Every avenue for employment is being investigated, whether it is Facebook, Twitter, Instagram, Tumblr, or professional networks like LinkedIn.

- **Programmatic Advertising**

The automatic posting of job listings that specifically target the applicant profiles you're looking for is known as programmatic advertising.

Companies are gradually using programmatic advertising in very specific online locations to find a broad talent pool

SYMPHONY SAMACHAR

- Placement 2022-23: 20% more job offers this placement season at IIT Delhi - The Economic Times
- UPSC to start recruitment exam for Indian Railway Management Service from next year - The Economic Times
- Recruiters continue to roll out offers at IIT on the second day of placements - The Economic Times
- Computer Science students bag crore-plus packages at IITs - The Economic Times
- IIT Kharagpur students bag 16 international offers including top offer of over Rs 2.6 crore on Day 1 - The Economic Times
- Amazon downplays India layoffs, terms them 'voluntary separation' - The Economic Times
- IIT-BHU final placements see highest package of Rs 1.2 crore - The Economic Times
- More recruiters, higher salaries at NITs this placement season - The Economic Times
- Recruiters step up vigilance as job scams get innovative - The Economic Times
- Tata trusts board may consider internal candidate for CEO job - The Economic Times