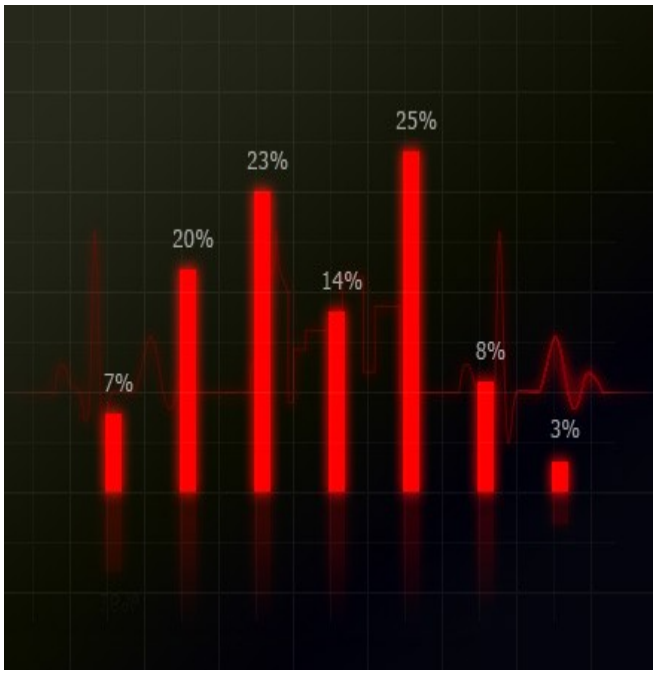
"Insight for career aspirants with reference to the Recruitment Processes generally adopted by the corporate".

Introduction

Survey

aglakadam.com

from Education to Career



INTRODUCTION

aglakadam.com is India's foremost website guiding students from Education to Career. It is an exclusive website on careers & career resources – a website packed with resources & strategies to empower inspire & help our future architects of the nation – our students. aglakadam.com is widely surfed by school students, college students, teachers, parents, job aspirants, recruiters, consultants, academicians and a lot of competition as well!!

aglakadam.com started in 1997 when the recruitment industry in India was in its infancy. It has since then grown into a national stature, dealing with clients across industries and spread across the world. The site was first launched as www.fsindiacareers.com & was re-launched on 24th Feb'2009 in the auspicious presence of Honorable **Chief Minister of Chhattisgarh, Dr. Raman Singh** who dedicated this site to the youth.

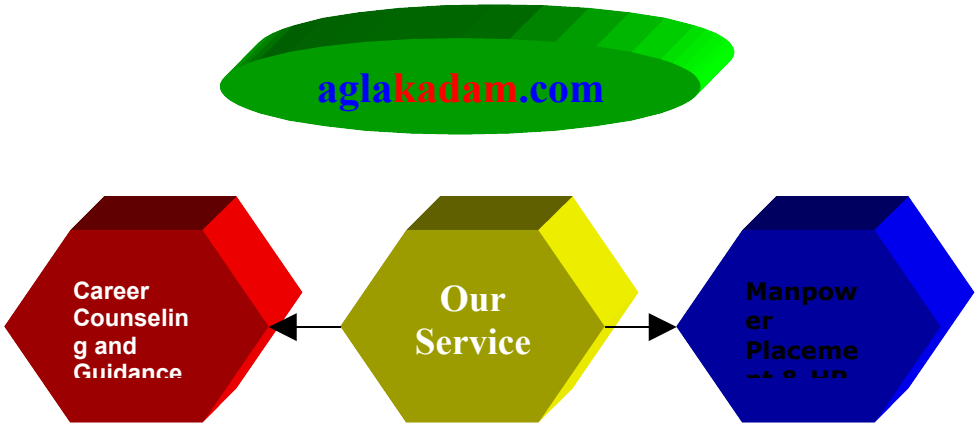


Figure 1.1 : aglakadam.com : Services

aglakadam.com fast facts :

- The only exclusive website in India's connecting school & college students to "add on career resource coaching's" and industry.
- Servicing over 24000 Clients & registered users.
- With ever increasing page views per month, aglakadam.com is further consolidating its position to be India's No. 1 Employability Portal very soon.
- We claim to be the most popular amongst all categories and the No. 1 website in the state of Chhattisgarh.
- Scholarship worth Rs. 100000.00 being offered to school students.

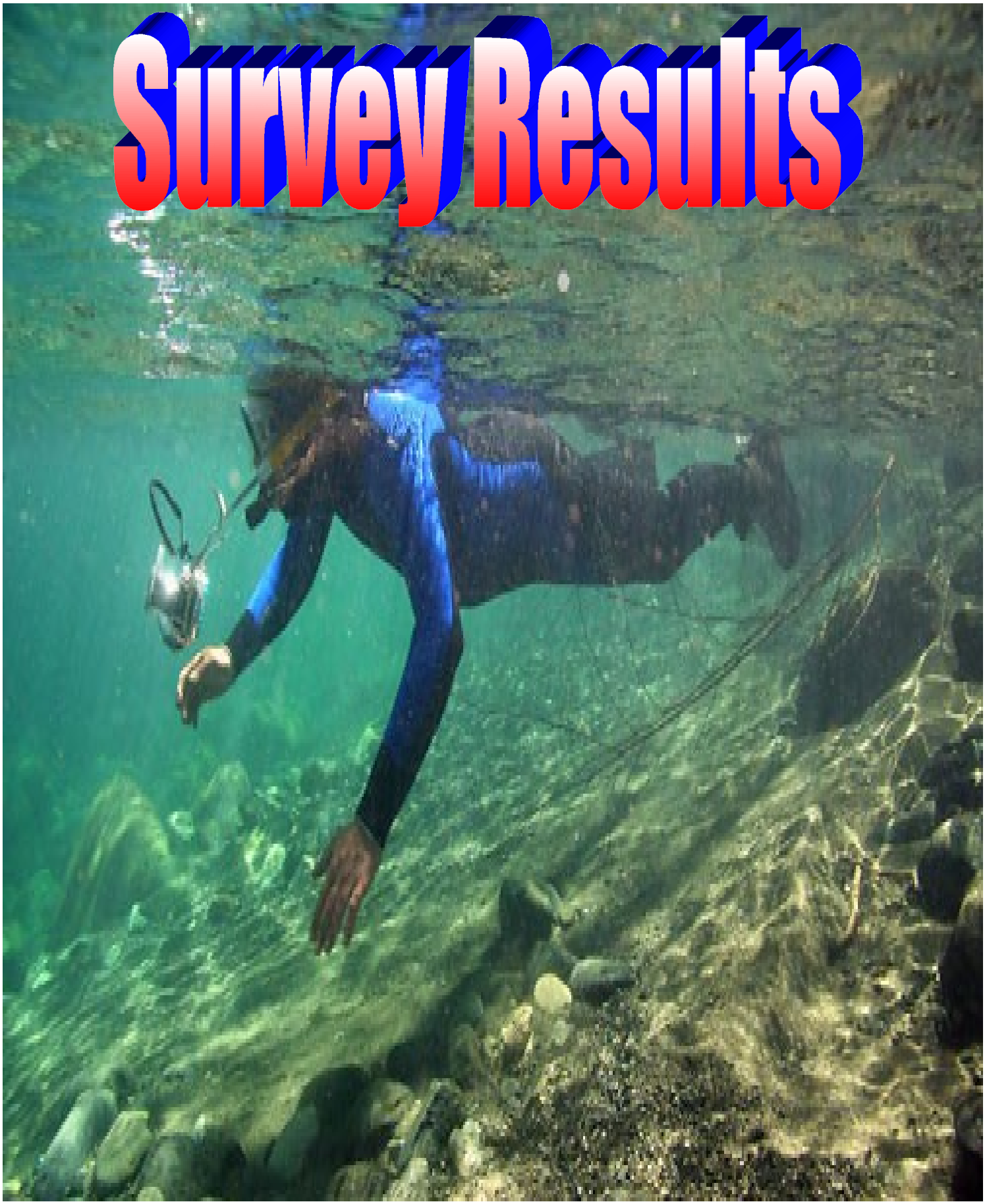
aglakadam.com SURVEY REPORT ---- NOV' 2009

aglakadam.com conducted a survey in India to understand the general consensus amongst HR Managers and decision makers about the Top 10 characteristics that recruiters look for. A set of 50 Respondents of India including Raipur city were contacted with the help of a questionnaire. The questionnaire had 10 questions on the subject : ***"Insight for career aspirants with reference to the Recruitment Processes generally adopted by the corporate"***

Research Methodology

- **Research Design:** In this research, data was collected through field work as well as by way of questionnaire. The study shall be a blueprint for conducting further research.
- **Universe:** The universe is HR Managers / Directors / Recruitment Decision Makers in India.
- **Population:** The Respondents are HR Managers / Directors / Recruitment Decision Makers from the reputed companies within India.
- **Sample size:** The sample size is 50.
- **Sampling Method:** Random Sampling Technique was used here.
- **Sources of data:** Field work and internet resources.

Survey Results



SURVEY REPORT

Findings of the survey are as under:

50 Respondents including HR Managers and decision makers shared their view regarding the important characteristics that Recruiters look for in a candidate.

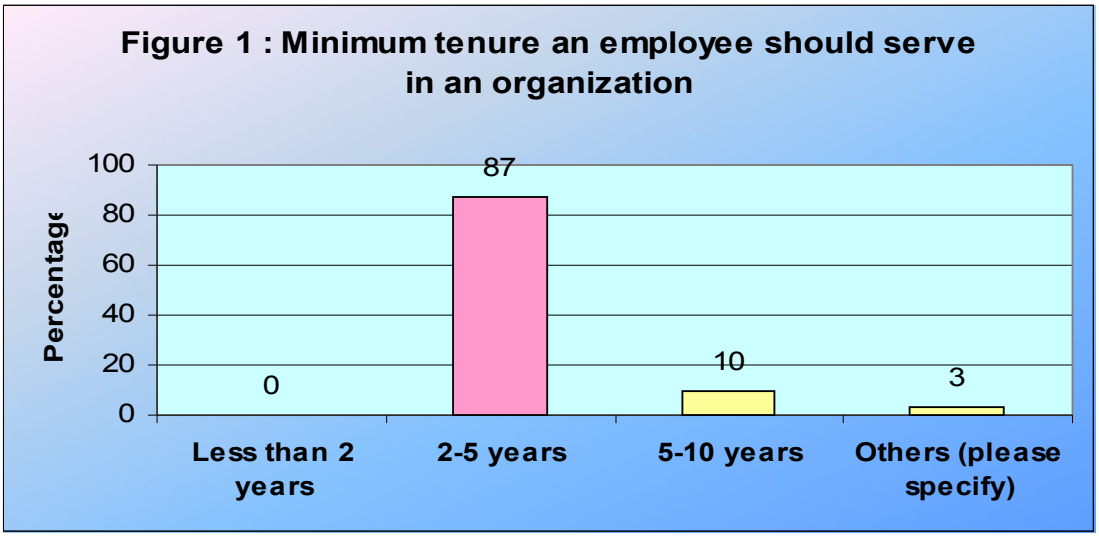
Many interesting facts came out through the survey including its long term significance. Our main point of focus was to give an insight to the career aspirants about the general recruitment process adopted by the corporate.

Survey Finding 1

Minimum Job Tenure

87% of respondents felt that the minimum tenure an employee should serve in an organization is 2-5 years. But as new companies' spring up and established companies respond to change and competition, fewer and fewer workers can look forward to long careers with a single employer.

10% of respondents believe that the minimum tenure should be between 5-10 years as it helps to know your organization in a better way as well as the employee also gets a chance to discover the hidden potential in him.



Survey Finding 2

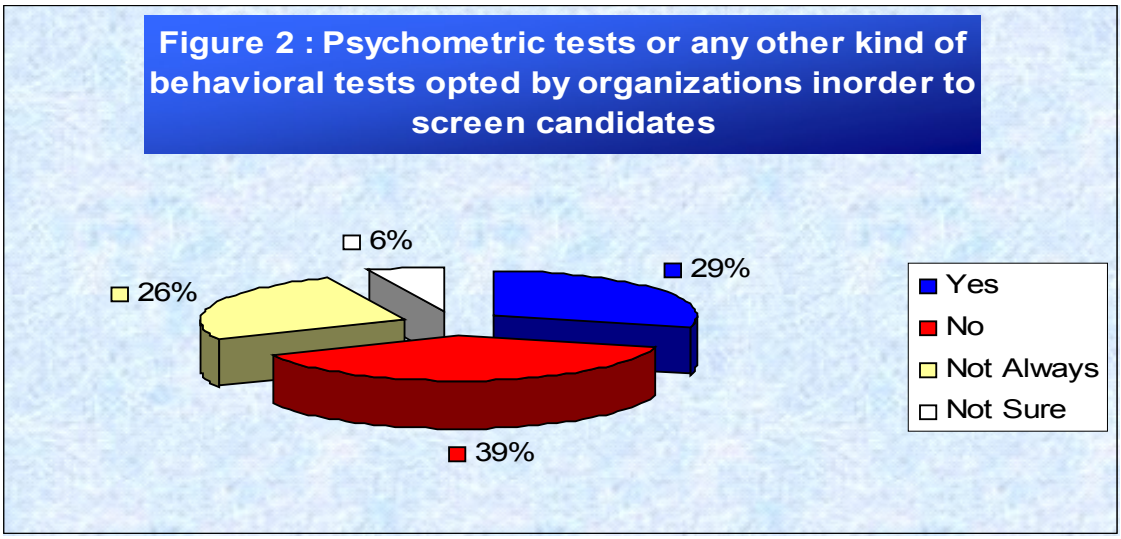
Importance of Psychometric Tests or any other behavioral study in order to screen a candidate

39% of respondents strongly believe that usually Psychometric Tests or any other kind of behavioral study is not required in order to screen a candidate.

While 29% are of the opinion that psychometric tests or any other behavioral study is really helpful in screening a candidate. Psychometric tests go further than the interview and can take some of the guesswork out of the equation when it comes to recruiting new workers, hiring those workers and retaining them, too. Testing can also provide insight into talent and abilities and open up your eyes to potential management material.

Only 26% said that the tests are not always required.

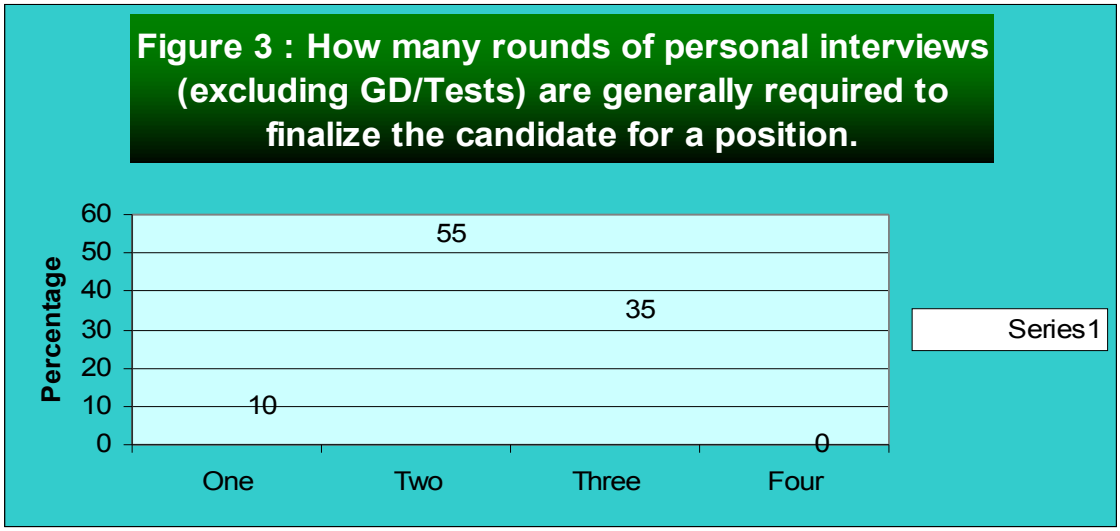
6% of respondents are not sure of necessity of Psychometric Tests.



Survey Finding 3

No. of rounds of personal interviews required to finalize a candidate

55% of the respondents have the strong view that there should be a minimum of two rounds of personal interview in order to finalize a candidate.
While 35% think that minimum 3 rounds should be conducted and rest 10 % say that 1 round is enough to analyze the personality of a candidate.



Survey Finding 4

Job Knowledge, Qualification and Aptitude – Three important & basic pillars supporting a good job.

52% of respondents said that Job Knowledge is the most important criteria that they look for while finalizing a candidate as it leads to better work decisions. Employees who do not have a clear understanding of how their jobs fit into the overall work picture of their organization are more likely to exhibit carelessness and the inability to make clear distinctions on which aspects of their job are most important.

Academic qualification was found to be the second highest criteria by 19% respondents as academic qualifications are commonly felt to give a person the best chance of success in life while aptitude bagged the third position with 13% votes.

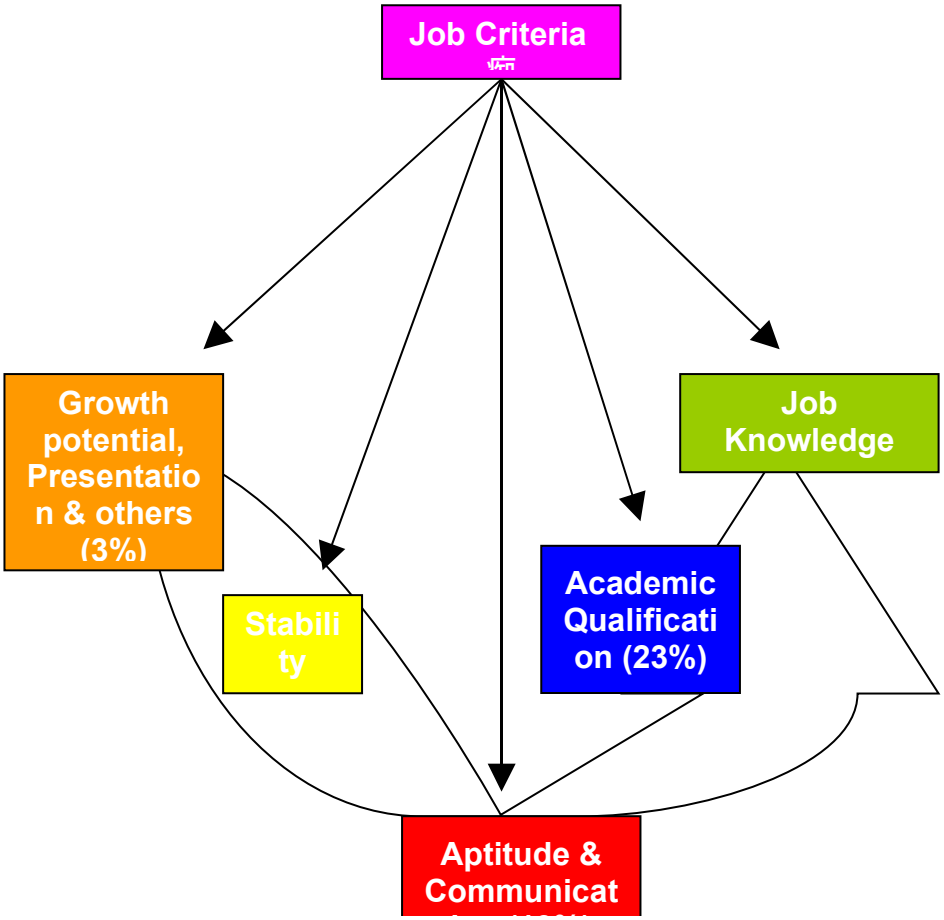
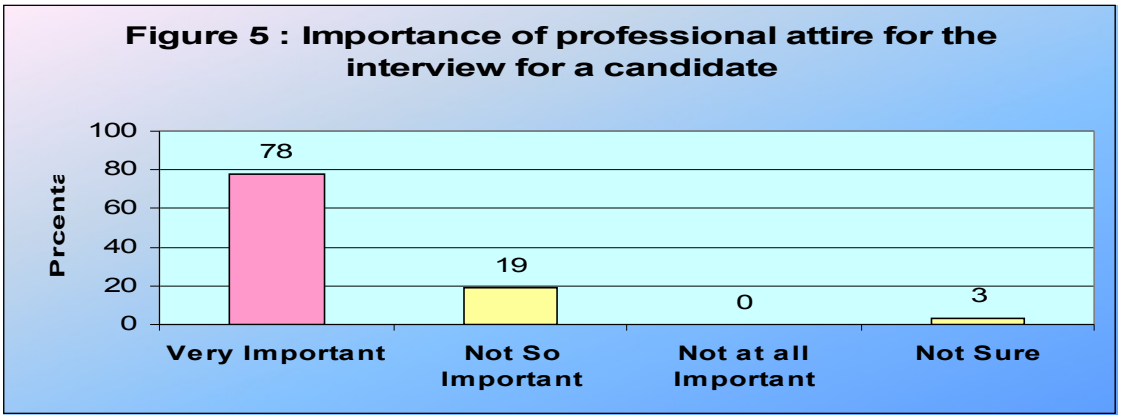


Figure 1.2 : Job supporting Pillars in increasing order of their preference

Survey Finding 5

"First impression is the last impression" says the Professional attire.

78% of respondents strongly feel that candidates should present themselves in professional attire. The general consensus amongst the career crowd is that dressing to impress for that first job interview not only tells the interviewer you are serious about the job but also that you are serious about yourself. 19% feel that professional attire is not of much importance. Ultimately, the main point of concern is business activities which must run smoothly.

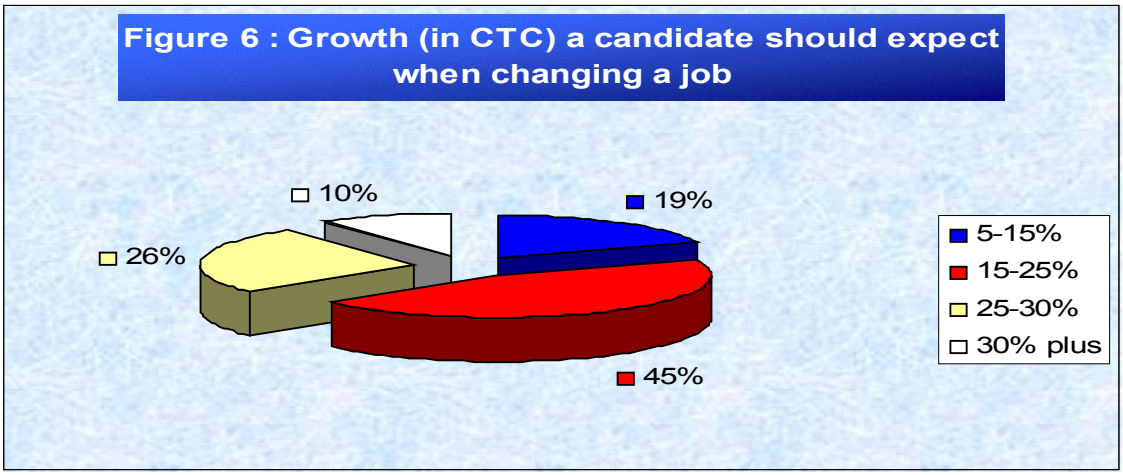


Survey Finding 6

Growth (in CTC) a candidate should expect when changing a job

45% of the respondents strongly agreed that 15-25% of growth should be expected by candidates while changing a job viewing the current situation.

36% felt that the expected CTC should be 25% and above while only 19% said that it should be between 5-15%.



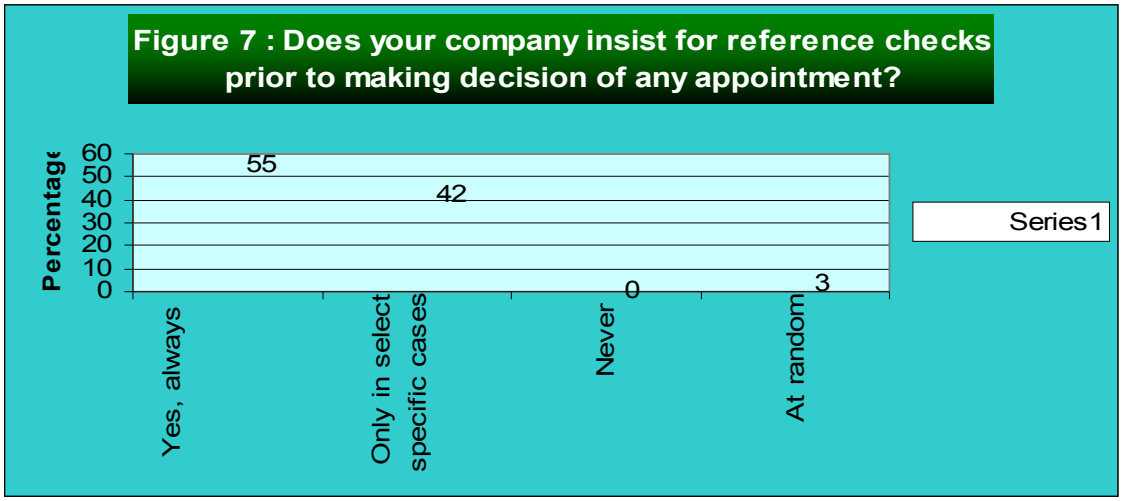
Survey Finding 7

Need of Reference Checks

57% of respondents agreed that they always insist for reference checks. They believe that checking your candidate's references is the only real means you have of verifying their skills and experience they represented in their resume and interview. It takes time and money to train new employees. By conducting reference checks on candidates you avoid finding out that the candidate has misrepresented themselves in order to obtain a position.

42% said that only in select specific cases they insist for references.

Only 3% said that they insist for reference checks at random.

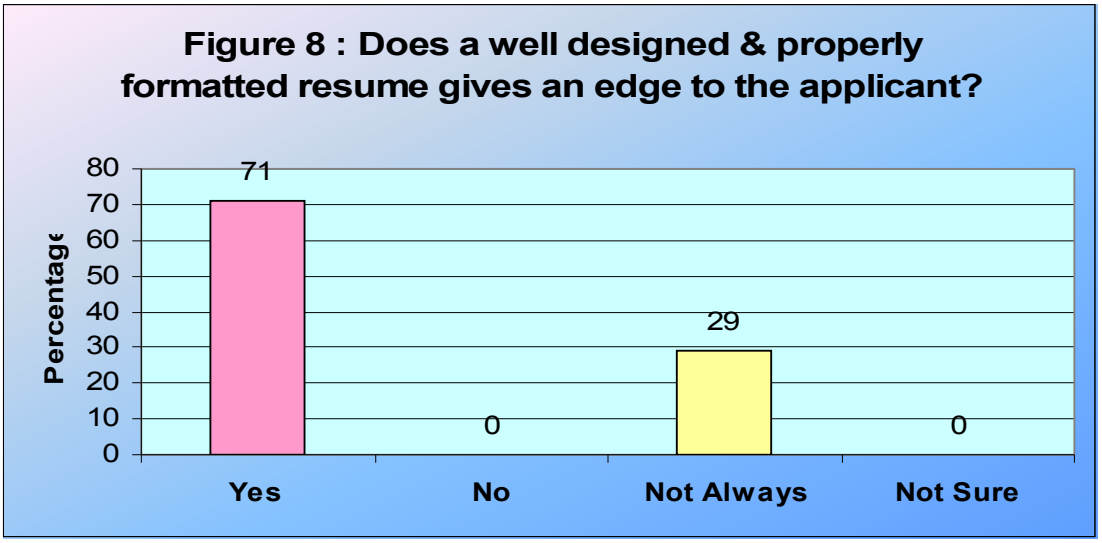


Survey Finding 8

Well designed & properly formatted resume makes ¼ of the job hunt battle won.

71% of the respondents believed that well designed and properly formatted resume makes ¼ of the job hunt battle won. A resume is often the first point of contact you have with a potential employer and the information you provide can often be the make or break of your application. A resume is used to highlight your accomplishments to the employer so that they can assess whether you are an appropriate person for the position they have advertised.

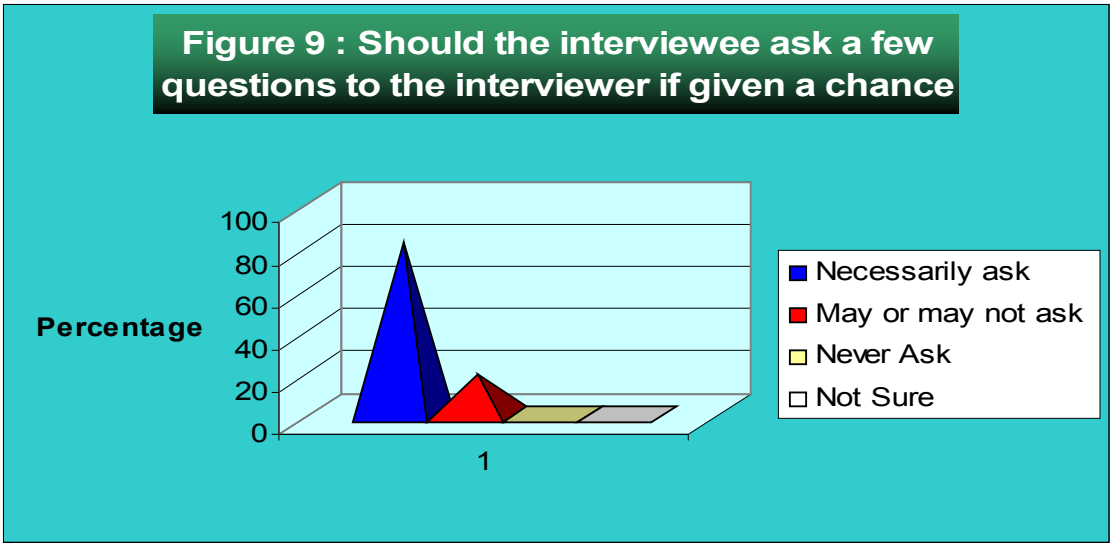
Rest of the population seemed to be quite indifferent to the importance of a well designed resume.



Survey Finding 9

Interviewee should necessarily ask questions to the interviewer.

81% of the respondents had a clear opinion that interviewee should definitely ask questions to the interviewer if given a chance while rest of them were having mixed opinion.



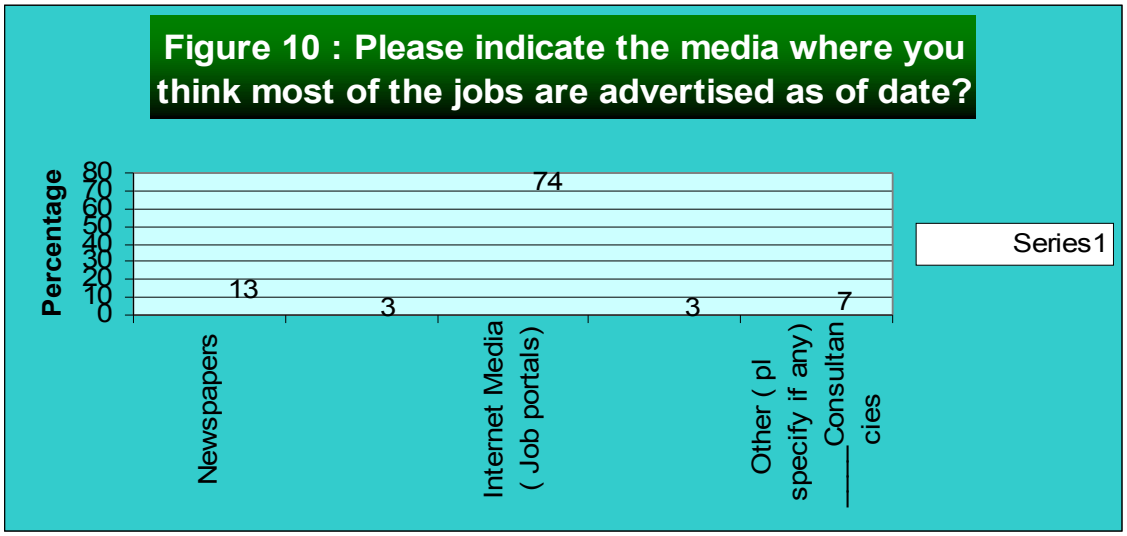
Survey Finding 10

Job Portals – The most preferred job advertising media.

74% of the respondents felt that Internet Media (Job Portals) is the most preferred media for advertising jobs.

Newspapers got the second highest position with 13% votes.

Rests were having a mixed opinion on this.



Case in point

Background

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Need for this Survey

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Major Findings

- 2-5 years of stay in the current job is the assurance of stability in the next job.
- Two rounds of personal interviews are more than enough to finalize a candidate.
- Job Knowledge, Qualification and Aptitude – Three important & basic pillars supporting a good job.
- “First impression is the last impression” says the Professional attire.
- 15-25% growth should be expected while changing a job.
- Reference checks must prior to making decision of any appointment.
- Well designed & properly formatted resume makes ¼ of the job hunt battle won.
- Job Portals – The most preferred job advertising media.
- Interviewee should necessarily ask questions from the interviewer if given a chance.
- Psychometric tests/Behavioral study tests usually are not required to screen a candidate.