

International Journal of Innovative Research in Science, Engineering and Technology

(An ISO 3297: 2007 Certified Organization)

Vol. 4, Issue 6, June 2015

Recruitment Aspects adopted by the Employers for Recruiting Fresh Engineering Graduates: Case Study of Indian Engineers

Prashant N. Badgajar ¹

Research Scholar, Department of Business Management & Business Administration, R.T.M. Nagpur University,
Nagpur, Maharashtra, India ¹

ABSTRACT: This paper explores the mindset of employers who hires the engineers. In today's competitive world engineers are always uncertain about placements. This is due to global recession, economic factors, competition etc. Also industry-academic gap, poor quality education, availability of resources adds huge employability skill gap among engineers. So focusing on the recruitment aspects will definitely help not only employers to get right person for right job within short time but also to future engineers who wish to achieve good career.

KEYWORDS: Recruitment aspects, Before engineering placement, Engineering Skills to be acquired

I. INTRODUCTION

Quality of human resource available with any country is always an added advantage for growth of that country. India is the country where around 1.6 million graduates are awarded with engineering degree's every year¹. However produced engineers are bulk in quantity with poor quality. There are many indicators of this is poor quality of engineering education like industry – academics gap, privatization, cost of education, competition, red tapism and many more.

Recent results of NASSCOM survey shows that only 25% Indian engineers meet the employability skill set desired by employers of the MNC's. Our engineers are strong in technical skills but lags in soft skills or employability skills which arises due to industry-academics gap of Non Engineering General Education Component in 3 component engineering education model.

Thus in order to upgrade the quality of engineers and engineering education it is very much necessary to know what industry expects from engineering graduates before their recruitment. So this paper focuses mainly on the above issue by knowing recruitment aspects of the industry from the engineering graduates.

II. LITERATURE SURVEY

The "industry-academia gap" is a widely discussed topic. This gap can be minimized by understanding what the industry expects from a fresh engineer. Skills like learnability, ability to work in team, communication skills, positive attitude, flexibility, adaptability, self motivation and ownership are some of skills that organizations expect from engineers along with technical skills.²

Based on a good research conducted by World Bank, the skills which Indian employers demand from engineering graduates could be categorized into three factors i.e. communication skills, professional skills and core employability skills. Of the 3 above, though *Core Employability Skills* is the most important. From an employer's perspective it is important for a fresher to understand and appreciate that never fake it and be truth to oneself. Even if one gets through with a lie, it doesn't take them far and eventually would get exposed. Attitude, Aptitude and Adaptability differentiate the best from the average.³

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Studies by Stanford Research Institute and the Carnegie Mellon Foundation among Fortune 500 CEOs found that 75% of long term job success depended on people skills and only 25% on technical skills.⁴

This research paper will focus on systematic analysis of recruitment aspects considered by sample of Indian industry experts before hiring engineers.

III. RESEARCH OBJECTIVES

- To know the view of industry for recruiting engineering graduates.
- To find most popular method of recruiting engineering graduates in Indian context.
- To find needs of an industry from engineering graduates before getting placed.
- To know knowledge necessary for engineers in the recruitment process which will make them a skilled engineers.

IV. RESEARCH METHODOLOGY

4.1 Target Population: Population is the assessable group of people who meets well defined set of eligibility criteria. In this study the group of industry professionals is considered. The group includes the experienced engineers or HR managers or working engineering professionals who observes the day-to-day behavior of newly recruited engineering graduates were considered to estimate best possible results of the study.

4.2 Sample Size: Sampling is process of choosing representative portion of the population. In this study survey is conducted among 204 respondents who belongs to target population of the study.

4.3 Sampling Methodology: Heterogeneous sampling and Stratified random sampling method is used for the sampling purpose.

4.4 Research Instrument: Structured questionnaire was used to know the perception of the industry from engineers in terms of their productivity.

4.5 Method / Procedure of data collection: The questionnaire started with a pilot study involving a few employers to get important feedback to the researcher regarding the clarity and suitability of the questionnaire. Primary data was collected into two ways. Firstly, the structured questionnaires were sent through surveymonkey website and the data was also collected by actually visiting industry personnel in various M.I.D.C. areas around pune district.

V. RESEARCH FINDINGS

A total of 204 respondents from various organizations responded to the structured questionnaires. Based on research objectives & previous studies, total 04 questions from set of questionnaire are selected for analysis purpose. The survey questions along with the total responses are given below,

Q1. Our organization prefers fresh graduates at entry level ?

Answer Options	Response Percent
Yes	75.7%
No	24.3%

Table 5.5.1 showing the profile of employers who prefers hiring fresh graduates.

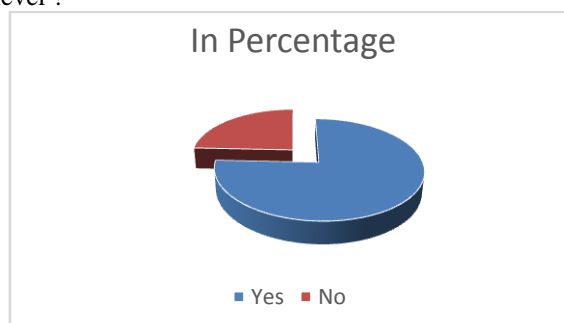


Chart 5.5.1 showing distribution of employers who prefers hiring fresh graduates.

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Q2. Which method would you prefer for recruiting skilled engineers for an organization?

Answer Options	Response Percent
Face to face interview	94.4%
Video Conferencing	10.0%
Telephonic interview	23.3%
Any other	13.9%

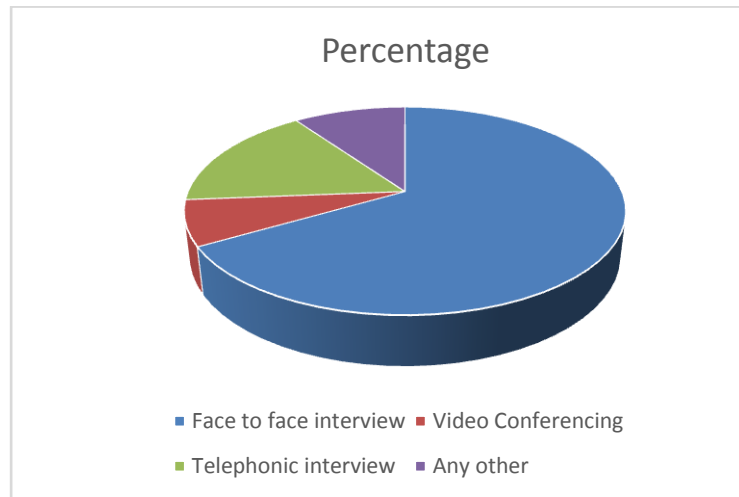


Table 5.5.2 showing the preference of methods adopted by employers for recruiting skilled engineers for an organization.

Chart 5.5.2 showing the percentage wise distribution of preference of methods adopted by employers for recruiting skilled engineers for an organization.

Q3. What are the specific qualifications expected from potential engineering graduates in the department?

Answer Options	Response Percent
University degrees,	12.0%
Technical training,	7.5%
Right attitude towards work	66.0%
Professional experience	14.5%

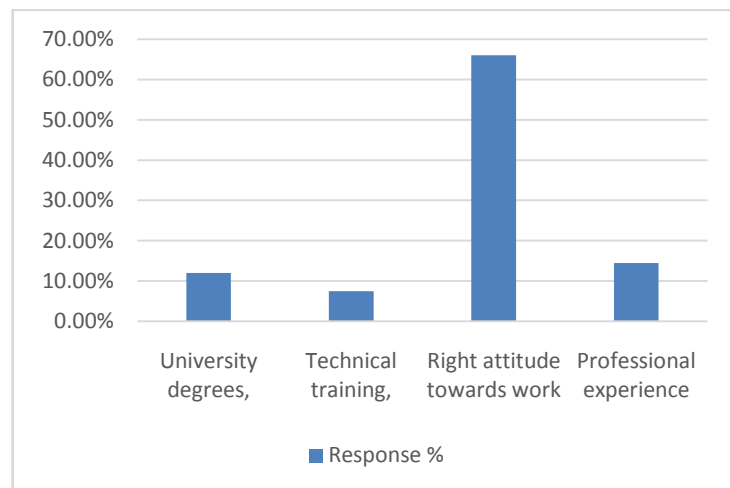


Table 5.5.3 showing responses for specific qualifications expected from potential engineering graduates in the department

Chart 5.5.3 showing percentage wise distribution of responses for specific qualifications expected from potential engineering graduates in the department

Q4. Based on the technology used in your organization suggest the knowledge necessary for engineers in the recruitment process which will make them a skilled engineer

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Answer Options	Response Percent
Theoretical Technical Knowledge	9.5%
Application of Technical Knowledge in Domain Areas	36.5%
Aptitude and Analytical Skills	18.5%
Right Attitude towards solving problems	54.0%
All are equally important but soft skill could not be ignored	66.0%

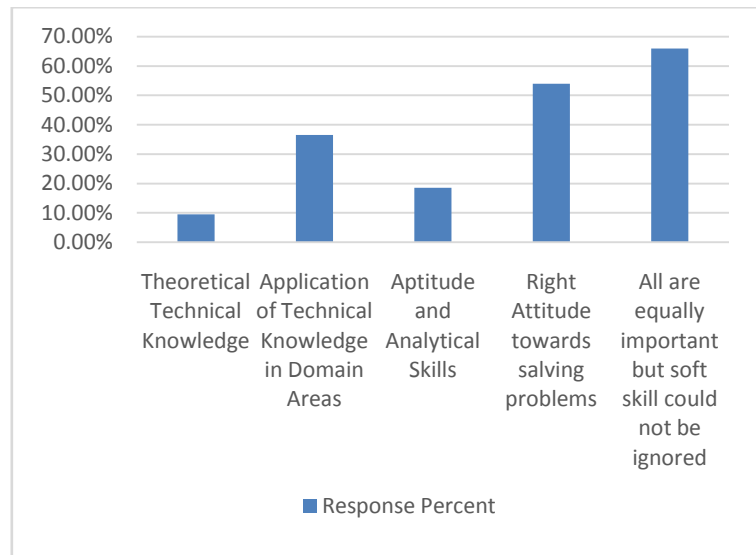


Table 5.5.4 showing responses for the knowledge necessary for engineers in the recruitment process which will make them a skilled engineer

Chart 5.5.4 showing percentage wise distribution of responses for the knowledge necessary for engineers in the recruitment process which will make them a skilled engineer

VI. DATA ANALYSIS & DISCUSSION

- Research Objective 1:** Many times fresh graduates think that employer hires experienced engineers. So question arise in mind that when fresher's will get experience if no one will hire them? By observing the survey result of first question we can see that employers prefer hiring fresh graduates. The reason behind that is fresh engineer is always have positivity about his/her career and creativity with learning attitude in comparison with well settled or experienced employee. View of industry for recruiting engineering graduates are majority of employee i.e. around 75.7 % employees prefer to hire fresh engineers and to train them as per requirement.
- Research Objective 2:** Employers usually uses face to face interview, video conferencing, telephonic interview and many other methods for hiring quality employee. The most popular method of recruiting engineering graduates is face to face interview i.e. 94.4 % employer preferred hiring engineers through this method. Secondly, 23.3 % employer prefer telephonic interview. The main reason for face to face interview could be technical skills and soft skills or employability skills can be completely judged through only face to face interview.
- Research Objective 3:** Both technical skills and employability skills are very important criteria's to judge right candidate for right job. Along with that technical training and professional experience if any is always an added advantage for the candidate in recruitment process. To know the most desirable characteristics for employment we found that 66 % employer needs only candidates who has right attitude towards work i.e. flexibility to do any job and attitude to learn new experience is desired. University degree, technical training and professional experience are extra or additive things which may help them in selection process.
- Research Objective 4:** To know skills to be acquired by engineers in the recruitment process engineer, employers have been requested to rate the desired skills on the basis of predetermined criteria from literature survey. These skills are the technical knowledge, application of technical knowledge in domain area, aptitude & analytical skill, right attitude towards work and all factors are equally important but soft skill could not be ignored. It has been observed that 66% employers wants engineer must have unique combination of all skills but soft skills could not be

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ignored. 54% employers wants engineer must have right attitude towards problem salving and work. 36.5% employer seeks application of technical knowledge during work. Aptitude and analytical skills and theoretical technical knowledge has less importance.

VII. CONCLUSION

This study has provided information about recruitment aspects of engineering graduates in Indian context. Employers generally prefer hiring fresh graduates. They expect engineer with learning attitude. Form above observations we can say that “Employer Hire Engineers for their Attitude and Train Them for The Skills”.

Employers prefer face to face interview of hiring engineers. The criteria for finding right candidate for right job is engineer with balanced combination of technical skills and soft skills. The main fact considered is right attitude toward work and salving problems in work.

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BIOGRAPHY



Prashant N. Badgujar

Education Profile:

Research Scholar, Department of Business Management & Business Administration,
R.T.M. Nagpur University, Nagpur, M.S.
M.B.A. – International Business, M.B.A.- H.R.,
S.A.P. –ABAP certified Consultant, B.E. Electronics

Job Profile: Lecturer in Electronics, Government Polytechnic

Short Profile: He has been authored 03 books on “Digital Image Processing” for PG/UG engineers, “Management” for diploma graduates, “Element of Electronics” teacher guide for ‘G’ Scheme curriculum of M.S.B.T.E. He has published 02 research papers in International Journals. Also he has presented & published 02 research papers in national conferences and 01 research paper in international conference.