

Research Article

**A Comparative Study of Pre-Screening Criteria for IT Company and Consultancy**

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**ABSTRACT**

The contribution of the Information Technology (IT) Industry in business and management has been recognized the world over and India is no exception. Success of Indian Software Industry and its evolving service capability when measured against growth in sales, employment and exports contrasts sharply with other industrial sectors. This success has truly transformed the employment scenario in the country. The current system of evaluation of human resource, for recruitment and selection in IT Software Industry, may be meeting the needs of the day but whether it is an effective system, in the emerging environment of globalization, is open to study. This paper concentrated on Pre-Screening criteria adopted and compared the IT companies and Consultancies with regard to five criteria like work experience, communication, leadership qualities etc.

**Keywords:** Pre-screening, Consultancies, Recruitment and Selection.

**INTRODUCTION**

The numbers of IT Software Companies and consultancies vary in nature of services they provide, size in terms of turnover, number of employees that work for them and the different stations where they are located. These factors require to be taken into account for studying this problem in detail. Thus the research has not be confined merely to studying the testing system, preference given to the back grounds of potential candidates and the nature in terms of size or turnover of the company for the aspiring IT Software engineers, but also identifying a system that would affect the selection system for the IT Software Industry and Consultancies in India and make it more effective for the IT Software Industry and consultancies as a whole.

Selection is a critical process these days because it requires a huge investment of money to get right types of people. If the right types of persons are not chosen, it will lead to huge loss of the employer in term of time, effort and money. Therefore it is essential to devise a suitable selection procedure. Each step in the selection procedure should help in getting more and more information about the applicants to facilitate decision-making in the area of selection.

**LITERATURE REVIEW**

- **Rimjhim Gupta & Tanuja Jain (2014)** said that the research paper entitled Recruitment and Selection has been prepared to put a light on Recruitment and Selection process. The main objective is to identify general practices that organizations use to recruit and select

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employees and, to determine how the recruitment and selection practices affect employee efficiency in central cooperative banks.

- **Djabatey & Edward Nartey (April, 2012)** Analyzed effectiveness of the recruitment and selection practices and procedures of HFC Bank, Accra. The recommendations made were that potential employees should all be treated fairly in the recruitment and selection process, more so employees must be appraised constantly to ensure that they improve upon their performance.
- **Neeraj Kumari (2012)** The main objective is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes at SMC Global Securities Ltd. The company considered portals as the most important medium of hiring employees. The employees working in the company consider the employee references are one of the most reliable source of hiring the new employees. Company always takes in consideration the cost-benefit ratio.
- **Absar & Mir Mohammed NurulJan (2012)** explored differences and similarities between the public and private sector manufacturing firms of Bangladesh with respect to recruitment and selection practices, sources of recruitment, and selection devices. Data collected from twenty six public and thirty four private sector manufacturing firms show that the overall status of recruitment and selection practices of the private sector firms is significantly better than that of the public sector firms in Bangladesh. Some implications are also offered for the enhancement of the recruitment and selection practices of the public and private sector manufacturing firms of Bangladesh.

### OBJECTIVE

- To compare the Pre- Screening criteria of selection process between IT companies and Consultancies.

### HYPOTHESES

- Ho: There is no significant difference between the perceptions of company employees and consultants with regard to pre- screening criteria.
- H<sub>01</sub>: There is no significant difference between the perceptions of company employees and consultants with regard to Overall work Experience.
- H<sub>02</sub>: There is no significant difference between the perceptions of company employees and consultants with regard to Experience in the field.
- H<sub>03</sub>: There is no significant difference between the perceptions of company employees and consultants with regard to Socio – economic background.
- H<sub>04</sub>: There is no significant difference between the perceptions of company employees and consultants with regard to Leadership qualities.
- H<sub>05</sub>: There is no significant difference between the perceptions of company employees and consultants with regard to Communication.

### RESEARCH METHODOLOGY

The data sources required for the study include both primary and secondary. The primary data sources were the IT companies in Bangalore. The secondary data sources were:

relevant websites, journals, business magazines, books, dissertations and data bases for theoretical support. Descriptive research design was adopted of this study. Sampling size was 440. Quota sampling method is used to collect responses. The data is processed through an accepted statistical program SPSS 20.0. The data was analyzed using statistical techniques like chi-square test.

**Table 1: Overall work experience**

Opinion	Company (N=280)		Consultancy (N=160)		χ <sup>2</sup> Value	Significant Value
	F	%	F	%		
No	51	18.2	17	10.6	4.488	0.034
Yes	229	81.8	143	89.4		

The table 1 reveals that 81.8% of company employees said that the company is following the overall work experience for short listing individuals and remaining 18.2% of employees said that there are not following the overall work experience for short listing individuals

In case of consultancies, 89.4% of consultancy employees said that the company is following the overall work experience for short listing individuals and remaining 10.6% of employees said that there are not following the overall work experience for short listing individuals

Hence it can be interpreted that the majority of employees of both company and consultancy said that there are following the overall work experience for short listing individuals.

That table 1 shows that the calculated  $\chi^2$  value is 4.488 and significant value is 0.034 since the calculated value 0.034 is less than the 0.05 it can be interpreted that there is a significant difference between the company employees and consultancy employees with regard to overall work experience.

**Table 2: Experience in the field**

Opinion	Company (N=280)		Consultancy (N=160)		χ <sup>2</sup> Value	Significant Value
	F	%	F	%		
No	39	13.9	79	49.4	65.184	0
Yes	241	86.1	81	50.6		

The table 2 reveals that 86.1% of company employees said that the company is following the experience in the field for short listing individuals and remaining 13.9% of employees said that there are not following the experience in the field for short listing individuals

In case of consultancies, 50.6% of consultancy employees said that the company is following the experience in the field for short listing individuals and remaining 49.4% of employees said that there are not following the experience in the field for short listing individuals

Hence it can be interpreted that the majority of employees of both company and consultancy said that there are following the experience in the field for short listing individuals.

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That table 2 shows that the calculated  $\chi^2$  value is 65.184 and significant value is 0.00 since the calculated value 0.00 is less than the 0.05 it can be interpreted that there is a significant difference between the company employees and consultancy employees with regard to experience in the field.

**Table 3 : Socio – Economic Background**

Opinion	Company (N=280)		Consultancy (N=160)		$\chi^2$ Value	Significant Value
	F	%	F	%		
No	228	81.4	149	93.1	11.354	0.001
Yes	52	18.6	11	6.9		

The table 3 reveals that 81.4% of company employees said that the company is not following the Socio-economic background for short listing individuals and remaining 18.6% of employees said that there are following the Socio-economic background for short listing individuals

In case of consultancies, 93.1% of consultancy employees said that the company is not following the Socio-economic background for short listing individuals and remaining 6.9% of employees said that there are following the Socio-economic background for short listing individuals

Hence it can be interpreted that the majority of employees of both company and consultancy said that there are not following the Socio-economic background for short listing individuals.

That table 3 shows that the calculated  $\chi^2$  value is 11.354 and significant value is 0.001 since the calculated value 0.001 is less than the 0.05 it can be interpreted that there is a significant difference between the company employees and consultancy employees with regard to Socio-economic background.

**Table 4: Leadership Qualities**

Opinion	Company (N=280)		Consultancy (N=160)		$\chi^2$ Value	Significant Value
	F	%	F	%		
No	66	23.6	50	31.3	3.092	0.079
Yes	214	76.4	110	68.8		

The table 4 reveals that 76.4% of company employees said that the company is following the Leadership qualities for short listing individuals and remaining 23.6% of employees said that there are not following the Leadership qualities for short listing individuals

In case of consultancies, 68.8% of consultancy employees said that the company is following the Leadership qualities for short listing individuals and remaining 31.3% of employees said that there are not following the Leadership qualities for short listing individuals

Hence it can be interpreted that the majority of employees of both company and consultancy said that there are following the Leadership qualities for short listing individuals.

That table 4 shows that the calculated  $\chi^2$  value is 3.092 and significant value is 0.079 since the calculated value 0.079 is higher than the 0.05 it can be interpreted that there is no significant difference between the company employees and consultancy employees with regard to Leadership Qualities.

**Table 5: Communication**

Opinion	Company (N=280)		Consultancy (N=160)		$\chi^2$ Value	Significant Value
	F	%	F	%		
No	31	11.1	25	15.6	1.901	0.168
Yes	249	88.9	135	84.4		

The table 5 reveals that 88.9% of company employees said that the company is following the Communication for short listing individuals and remaining 11.1% of employees said that there are not following the Communication for short listing individuals

In case of consultancies, 84.4% of consultancy employees said that the company is following the Communication for short listing individuals and remaining 15.6% of employees said that there are not following the Communication for short listing individuals

Hence it can be interpreted that the majority of employees of both company and consultancy said that there are following the Communication for short listing individuals.

That table 5 shows that the calculated  $\chi^2$  value is 1.901 and significant value is 0.168 since the calculated value 0.168 is higher than the 0.05 it can be interpreted that there is no significant difference between the company employees and consultancy employees with regard to Communication for short listing individuals.

### FINDINGS

- There is a significant difference between IT company and Consultancy with regard to overall work experience, experience in the field and socio – economic background.
- There is no significant difference between IT company and Consultancy with regard to leadership qualities and communication

### SUGGESTIONS TO THE IT COMPANIES AND CONSULTANCIES

Adopting a one common approach to fit all to the selection where to apply same testing tools across roles will lead to ineffective selection. Hence the selection should be in an unstructured manner to help the organisations to reap the benefit of getting efficient people.

Job seekers may not participate in a lengthy and time consuming process. The organisations should keep short, interesting and variable process. Always keep right data in the selection process as too much data may confuse and distract the attention of the recruiters. With candidate screening and selection processes, it is thus important to devise a method that is a balance of human values and AI qualities that drives the employer brand forward and helps to start a dialogue with top talent.

## **CONCLUSION**

The study enabled to investigate the selection practices of firms in the IT industry and consultancies. Examined the extent to which these firms have adopted and implemented best practices as identified in literature. The study identified different practices of selection in IT industry. The suggestions are made to enrich the recruitment and selection.

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