

KNOWLEDGE BEANS



THIS MONTH

OD CONNOISSEURS' ORATE



Dr. Manan Chaturvedi elaborates on insights how to be a super recruiter.

OD ENTHUSIAST'S ORATE



Puneet Adaniya shares his views on ace recruitment trumping trends.

FOUNDER'S ARTICLE



Niket Karajagi gives pointers on how to hire winners.

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OD CONNOISSEURS' ORATE | Dr. Manan Chaturvedi

5 STEPS TO BE A SUPER RECRUITER

5 KEY INSIGHTS TO BE A SUPER RECRUITER

In the ever evolving world of recruitment, a secret to be a star recruiter is to "Be proud of your work and love whatever you are doing - success will follow". However, along with zeal and passion towards your work, it is always helpful if you walk on the right and guided path. It is very important for a recruiter to understand that his role in an organization is no more of a person who jumps in an ocean of resources and find the right pearl based on the client's requirement.

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Dr. Manan Chaturvedi is a HR professional with over fifteen years of industry experience and a doctorate in management studies. He has worked with some of fortune 500 companies building their HR functions. Presently heads an HR consulting firm as Founder and CEO with presence in India and Singapore.



THE EDITOR'S MESSAGE

The theme for this month focuses on 'Excerpts of Recruitment Marshals'. While hiring it is imperative to ensure that one gets the right fit. In order to ensure this, numerous strategies and methodologies are adopted for talent acquisition which are elucidated in this issue.

The topic for next month is '**Creating Vibrant Organizations**'. A pulsating corporate culture is the differentiator which gives the competitive edge. It can help organizations scale humongous heights and contribute to the society to bring about discerning transformation.

If you share a passion for the topic, have a flair for writing and would like to share your views, you can send us a 300 word article with your brief profile along with your photograph in jpeg format to atyaasaaeditor@atyaasaa.com

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Below are the key insights which I have gained:

1. Know! Why you?

An organization wants you to partner with them and understand their pain and need, give them a solution and not increase it by sending irrelevant profiles.

2. Recruiters are researchers

A recruiter must do a complete research before concluding to send a candidate to client for the first round of interview or discussion. While doing so it is important to understand - the client business; key responsibilities of requirement, impact of the profile on business; the competition; market and sell client profiles to the candidates well; use proper keywords to narrow down the candidate search; explore newer techniques and possibilities of finding right candidates, use technology; befriend data and keep backup candidates ready.

3. Peep into the inner view of the candidate

Once you have found the prospective candidates you must interview them, as they say Inter + View gives the inner view on cultural fit of the candidate for the client. During the interview ask open ended questions which are interlinked; never be in a hurry; fill the checklist of requirements but don't limit yourself and gain the trust of the candidate.

4. Get your candidates engaged

It is of utmost importance that your candidate remains warm and engaged with you for your requirements.



5. No candidate is a bad candidate

You'll often meet candidates that do not meet your requirements. They are not write-offs, it's just that they do not fit that particular requirement. Keep the contact warm, sooner or later you may get to work on a requirement that suits that candidate perfectly.

Although, whatever I have shared above worked for me, please keep finding new ways and techniques for efficient recruitment, and keep sharing with those others who need to succeed. **E**

OD ENTHUSIAST'S ORATE | Puneet Adaniya

MAKING HEADWAY - ACE RECRUITMENT TRUMPING TRENDS



Puneet Adaniya is a Gold Medalist in "Masters of Human Resource Management" (MHRM) from MLS University. Puneet is currently based in Australia for past three years, as "HR Advisor" in one of the world's most admired companies. He has managed a full spectrum of HR programmes, delivery, services and functions with leading conglomerates over a decade.



Work is no longer merely an assembly point. Organizations are evolving by being more agile to survive and thrive. Employees embrace flexibility and look to capture a greater share of the value they create. Recruitment industry's key major benchmarks, includes, time-to-fill, hit rate, fill rate, recruitment consultants' fee, agency revenue and the most successful candidate sourcing strategy.

The talent war is far from over. It forces organizations to make their people feel important and engaged, developing their skills to their potential in order to retain them.

The hiring game changer:

- 1. Passive job seekers:** Engage the massive but passive job seekers market to scout the best talent against competition.
- 2. Candidate profiling:** Use psychometric assessment to identify attributes and motivational drivers harnessing complete potential of the candidate and see them stay and excel.
- 3. Era of EVP arrives:** Employee Value Proposition has to be strong enough to attract talent.
- 4. Knowledge of target expectation:** To understand and offer that which will appeal.
- 5. Remuneration balancing act:** Work life balances trumps remuneration, so, introduce appropriate salary percentile.
- 6. Look for social and professional:** Clean footprint online.
- 7. Role value proposition:** A sound candidate value proposition is likely to source the best candidate. The selling points that should be made known are opportunities to learn, develop and lead.
- 8. Specialised roles/niche skill:** Understanding business and the way to find the right talent with specialty and strong people skills.
- 9. Recruitment strategy:** Create a sourcing map to identify talent and the best places to engage them.
- 10. Personal network:** Is very vital.

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- 11. **Deep sourcing:** The source channels include - blogs, online portals, job boards, SEO, networking, conference, events, job fair and database. Talent is elusive so, needs to be engaged quickly. The key to survive would be “mix” and deploy multi channel campaign.
- 12. **Job advertisement:** Create interest, desire, excitement and push the reader to apply/action.
- 13. **Right or best fit:** Organizational success is maximized by hiring culturally fit and self motivated individuals. Use “Curveball” questions to scout talent during the interview process.
- 14. **SEO:** Search Engine Optimisation is used to search CVs.
- 15. **Culture fit and work life balance:** A united vision, common purpose and shared beliefs create passion for work.



The ace trumping trends as above once adopted save recruiters from nightmares. **E**

FOUNDER’S ARTICLE | Niket Karajagi

HIRE WINNERS ONLY

Bad hires not only create noise in the system but also add to rework and spoil the overall culture of the organization. Incompetence is a drag on the system and cost of bad hires is three times their CTC.

Spot the early indicators viz. lack of discipline, casualness and laziness as they go hand in hand. Catch the language of casualness during an open informal conversation. Word patterns and attire are easy giveaways. Mistakes and shoddiness in “Resume” are the clear confirmation.

Look for ability to comprehend problems and evolve solutions. Deliberate on real time issues and ask the candidates to create an accurate problem statement. The ability to conceptualize a problem statement only comes when an individual has been through situations of challenge in life and have effectively dealt with them. Performers always reflect on failures. Discussion on failures give an insight about courage and genuineness of the person. If there are no failures to talk of, reject immediately.



Niket Karajagi is the Founder Director of Atyaasaa which contributes to the top corporate brands globally. He is a business psychologist, a coach and an organization transformation facilitator with niche areas of expertise and contributions. Niket is an authority on creativity and innovation, emotional intelligence and statistical methodologies apart from his operations background in understanding management processes.



Look for indicators which suggests that the individual is looking for a job than wanting to contribute. People who wish to “visit office” daily do not have many meaningful professional experiences to share. Gaps in professional career indicate inconsistencies in performance. Decline folks who have consistent short tenures in organizations or look for jobs with no solid reason to back up. Job changes must confirm a growth story in profiles rather than fancy designations.

‘Passion’, ‘learning’ and ‘challenges’ are the commonly used deceptive terms by most job aspirants. These are seldom backed up by data. Even an informal check on this will help. LinkedIn and Facebook verification give great insights. After all, pictures are worth a thousand words. Thought leaders are good bloggers and have valuable posts.

Bottomline assertion on hiring would thus be to look for character in the person. Look for candidates who have invested in their personal development and who strive to become achievers. This requires us to practice hiring achievers while demonstrating paramount patience. **E**

ABOUT ATYAASAA

Atyaasaa Consulting Private Limited is a leading Human Resource Training & Consulting Organization partnering with some of the best brands in the country and overseas. Atyaasaa has been a catalyst and a contributor in their quest for people development and business excellence. The core differentiator of Atyaasaa process is continual innovation, unique customization and use of state of the art technology tools. These are implemented through ethical and experienced operations and human resource facilitators having contribution as their core value.



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BEANSTATEMENT

The DNA of hiring interviews “investigate the past behaviours to predict the future performance”