

A STUDY ON IDENTIFYING SUITABLE CANDIDATES BASED ON CV OR RESUME VALIDATION AND SOURCING IN CAREERNET TECHNOLOGIES (CHENNAI)

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Abstract: Recruitment is the process of finding the right people for a job, starting with a company defining its needs and then attracting candidates through various methods like online job boards, employee referrals, and social media. This involves screening applications and resumes, potentially using Applicant Tracking Systems (ATS), and assessing candidates through interviews, tests, and other evaluations. In India, this process includes specific adaptations like the use of job portals like Naukri.com and faces challenges such as skill gaps and regional diversity, while also being influenced by trends like AI and a focus on candidate experience. The importance of employer branding to attract top talent, the utilization of data-driven recruitment strategies for informed decision-making, the strategic use of social media for talent engagement, the increasing prevalence of the gig economy and contract staffing, and the personalization of candidate engagement to cater to individual preferences. Despite these advancements, recruiters encounter challenges such as attracting qualified candidates, engaging top talent in a competitive market, managing time-to-hire, addressing skill gaps, navigating high competition and regional diversity, mitigating employee attrition, ensuring a positive candidate experience, overcoming unconscious bias, and effectively integrating technology while preserving the human element in the recruitment process

Keywords: Recruitment, Sourcing and Screening, Career Gap, Fake Profiles, Covering gaps, Skill levels.

I. INTRODUCTION

Careernet: India's Premier Talent Solutions Provider

Careernet is a leading talent solutions provider in India. The company integrates the expertise of Careernet, HirePro, and Longhouse to offer comprehensive and scalable talent solutions. Careernet positions itself as a trusted partner, dedicated to empowering organizations in building exceptional teams and enabling individuals to achieve their career aspirations. The company's services cater to a diverse clientele, including global employers establishing a presence in India, ambitious startups, and large enterprises seeking to scale their operations. Careernet specializes in assisting organizations to discover and acquire outstanding talent, facilitating entry into untapped markets, launching operations, and driving sustained growth.

With a strong network comprising over 1,000 top employers and a track record of over 800,000 successful placements, Careernet demonstrates significant expertise across various industries and roles. Since its establishment in 1999, Careernet has been instrumental in transforming the talent landscape in India, providing support to both organizations and candidates

COMPANY PROFILE

- 1999 - Inception of Careernet: Focus on hi-tech recruiting
- 2004 - Inception of HirePro: Catalyse university hiring, assessments & automation
- 2006 - First large-scale RPO implemented (1,000+ onboard)
- 2008 - Inception of LONGHOUSE: Growth partners for leadership ecosystem
- 2012 - Launched digital recruitment solutions
- 2015 - FlexiStints: Launched staffing services and solutions
- 2020 - Prism: Launched diversity hiring and inclusion solutions
- 2021 - Relaunched PEP: Large pool of pre-assessed college talent

- TODAY - 500+ active clients, 2,000+ employees PAN India

II. REVIEW OF LITERATURE

- Recruitment is how companies find and hire new employees. It's a process that involves several steps, starting with figuring out exactly what kind of person the company needs for a job. This means looking at what the job will involve and what skills and qualities are important.
- Once the company knows what it's looking for, it starts attracting potential candidates. There are many ways to do this, like posting job ads online, asking current employees for referrals, working with recruitment agencies, and using social media. The goal is to get the attention of people who might be a good fit for the job.
- Then comes the process of screening and selecting candidates. This involves reviewing applications and resumes to see who meets the basic requirements. Companies might also conduct interviews, tests, and other assessments to get a better sense of a candidate's skills and potential.
- After selecting the best candidate, the company makes a job offer and helps the new employee get settled in.
- In India, the recruitment process is similar to the general one, but there are some specific things to keep in mind. For example, online job portals like Naukri.com are very popular there.

OBJECTIVES OF THE STUDY

1. To determine the impact of a candidate's location compatibility with job requirements on the screening process.
2. To determine the importance placed on candidates tailoring their resumes/CVs to match the specific job description.
3. To investigate the occurrence of candidates creating fake companies or positions on their resumes.
4. To investigate the frequency with which candidates are rejected due to salary expectations, frequent job changes, location incompatibility, employment date discrepancies, misrepresented expertise, and fabricated information.

III. RESEARCH METHODOLOGY

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the recruitment and selection process in Career net Technologies Pvt Ltd, Chennai. The research was done in order to understand the Sourcing and Screening Process followed at Career net Technologies Pvt Ltd, Chennai and the perception of the employees from all the cadres regarding it. To know how an organization performs in terms of productivity and this should be directly proportional to quality and quantity of its human resource. In order to get the right kind of people in right place in the right time the organization should have the specific and clear personnel, policies and recruitment methods which are essential for the growth of the organization. Hence it was necessary to conduct research on the process.

- **Research Design:** Descriptive research design
- **Sampling Technique:** Simple Random Sampling method
- **Sample Size:** 100 respondents
- **Sources of Data:** Primary survey responses & secondary company records
- **Tools for Data Analysis:** Percentage analysis, Chi-Square test, One-Way ANOVA

DATA ANALYSIS & INTERPRETATION

Percentage Analysis

- **Designation Breakdown:** Majority of respondents are done by recruiters.s
- **Age Classification:** Predominant age group is 21-27 years (86%).
- **Gender Representation:** Male (46%), Female (54%).
- **Educational Qualification:** Master's degree graduates (76%) is the most common, followed by Bachelor's degree graduates (20%).
- **Income Distribution:** 40% of respondents earn less than Below 2,50,000 per Annum.

One-Way ANOVA

Particulars		0 - 2	3 - 5	6 - 8	F Value	P Value
Career gaps are a significant red flag during resume screening.	Mean SD	1.797 0.8674	2.462 1.1741	1.500 0.5774	5.108	0.008
Gaps in employment history should automatically disqualify a candidate.	Mean SD	2.275 1.0966	3.385 1.0983	2.000 1.1547	10.154	0.000
I have found candidates extending their employment dates to cover gaps.	Mean SD	2.087 0.9813	2.538 1.1038	1.500 0.5774	2.866	0.062
I pay close attention to chronological inconsistencies in employment dates and education.	Mean SD	2.014 1.0072	2.077 1.1635	2.000 0.000	0.036	0.965
The candidate has a history of frequent job changes is lead to rejecting the candidate while screening resume/cv.	Mean SD	2.130 1.1871	1.769 1.1422	2.500 0.5774	1.226	0.298

INTERPRETATION:

Since the P value is 0.008, which is low. So, this suggests that there is a significant difference in how employers with different experience levels view career gaps.

Since the P value is 0.000, which is very low. So, this strongly suggests a significant difference in opinions based on employer experience levels.

Since the P value is 0.062, which is higher than 0.05. So, this indicates that there is no statistically significant difference in opinions among employer groups.

Since, the P value is 0.965, which is very high. So, this means there's no significant difference in how employer groups view chronological inconsistencies.

Since, the P value is 0.298, which is high. So, this indicates no significant difference in opinion across employer experience levels.

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	9.268 ^a	8	.320
Likelihood Ratio	10.511	8	.231
Linear-by-Linear Association	.336	1	.562
N of Valid Cases	99		

a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .08.

INTERPRETATION:

Since the calculated p-value ($P = 0.320$) is less than the tabulated significance level (0.05), we accept the null hypothesis. This indicates that there is a statistically significant relation. In other words, an individual's year of experience has a meaningful impact on their level of experience respondents are strongly noticed candidates career gap while sourcing and validating candidates resumes.

SUMMARY OF RESULTS

- The majority of respondents are between 21-27 years old (86%).
- There is a slightly higher representation of female respondents (54%) compared to male respondents (46%).
- Most respondents hold a Master's degree (76%).
- A large portion of respondents has 0-2 years of experience (70%).
- The largest group of respondents has an annual income below 2.5 Lakh (40%).
- Employers generally view "career gaps" and "gaps in employment history" as red flags during resume screening.
- There's a statistically significant difference in how employers with different experience levels perceive "career gaps" (P value = 0.008) and "gaps in employment history" (P value = 0.000).
- Candidates extending employment dates to cover gaps (P value = 0.062).
- Paying close attention to chronological inconsistencies (P value = 0.965).
- Whether a history of frequent job changes leads to rejecting the candidate (P value = 0.298).
- There's a general agreement that these should automatically disqualify candidates
- Employers generally agree that career gaps are a red flag.
- Looking at the means, employers with 3-5 years of experience seem to express the strongest concern (mean of 2.462).
- Employers are somewhat neutral on whether candidates extend dates to cover gaps.
- Employers are generally neutral on whether a history of frequent job changes leads to rejection.
- The very high P value (0.965) indicates no significant difference in opinions.

SUGGESTIONS**• For Job Seekers:**

1. The Job seekers can prepare themselves to explain any gaps in your work history in a positive manner as many employer's view career gaps as red flags. Focus more on what you achieved during that time.
2. As a gap is a focal point for many employers, ensure that your resume dates are precise. Do not attempt to bridge gaps through advanced dates, as some employers will catch on.
3. Although some employers may find frequent job changes concerning, it is not a primary reason for rejection across all levels of experience. Be ready to discuss your career progression and the rationale behind your previous moves if questioned.

• For Recruiters:

1. While career gaps can be a concern, try to understand the reasons behind them. A gap doesn't automatically mean a candidate is not good.
2. While many agree gaps are a red flag, think twice before immediately rejecting someone because of an employment gap. Their skills and experience might still be valuable.
3. When looking at resumes, consider the candidate's overall skills and experience, not just individual issues like frequent job changes. Different employers have different views on these things.
4. Keep in mind that employers with different levels of experience might have different opinions on things like career gaps. It might be helpful to have discussions within your hiring team to align on what's most important.

IV. CONCLUSION

This research looked into how recruiters at Career net Technologies Pvt Ltd in Chennai find and review resumes. It found that recruiters with different amounts of work experience sometimes have different ways of doing this.

The study also explored what things make recruiters decide to reject a candidate's application. Recruiters try to find the best person for the job, but they also have to deal with some candidates who create fake resumes to get noticed. Because of this, recruiters carefully check things like a candidate's work history, education, skills, and any gaps in their employment.

Importantly, the research showed that things like career gaps and inconsistencies in job dates on a resume are often seen as red flags by recruiters. While most recruiters agree on this, their own years of experience can influence how strongly they feel about these issues. However, when it comes to simply having a history of frequent job changes, recruiters' opinions don't change much based on their own experience level.

Overall, this study gives us a better understanding of what recruiters look for and what concerns them when they're hiring people.

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