

Study Of Talent Acquisition Process At Capgemini India

Prof.Surekha Suresh Ningule

*Assistant Professor, Siddhant Institute of Business Management (SIBM),
ChakanTalegaon Road, Sudumbare, TalegaonDabhade, Pune, Maharashtra, 412109*

and

Dr. Anita Khatke

*Director,
JSPM's JayawantraoSawant Institute of Management & Research, Hadapsar, Pune
Survey No.58, Indrayani Nagar, Handewadi Road, Hadapsar, Pune 411028*

Abstract:

Main aim of this Research was to understand the current Talent Acquisition process at Capgemini India. In Capgemini there is no end to end recruitment process which gets handled by single department instead it is divided into different teams, that works together to constitute a whole process. Talent acquisition is the process of discovering and acquiring skilled human labor to achieve the organizational goals and to meet labor requirement. When used in the context of the talent hunting and HR profession, talent acquisition usually refers to the talent acquisition department or team within the Human Resources department. The talentacquisition team within a company is responsible for attracting, finding, acquiring, assessing, and hiring candidates to fulfill the requirement of company goals and project requirements.

Keywords:Talent Acquisition,Business Enterprise,Talented Human Work

1. INTRODUCTION

Talent acquisitioni.e.Ability procurement is the way toward finding and getting talented human work to accomplish the hierarchical objectives and to meet work necessity. At the point when utilized with regards to the ability chasing and HR calling, ability securing

for the most part alludes to the ability procurement office or group inside the Human Resources division. The ability obtaining group inside an organization is liable for drawing in, discovering, gaining, surveying, and procuring possibility to satisfy the prerequisite of organization objectives and task necessities.

2. OBJECTIVE OF THE STUDY

1. Preparing proper plan and strategies for identifying, attracting, and on-boarding top talent to efficiently and effectively meet dynamic business needs.
2. Employment Branding for advancing the market position of the organization, attract quality candidates, and depict the organizational culture and health of the Company.
3. Building a talent pipeline for any future needs of the Company due to attrition or any other unforeseen circumstances.
4. To study present as well as future requirement and changes in Talent Acquisition.

3. RESEARCH METHODOLOGY

Definition:

According to Fred Kerlingere, "Research is an organized enquiry designed and carried out to provide information for solving a problem."

Statement of Problem:

High attrition is big human resource challenge faced by companies. Engaged & satisfied employees are more likely to stay with their companies. Identifying motivation & satisfaction factors for employees and high attrition, is therefore of great importance in increase employee retention.

Research Design:

Type of Research:

Type of research: Descriptive

Descriptive research throws light on current issues through a process of data collection. Descriptive studies are used to elaborate the behavior of the people how are participated in the research.

Sample Size:

The sample size of the research is 100 employees of Capgemini Pune.

Sampling Technique:

The sampling technique used is a probability sampling technique.

Data Type: The primary data is collected by interviewing the employees those who have submitted their resignations and the secondary data such as employee number, employee name, site details, etc. has been collected from the company database.

Methods of data collection:

There are different methods to collect the data from the sample. The type of data collected from samples is as follows: -

Primary data

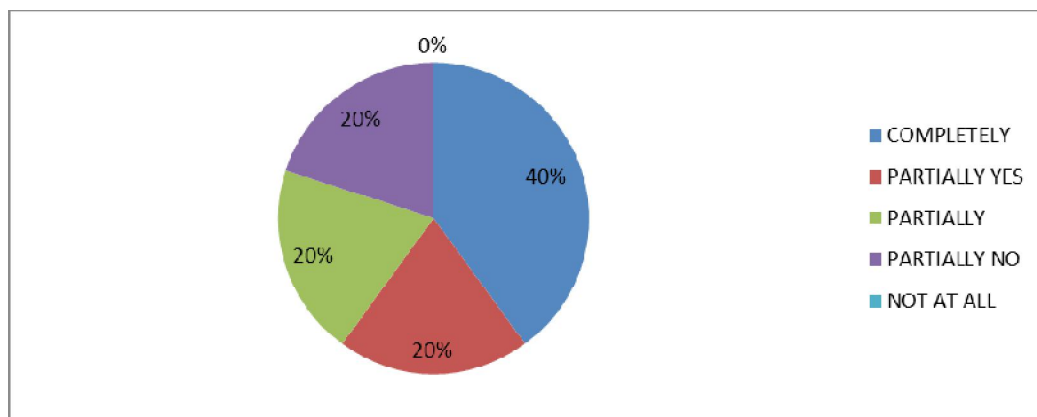
Secondary data

Primary Data- In the study the data is collected through the one-to-one interview with the recruiter working in the java team and also working on the live process.

Secondary Data-Secondary data was collected through magazines, books and web sites.Data is collected from the Capgemini's official site, career page, reviews etc.

4.DATA ANALYSIS**1. Employees about the awareness of Talent Acquisition of the company**

Sr. No.	PARTICULARS	NO.OF RESPONDENTS	PERCENTAGE
1	COMPLETELY	20	40
2	PARTIALLY YES	10	20
3	PARTIALLY	10	20
4	PARTIALLY NO	10	20
5	NOT AT ALL	0	0
6	TOTAL	50	100

GRAPH NO.1

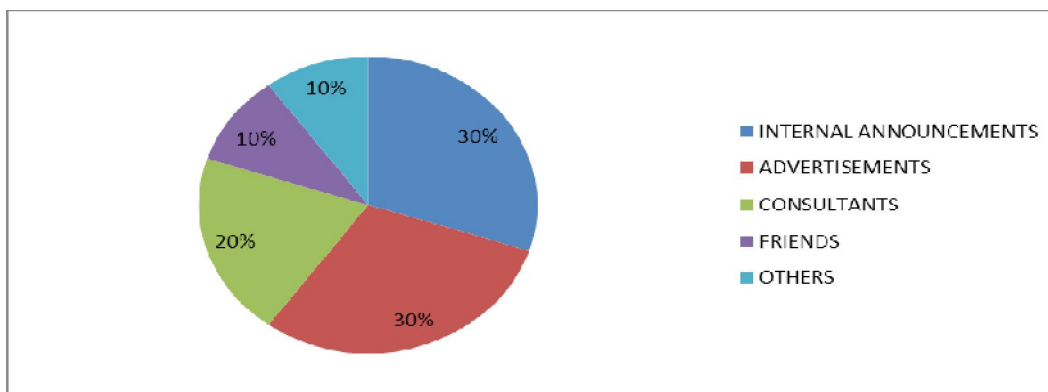
ANALYSIS: From the above table and graph 40% of the employees are completely aware, 20% are partially yes, 20% are partially, 20% are partially no are aware about the recruitment & selection of the company.

INTERPRETATION: Majority of them have complete awareness about recruitment & selection of the company.

2. Employees' awareness about the vacancies in the organization

Sr. NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	INTERNAL ANNOUNCEMENTS	15	30
2	ADVERTISEMENTS	15	30
3	CONSULTANTS	10	20
4	FRIENDS	5	10
5	OTHERS	5	10
6	TOTAL	50	100

GRAPH NO.2



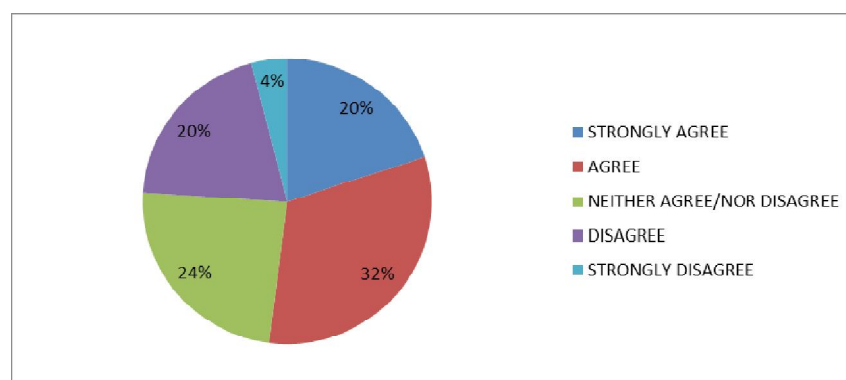
ANALYSIS: - From the above table and graph 30% of the employees know from internal announcements, 30% from the advertisements, 20% from the consultants, and 10% from friends and others about the vacancies in the organization.

INTERPRETATION: Majority of the employees are aware about the vacancies by internal announcements and advertisements.

3. Table showing TES encouragement in recruiting fresh blood at all levels.

Sr. NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	STRONGLY AGREE	10	20
2	AGREE	16	32
3	NEITHER AGREE/NOR	12	24
4	DISAGREE	10	20
5	STRONGLY DISAGREE	2	4
6	TOTAL	50	100

GRAPH NO.3



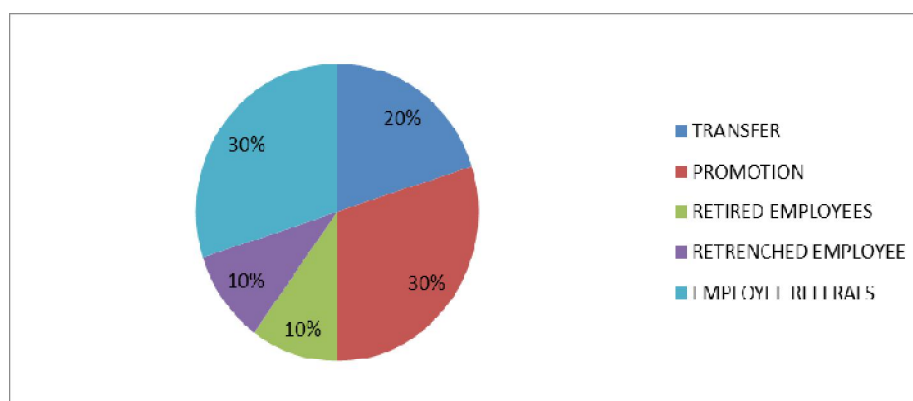
ANALYSIS: From the above table & graph employees are 20% strongly agree, 32% agree, 24% neither agree nor disagree, 20% disagree, 4% strongly disagree towards encouragement in recruiting the fresh blood at all levels in the company.

INTERPRETATION: Majority of the employees are agreeing towards the recruiting the fresh blood at all levels in the company.

4. Table showing the main internal source of recruitment in organization

Sr. NO.	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	TRANSFER	10	20
2	PROMOTION	15	30
3	RETIRED EMPLOYEES	5	10
4	RETRENCHED EMPLOYEE	5	10
5	EMPLOYEE REFERRALS	15	30
6	TOTAL	50	100

GRAPH NO.4

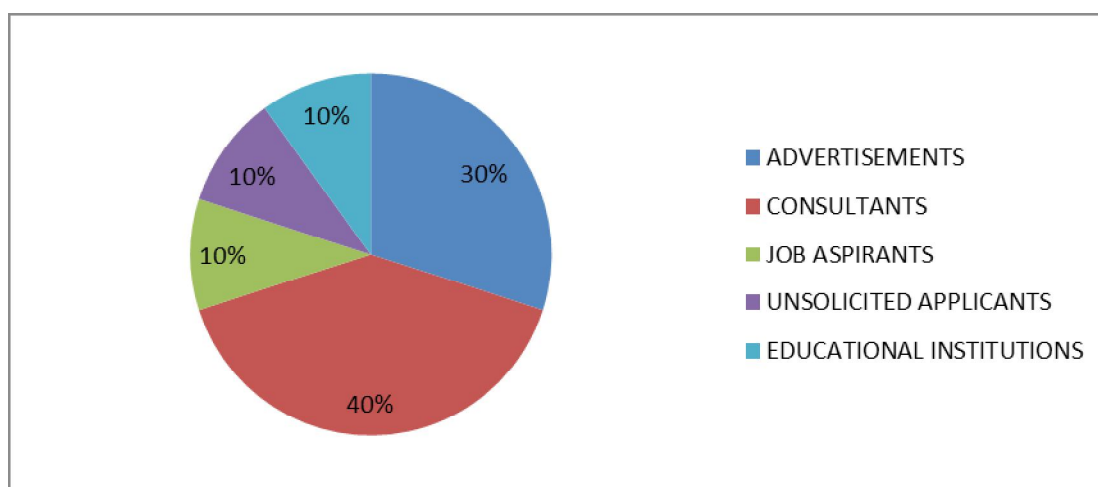


ANALYSIS: From the above & graph employees are at 20% transfer, 30% promotion, 10% retired employees, 10% retrenched employee, 30% employee referrals towards the internal source of recruitment of the organization.

INTERPRETATION: Majority of them are towards the promotion and employee referrals.

5. Table showing the main external source of recruitment in your organization

SR NO	PARTICULARS	NO. OF RESPONDENTS	PERCENTAGE
1	ADVERTISEMENTS	15	30
2	CONSULTANTS	20	40
3	JOB ASPIRANTS	5	10
4	UNSOLICITED APPLICANTS	5	10
5	EDUCATIONAL INSTITUTIONS	5	10
6	TOTAL	50	100



GRAPH NO.5

ANALYSIS: From the above table & graph employees are 30% at advertisements, 40% at consultants, 10% at job aspirants, 10% at unsolicited applicants, and 10% at educational institutions towards the external source of recruitment.

INTERPRETATION: Majority of the employees are supporting towards the recruitment through advertisements and consultants.

5. FINDINGS

Every day 40 interviews scheduled for java skills where 20 interviews are for Pune and 20 for Hyderabad, Chennai and Bangalore. For scheduling the interviews supply of the candidates are provided. The supply of approx. 80-100 candidates are provided for every day. Where according to the observation, live work and one-to one interview with team members the following observations are made: In 40 interviews daily, 30 of interviews are actually conducted while 10 interviews did not happen that means there is 25% gap between offering and acceptance ratio. 10 of which are Panel no show and Candidate no show. Where 4 are Panel no show and 6 are Candidate no show. Panel No Show is when the panel does not call the candidate to take the interview and the interview gets postponed or cancelled. Candidate No Show is when the candidate does not turn up to take the interview due to several reasons and the interview gets postponed or cancelled.

6. CONCLUSIONS

The number of candidates recruited is less than half of the total candidates scheduled for interview. The reasons are, the number of interviews conducted is less than the number of interviews scheduled, the reason being - Panel no show and Candidate no show. After the panel gives the feedback of the interview, half of the candidates are L1 Reject, i.e., they do not get through the first round. While some clear the first round they are rejected in the verification round, i.e., the F2F interview. After clearing all the rounds, some have issues with the hike offered to them, while some have location problems. After the HR round, some are rejected in the background verification, i.e., the documents verification. When the offer is released, some candidates decline the offer. The offer decline happens due to various reasons as unrealistic salary expectation, role clarity, location constraints, poorly perceived company image, personal reasons, social media reviews, company leadership, and a host of other reasons! So, eventually the number of employees recruited is way too less than the number of interviews scheduled.