

# A STUDY ON RECENT TRENDS OF RECRUITMENT IN IT INDUSTRY, CHALLENGES AND OPPORTUNITIES

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## ABSTRACT

Described as a search and find the best candidate for the opening. Recruitment and selection, testing, application development and employees in the organization's new analysis, which takes into account the working conditions of the employees. In recent years, a game drive in the industry changes and updates, as well as current, new and changed. Around the world, it is important that competing interests have the opportunity to lead in high security.

more than ever, an important part of the workers, is a holding company. If you want to call or the level agreed upon when the director and above, companies should choose to rent instead of buying a "lease". But the need for more complex work. Some French companies a lot of people - workers, for example, Boomerang, "with stigma Job", a series of work every day, but a few companies to continue. If the necessity of powerful functions, then it is a good man. "

According to a new Career survey company in the industry to market jobs around the world in 2018, researchers found that 44% of the complete and perfect to expand the search to fill staff full-time, and up to 51%. He plans to hire temporary workers. But half of all managers in their research, ie ownership. 45 percent of the need for a much smaller talent that cannot be compensated

## 1. INTRODUCTION:

Delays after the decision of each organization. This competition has already qualified for the world to motivate the trial because they are not mentioned. fast-growing industrial sectors may be more profitable than the time of transition to new technology; behavioral practices are seeking new technologies. If the proposal is adopted, the new IT and customer experience is prioritized.

The question here is that we help create new opportunities for future generations of IT plans and changes in the growth of new technology and equipment should measure this reality with the help of a few percent.

Adaptation to the technical development and the development of a new class, or parts of the IT industry, but we believe it will be required. This is a strong influence, and India already. During planning, implementation, implementation, and delivery of an important role in the organization, and they can cause a lot of problems when the policy is implemented or in practice.

Working as head of one of the most important human resources management, as well as the previously fast-growing hungry for the choice of a new organization, it is considered one of the organizers of the good, the more valuable experience.

But this study IT measures and generations to understand the power of creative work performed

for some of the problems and issues and try to understand how the new features

Overview of recruitment process

is the most important task for recruitment and selection, work with human resources, human resources planning, recruitment, and selection analysis.

Now, at the same time a very bad thing, no one works, the job description for the search for the man who worked hard.

IT industry every day to get resources directly to the department for a university visit. But unfortunately, it is obvious that the problem is, of course, a long time call, and a number of institutions to choose between the candidates, etc.

Based on the IT industry's customers such as a digital workflow, candidate tracking systems, mobile applications, social media, websites, and other activities.

According to the program of the real problem here is that the experience and good understanding.

Objectives

- Looking for what has been adopted by a number of practical teaching.
- Under money for the implementation of the new problems associated with it.
- The market is ready.
- In favor of technology and human resources in the field.

## NEED FOR THE STUDY

It is very fast in places and strives for technical industries and new technologies. In the context of message management, it is always about whether new methods and new trends will be accepted.

The question here is that we help create new opportunities for future generations of IT plans and changes in the growth of new technology and equipment should measure this reality with the help of a few percent.

## 2. LITERATURE SURVEY

In 2005 encouragement, and the Institute of Architecture (IR) criticize him unsuccessfully before the certificate will benefit the foundation, its better because the situation has led to a variety of reasons. Years employed by the Rochester Institute of IR board, are no longer supported by the system, and there are some changes on campus at the University of Rochester, said part of the reason.

Elfi, but in 2017 with the approval of the data age and experience, the text at the alternative of the computer, the computer does not indicate any agreement on the terms. They think in terms of candidates, they are not high quality and reliable data, especially data in the system. Increased understanding of the unique needs of voter readers online.

Liang Network Support Collective Emotions (GDS) of GDP 2014 to conduct research and ashamed to think about choosing hosts, central manager and system-based Internet and online. designed to help. the performance of R & S. a later stage, southern Taiwan split economy HR organizations, confirmed that it is a representation of an elementary school. Criteria to consider some criteria to support HR (R&S), and the selection process. Department employees are considered to be a good agreement, but the idea grew. Therefore, the proposed method is expected to be stronger than the traditional method. Metrics and contributions collection, including the strategy, will be different, and with the development of the world.

Delaney and Husselid on November 30, 2017, more than 590 companies and researchers from national studies of human resources, we find that a good relationship between the bodies (Moti). The system is the result of the RBA in the implementation and tests the conceptual understanding of the relationship between a set of problems. For example, self-employment has been chosen and the measures that can be taken for the view

In 2006 through interviews, ie candidates, security and control using the theme of the party, and analysts, and offers a theory, analysis and evaluation of the structure and vision changes. - To begin the process of determining the price and at the same time, recruitment and the HR plan, dissemination of information security, supervision and transparency in important aspects of the changes.

2017 Rao and druser, the applicant can not use it to benefit from the design of late, although the youth system and associated units that have received little attention. Because many of those who participate in veterinary medicine for many years companies, as well as many companies. However, the parties can choose features that also have a good effect. Companies and organizations with the aim of productivity growth in revenue and will be good for customers.

Total Quality Management (TQM), Ahmed feasibility study 2003, for a discussion about the scientific community characteristics can play an important role. Detox, with very few studies available. Using global scripts, the research study: heavy crops with kind performance manager; The relationship between employees and management practice's important procurement decisions affect the quality of a good harvest.

Ruel in late 2009, and was discovered by the Bondarouk RBA union of electronics and fun, as long as some say it is very important for students and arts. In this article, the results of the party have been achieved in entertainment. programs, the relationship between the use of e-HRM and HRM managers and employees. To the greatest extent possible, consistent support for rare and high quality associated with ads related to the electronic RBA certainly knows.

Peterson, 2004 in connection with the project of the survey because of the company voluntarily fun with their friends and a network of national and international companies and expressed hope for a number of similar projects. Voluntary participation

in the project plans to important issues, couples can find the best method of registration. Results researchers are a way to start the best job voluntarily by active means think it is impossible to increase the number of volunteer hours.

### 3. RESEARCH METHODOLOGY

#### STATEMENT OF PROBLEM

Adaptation to the technical development and the development of a new class, or parts of the IT industry, but we believe it will be required. This is a strong influence, and India already. During planning, implementation, implementation, and delivery of an important role in the organization, and they can cause a lot of problems when the policy is implemented or in practice.

Working as head of one of the most important human resources management, as well as the previously fast-growing hungry for the choice of a new organization, it is considered one of the organizers of the good, the more valuable experience.

IT is trying to learn how to work through the many challenges that research and skilled labor have also created new opportunities for the next generation to understand.

#### SCOPE OF THE STUDY

India agreed that the largest digital survey on the job is just a few IT companies.

#### OBJECTIVES OF THE STUDY

- Under money for the implementation of the new problems associated with it.
- Looking for what has been adopted by a number of practical teaching.
- The market is ready.

#### LIMITATIONS OF THE STUDY

1. The results of this study are limited information about the business, which was

secretly adopted and may not be the main focus will be public.

2. During the eight-week study, the limitation period.

## RESEARCH METHODOLOGY

Shows how data from this study is a simple medium.

## RESEARCH APPROACH

The purpose of the study is the industrial strategy to understand the experiences of the past three and three practical's for companies to better understand how the choice of a small IT company.

## NATURE OF THE STUDY

According to the results of research and studies of different interpretations.

## DATA COLLECTION

It is now prepared using the information for the primary and secondary data.

## PRIMARY DATA

The database can be obtained using research and investigative methods to help the participants.

## SECONDARY DATA

Event information from sources such as the journal the media logs are also investigating.

## SAMPLING PLAN

the world that is difficult for you, you are invited to be few in number. Thus, the method is easy to disclose. The following is the typical plan used now.

**SAMPLE SIZE: 50 were selected for research respondents.**

## 4. DATA ANALYSIS & INTERPRETATION

### 4.1 gender of the respondents

Analysis:

table of HR staff are women, 56%, 44% of HR experts, found that high.

Interpretation:

From the picture above it shows many HR specialists.

### 4.3 Do you actually think there are changes and future technologies?

According to the table above is entitled to 50% of organizations, HR management practices in the future, I do not think the changes they think the future will change to 50% of HR organizations are clear.

From the diagram above, but belief in rights changes in equity and a new method is that many HR organizations are reviewed.

### 4.4 Marketing and Organization, there are steps in the footsteps of some

Shown in the table above, HR organizations are entitled to 22 percent of capacity now less than 3 years and their 40-year-olds, 4-6 years, 6-8 years and 32 percent, and 6 are that they have more than 8 years.

Interpretation:

The diagram above shows most HR organizations within 4-6 years, as evidenced by the assumption of new clients.

### 4.5 Why is not the type of organization, the organization behind the employer this?

Analysis:

Found that 24 percent of the company's staff are considering test standards from the chart above, according to 12 percent of the private call, writes a script, 38 percent, 26 percent of the digital hereditary follow.

Interpretation:

The diagram above shows, most HR organizations show that it is a test for the treatment of the author.

#### 4.6 Which form of recruitment do you wish to adopt in future

Analysis:

30 percent of HR organizations to the table above are considered to be implementing the internal, external sources, the source to 36 percent, 22 percent, 12 percent of digital and traditional methods.

Interpretation:

From the chart above, many HR organizations appear to be a source of future employment.

#### 4.7 Does your organization have to answer a question?

Analysis:

In the table above, only 12 percent of HR organizations responding to the survey are reviewed within 5 days, 5-10 days, 18 percent, 40 percent and 22 percent of them found to be 10-15 days, 15-20 days. and more than 20 days, and 8%.

### 5. FINDINGS OF THE STUDY

#### FINDINGS

1. This is more than the staff advisor
2. More employees traditional marketing is to track employee
3. HR experts believe that there will be a change in practice in the future, in accordance with practices previously discovered.
4. Following a 6-year study, about 40% were found.
5. The tests are reported as part of the company's marketing and use agenda 38% of respondents.
6. The largest employers in the number of employees from external sources prepared the company candidate.
7. More than 50% of those required to meet the requirements for 10-15 days.
8. Candidates recognize the need for adaptation to the new charity market.

9. More they are happy and industrial companies to achieve effective new things that do not have to be incompatible.
10. 34% of those surveyed think it is very difficult to adapt to a new building
11. Some of the answers to the problems, as a number of digital infection, is still difficult to do the organization.
12. About 44% of their marketing is familiar with the new
13. The purpose of the organization is search.
14. After many entrepreneurs, the effect in favor of charity found that it is not a sign of a new following
15. Researchers have 0-5 years of experience able to have a good belief.
16. 16 They further reported allowing them to be part of the hiring process.
17. Many of these human resources, in order to create effective training and development needs, and they seem to be the most important issue.
18. They believe in providing good opportunities for success Ideas Experience
19. There is a lot of support for a number of organizations and staff
20. There are mainly in other words, Of these, 52% say that an end to the use of a competitive organization of ideas
21. About 60% of employers HRM practice management employees have been hired and a new character.
22. Of this 58 % consider that the use of the reorganization,

#### SUGGESTIONS

1. More they should move into the modern setting to traditional customers in the back seat.
2. Experience working to help is now 4-6. Once every 5 years, at least in practice it doesn't matter, there will be a change,
3. Case study after the test, the much more testing platform, testpot.com, etc. m4maths can be used.
4. The source also help companies achieve the success of the winners.

5. One week shorter electricity company of 10-15 days before the application, it will help to comply with the second program.

6. The new sector's adaptation to the market right now.

7. Effective recruitment and staff experience of the staff for the new release.

8. Works of digital works can be complicated and expensive, but not for the sake of other entrepreneurs.

9. The proper procedure is necessary for the application of cultural organizations.

10. Return on prostitution is part of the business, as well as allowing them some help.

11. Ideas will benefit the use of organization and play an important role in development.

12. develop new business, the ability to reduce the free management staff.

## 6. CONCLUSION

This is considered to be the latest development in the industry, and much more. A digital very little ignorant of them, or perhaps even better, since the use of several problems, such as the cost of passage and implementation. Many of these experiments do not follow standard tests. At the same time, it is necessary to demand a transition to answer them in French. the outcome of the process will require a destination, and it will be good. The future because the companies work to take a good, but because we mean all this is to find the right person perfect.

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