

ANALYSING THE IMPORTANCE OF SCREENING PROCESS DURING RECRUITMENT IN INDIAN IT SECTOR

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Abstract

Introduction: India's IT industries' influence spreads over many global countries. This includes the better performance of the employees in the organization with efficiency and skills. **Aim:** aims to the application of digital technologies as recruitment screening in the process of hiring employees in the IT industries of India **Literature review:** It states the importance of the IT industries of India in the employment rate and economic condition. The brief descriptions of the strategies for developing skills of the employees in the long term are examined by the application of digital recruitment screening. **Methodology:** The collection of information about the recruitment technologies and the management techniques of HRM of IT industries collect information from primary sources. This includes the conducting of a survey among 80 HR managers and the recruiting team of IT industries. **Findings:** The development of the IT industry employees are collected and analyzed through statistical analysis software SPSS. This helps in making a strong relation between the hypothetical assumptions based on the topic. **Discussion:** The extracted data through SPSS are represented through graphical analysis made from the hypothetical variables. This data are represented from the opinions of the people in the survey. **Conclusion:** The recruitment process of IT employees through a digital screened process makes the hiring of best skilled employees in the industry with high efficiency to gain a competitive advantage.

Keywords: IT Industries, Digital Technologies, Recruitment Screening, Green HRM, Skill Based On Employment.

INTRODUCTION

The growth of public preference is increasing at a rapid rate as per the introduction of new technologies. The invention of new technologies in the market is one of the most influential factors in making the public intend to apply digital technologies.

Especially in India the supply, manufacturing, and exporting of digital technologies increased a lot in the recent days. This caused a reason for making the industries involved in the making of the technologies more concerned about their working factors.

In that examination of the marketing conditional the analysis of the implemented working factors is very important. One among those is Employees working in these industries as they are the irreplaceable factors of the production so it is very important to make a strict check on them before recruitment.

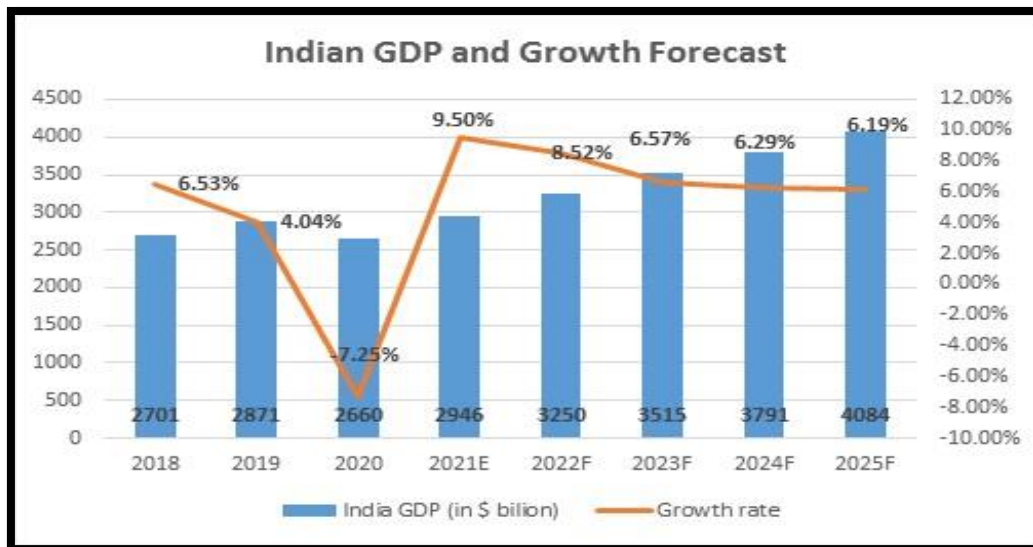


Figure 1: Global performance of IT industries in the GDP

As pointed out in the above figure 1 it shows the development made by the IT industries on the Global GDP. It also shows that in recent years 2022, it grew to 8.52 percent along with a market value of 3250 billion dollars (Adityatrading.in, 2023). This growth is predicted to be increased more by the end of 2023 to a market value of 3515 billion dollars. This growth needs to be sustainable for a longer period of time for it requires making all its factors perform efficiently. The most important factor among those is the employees so the management needs to apply a detailed focus on their recruitment for improving their own performance.

Aim: The study aims to the application of digital technologies as recruitment screening in the process of hiring employees in the IT industries of India.

Research objectives

- RO 1:** To state the impact of employees' performance in the IT industries of Indian
- RO 2:** To elaborate on the factors required for the implementation of qualified employees in IT industries
- RO 3:** To identify the issues faced by the IT industries of India due to employee inefficiency
- RO 4:** To provide some of the factors and digital technologies used for recruiting highly efficient employees in the IT industries

Research questions

- RQ 1:** What is the impact of employees' inefficiency in the manufacturing and marketing process of the IT industries of India?
- RQ 2:** What are the benefits of applying digital technologies in the employee recruitment process?
- RQ 3:** How to check the practical impact of the digital technologies used in the recruitment process?
- RQ 4:** Why is it necessary for the IT industries to check the efficiency of the employees in the working process?

LITERATURE REVIEW

Presence of IT industries in India

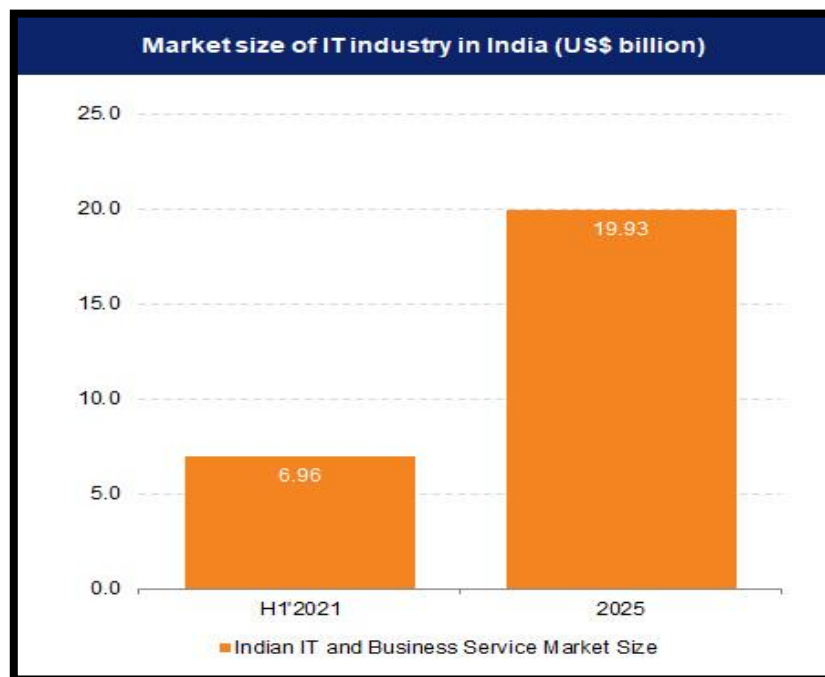


Figure 2: Past and future estimated market size of IT industries in India

The influence of technology in the modern days is increasing at a rapid rate and this influenced the increase of the IT industries. As per the opinions of Mahasuar, (2019), state those innovative technologies make the intention of consumers more on that product. As per a report of 2022 about 7.4 percent of the GDP of India is contributed by the IT industries shown in figure 2 (Ibef. org, 2023). This is expected to grow by more than 2.6 percent in the year 2025. These influences are not only in the domestic country but also depend on the exporting performance of them in the international market. Moreover, this high influence helped them to spread in the global economy as well. The main reasons behind the success of this industry rely upon the systematic performance of the employees and all working factors. However, as opposed by Jena, (2020) states that the influence of the IT industries of India spread successfully after pandemic situations.

Importance of employees in the IT industries

The performance of any organization depends on the better performance of all the working factors in it. In the case of the IT industry, the main factor is the employees of the industry so their skills representation is very important. Based on the views of Chand, Kumar, & Mittal (2019), the relation between the skills of the employees and the performance of the industries are directly proportional. Therefore the functioning of the employees is very important to gain a competitive advantage in the competition of over 170000 IT companies in India (Easyleadz, 2023). On the other hand, Dash & Lenka (2023) argued that the development of skills among IT employees improves the performance of IT organizations. Therefore the improvement and the construction of competitive advantages among the market of composition depend on the employee's efficiency.

Advantages of using recruitment screening

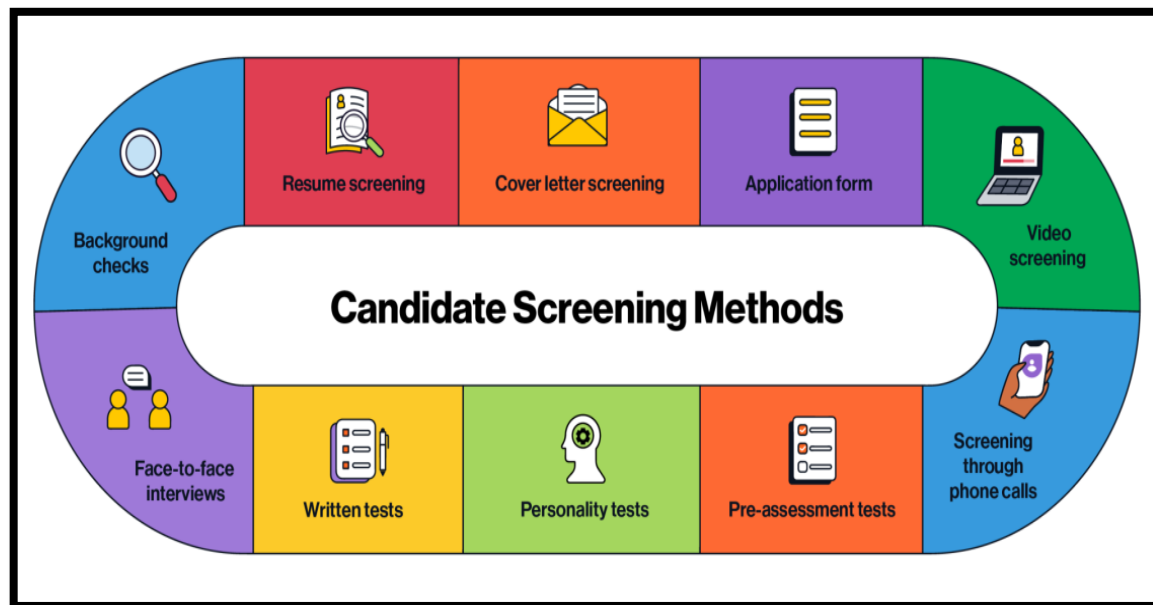


Figure 3: Recruitment screening process

(Muduli & Trivedi, 2020)

As the IT industry of India is large in size and in generating revenue so it has a massive amount of producers along with a large number of employees. In this, the focus of the authorities remains to recruit the best-skilled employees in the organization to gain competitive performance and advantage. As per the opinions of Muduli & Trivedi, (2020), recruitment methods and the process creates sustainability in the production process of IT industries. The processes of recruitment screening make the digital analysis of the qualifications, skills, experience, and efficiency of the employees in the recruitment process as shown in the above figure 3. Thus the industry gets the best employees recruited from the filtered process of recruitment screening.

Resources-based theory

The Resources-based theory states that resources of the industry that are valuable and irreplaceable are the best factor of success in the long-term business operation. In this study, the development of the employees in industrial performance helps the organization to develop more in the future. Therefore it becomes very important to recruit the best skilled and efficient employees for improving the industry's performance. This growth needs to be sustainable for a longer period of time for it requires making all its factors perform efficiently. The most important factor among those is the employees so the management needs to apply a detailed focus on their recruitment for improving their own performance.

METHODOLOGY

The methods for collecting information about the recruitment process through digital technologies in IT sectors make the gathering of information from primary sources. This source collects valuable information from HR managers and employee recruitment teams of the IT industries of India. Information is collected through the conducting of a survey of 80 responders to represent their valuable opinions this is

conducted by taking consent from the responders. The opinions of the responders are based on the 13 questions made on the hypothetical variables. The collected data are then analyzed through the statistical analysis tool SPSS for setting strong relationships among hypotheses. Moreover, the collected information is examined through inductive philosophy to get detailed observed information about the topic (Kumar, 2018). This also includes the collection of information based on the IT industries through quantitative analysis.

Hypothesis 1

H1: The screening procedure during recruitment is important for the better performance of the Indian IT sector

H0: The screening process during recruitment is necessary for the better performance of the IT sector in India

Hypothesis 2

H1: The HR department plays a crucial role in screening and recruitment that uplifts the performance value of the IT sector of India

H0: The HR branch plays an integral part in screening and recruitment processes that boost the performance value of the IT sector of India

Hypothesis 3

H1: The modern technology-driven work culture is the significant influencing factor to improve the growth of the Indian IT sector

H0: The modern technology-centric work nature is the effective influencing element to enhance the growth of the Indian IT sector

Demographic data

Age

Table 1: Age analysis

1. What is your age?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	11.1	11.1	11.1
Above 60	9	10.0	10.0	21.1
Between 15-30	18	20.0	20.0	41.1
Between 30-45	14	15.6	15.6	56.7
Between 45-60	39	43.3	43.3	100.0
Total	90	100.0	100.0	

(Source: SPSS)

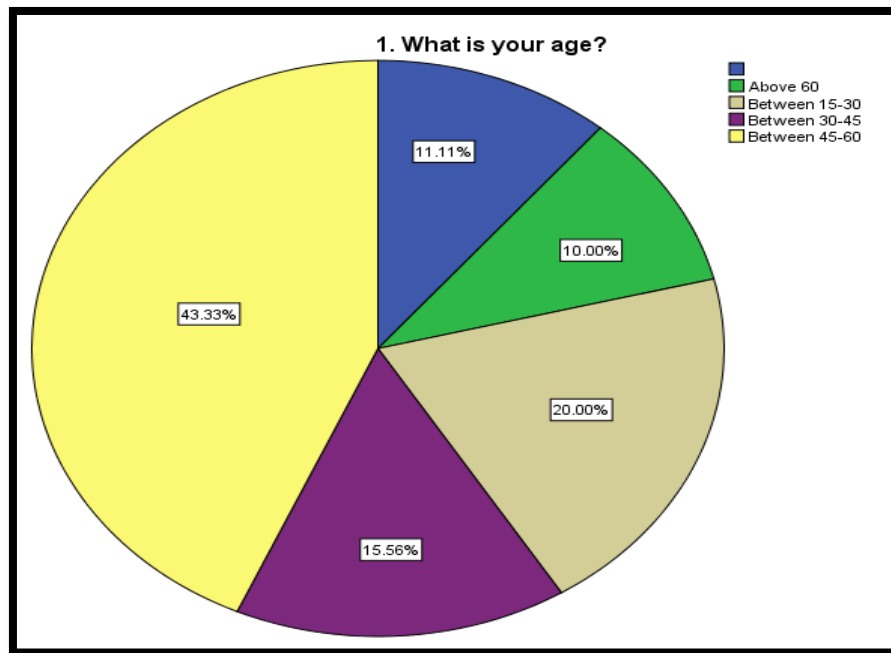


Figure 4: Age analysis

From the above-given graphical representation in Figure 4, the age analysis of the respondents has been taken into consideration. It is seen that 43.33% of the respondents were aged between 45 and 60 along with 15.56% of the respondents were 30 to 45 years old. This ratio of the concerned age reflects the young and experienced generation currently dominating the concerned industry in India (Remann & Nordin, 2021). This would help the industry to grow more technologically and overall using the expertise and experiences of the existing. In addition to this, 20.00% of the respondents were aged between 15 and 30 years and the remaining 10.00% were above 60 years.

Gender

Table 2: Gender analysis

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	10	11.1	11.1	11.1
Man	28	31.1	31.1	42.2
Prefer not to respond	13	14.4	14.4	56.7
Transgender	18	20.0	20.0	76.7
Woman	21	23.3	23.3	100.0
Total	90	100.0	100.0	

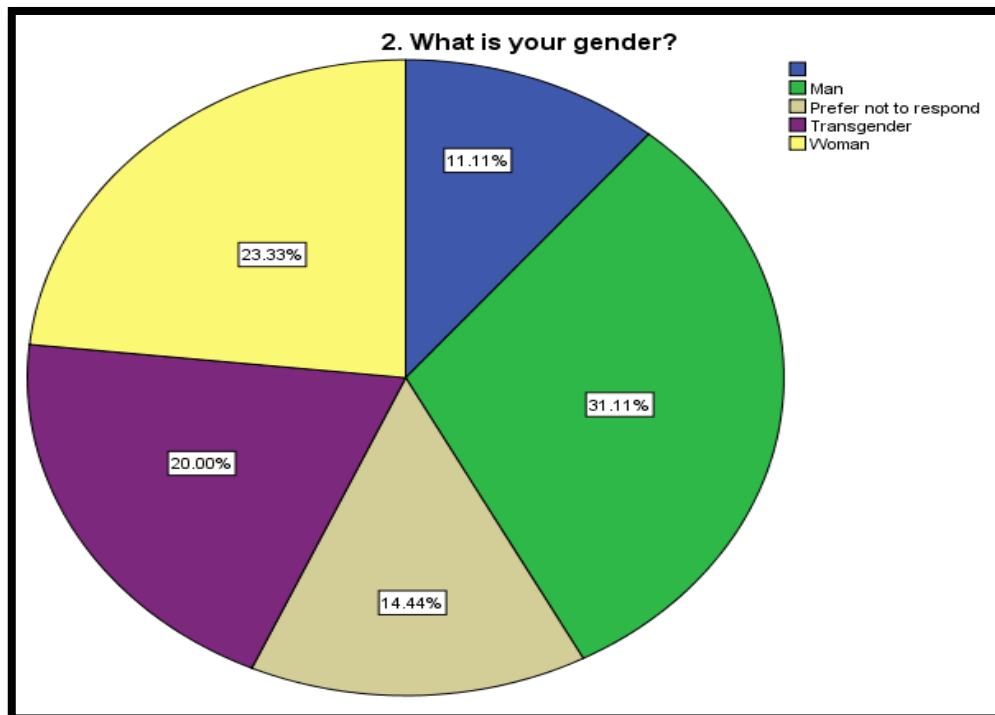


Figure 5: Gender analysis

The above-given Figure 5 evaluated the gender of the respondents which shows 31.11% of them were men. The higher percentage of males has reflected that the concerned industry is still dominated by men, whereas women are still far behind (Kulkarni & AK, 2021). On the other hand, 23.33% of the respondents were women, 20.00% of respondents were transgenders, and the remaining 14.44% preferred not to disclose their identity.

Monthly income

Table 3: Analysis of monthly income

3. What is your monthly income?				
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid				
Above 60,000	10	11.1	11.1	11.1
Between 25,000-45,000	45	50.0	50.0	61.1
Between 45,000-60,000	15	16.7	16.7	77.8
Total	20	22.2	22.2	100.0
	90	100.0	100.0	

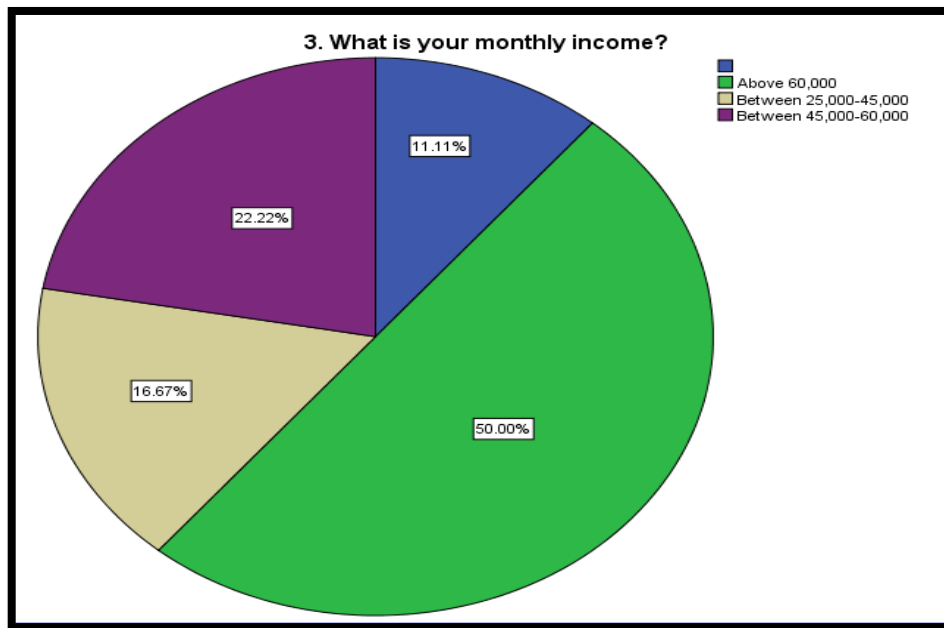


Figure 6: Analysis of income

The analysis of income in Figure 6 has been reflected in the analysis of income of the respondents. It is seen that 50% of them earn above 60,000. This shows the high growth opportunities within the concerned sector. On the other hand, 22.22% of the respondents earn between 45,000 and 60,000, and 16.67% of them earn between 25,000 and 45,000.

Descriptive analysis

Hypothesis 1

Table 4: Hypothesis 1

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.455 ^a	.207	.197	1.54640	.207	20.354	1	78	.000	1.814

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	48.674	1	48.674	20.354	.000 ^b
	Residual	186.526	78	2.391		
	Total	235.200	79			

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.954	.892		4.435	.000
	Importance_of_screening_process_during_recruitment	.311	.069	.455	4.512	.000

Table 4 has reflected the test result of the first hypothesis and focuses on the importance of the screening process during hiring in the Indian IT sector. The significance value of the result was 0.000 which is lesser than the standard value of 0.05. The screening process is acknowledged as one of the best hiring decisions as it can possibly protect the reputations of IT companies (Balan et al. 2020). This shows the IV has power over the DV, which means the screening process has been identified as a powerful tool during the recruitment within the IT sector of the concerned nation.

Hypothesis 2

Table 5: Hypothesis 2

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.253 ^a	.064	.052	1.67979	.064	5.354	1	78	.023	1.931

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	15.107	1	15.107	5.354	.023 ^b
	Residual	220.093	78	2.822		
	Total	235.200	79			

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.175	1.193		4.339	.000
	The_role_of_the_HR_department	.223	.096	.253	2.314	.023

Table 2 has tested the second hypothesis which has stressed the role of the HR department during the interview process for improving organizational performance. It can be stated that the HR department plays a significant role in managing the entire workforce of the organization (Garg, Gaur, & Sharma, 2021). However, the 0.023 significance value reflected that the IV has lesser power over DV.

Hypothesis 3

Table 6: Hypothesis 3

Model Summary ^b										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.223 ^a	.050	.038	1.69260	.050	4.097	1	78	.046	2.036

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.738	1	11.738	4.097	.046 ^b
	Residual	223.462	78	2.865		
	Total	235.200	79			

Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.445	1.228		4.435	.000
	The_recent_technology_driven_working_culture	.293	.145	.223	2.024	.046

From the above-presented graphical representation 3, it has been identified that the 0.046 significance value of the third hypothesis. It proves IV has less power which means the technology-driven work culture does not have much influence on the IT sector.

DISCUSSION

It has been identified that the screening procedure is an important aspect of the entire recruitment process in terms of the IT sector of India (Munaty, Dandono & Setiasih, 2022). From the findings, it has been proven that as the screening process holds a significant position during recruitment, it enhances the workplace productivity of the entire IT company (Oswal, Khaleeli & Alarmoti, 2020). Choosing the best candidates from the huge talent pool would become a difficult task for the HRM if the screening process was not introduced (Bina, Mullins & Petter, 2021). Therefore, the performance of the company is not only dependent on choosing the right employees (Nguti & Mose,

2021). Nurturing them, motivating the employees to work in the right direction, and engaging them within the corporation to strengthen their bond with the management are also taken into consideration (Laurim et al. 2021). Hence, the HR department does not have much significance in the recruitment process. In addition to this, the pre-employment screening is capable of ensuring a safer workplace (Baykal, 2020). The thorough background checks that have been done during this process are entirely based on examining criminal records, driving details, use of substances, and so on other crucial factors. All these are judged thoroughly before recruitment which makes IT companies a safer environment.

CONCLUSION

The pre-employment screening during the hiring process should be followed by the concerned IT sector of India. This would potentially help the HRM to find the best candidates for the organizations, which would lead to enhancing productivity in the workplace context. In addition, a potential number of applicants would be reduced through the process that is weak in knowledge as well as experience. The potential analysis of the job applications, scanning of resumes, and section of appropriate candidates can be taken into consideration by the screening process during the recruitment in the concerned IT industry. Among the pool of candidates screened, the best one who can uplift the performance and face value of the IT companies is the best possible use and importance of this concerned process.

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