

Corporate Checkmate: *Game Plan*

In this event, the institute invites speakers from the corporate. The total number of speakers in the panel ranges from 4-6 excluding the moderator. The moderator conducts the event and finally summarizes. The event is conducted in three rounds. They are as follows:-

- Round 1:** Every speaker is asked to present his views in 8 to 10 minutes. Every speaker is expected to share his specific, on the job knowledge and *not the textbook analyses*.
- Round 2:** The audience (PGDM students and faculty members) puts questions. The answers may be sought from a specific member or from the panel as a whole.
- Round 3:** The speakers can question each other's approach and try to *checkmate* their co-panelists in order to emerge as winners in this *game of chess*.

About the Topic: “How Do I recruit?”

Modern production process of both tangibles and intangibles is highly complex. Division of labour and specialization have become an integral part of this process. All business organizations-big or small; national or transnational; manufacturer or trader – need workers not only with general skills but also with specific skills. This poses a major challenge to the person entrusted with the task of selection and recruitment. One line of thinking is ‘structure’ the job first and then find the right person for it. The other approach is the typical ‘Japanese’ approach. Employ the right person first then find a structured job for him. In India, we normally follow the first approach. The selection process involves multi-level testing such as written test, group discussion and personal interview etc. In case the number of job seekers is much more than the jobs available, screening is done at every stage of testing. It is relatively easy to do the screening in the initial stages. The real test for the HR manager comes at later stages of recruitment when all applicants appear to be equally qualified and efficient.

As an HR manager-involved with the task of selection and recruitment, you must have come across such situations. Suppose there are ten candidates with identical qualifications and skills, but you need only one to recruit. What do you do? That is why we have put this poser to you-

“How Do I Recruit?”

- ☞ Do you follow some standard, quantified parameters?
- ☞ Do you rely on your *gut* feeling?
- ☞ Do you look for that *extra spark*?
- ☞ If yes, how do you *spot* that?
- ☞ Have you ever conducted an empirical analysis of your recruitment policy?
- ☞ Have you changed your recruitment policy in the past?
- ☞ If yes, When and Why?
- ☞ Do you convey to the rejected candidates the reason for rejection?

You must have often confronted these questions on a continuous basis at your work place. How did you handle these and with what degree of success?

Come and share your experiences with the managers of tomorrow!!