A STUDY ON IMPROVING THE JOINING RATIO OF JOB SEEKERS AT SOFTWARE COMPANIES

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ABSTRACT

This study on increasing the ratio of job seekers joining software firms is presented in this research report. In order to increase the joining ratio, the study tries to pinpoint the variables that affect job seekers' decisions to join or not join software businesses. In-depth interviews with job seekers and hiring managers from software firms were performed as part of the study's mixed-methods approach, which also included a survey of job seekers who had accepted employment offers from software companies.

Software firms will benefit from the study's findings as they get insight into the variables that affect job searchers' decisions to join or leave their organisations. The study offers insightful information that may be used to strengthen hiring practises and the recruiting and selection process. The study's findings will also be helpful for educators and policymakers in the software sector to create efficient training programmes and legislation that meet the demands of software firms and job seekers. Overall, the study emphasises the significance of raising the joining ratio of job seekers at software businesses for the expansion and development of the software sector.

Keyword: Recruitment, offer letter, joining ratio, cmmi level.

INTRODUCTION

This objective translate into the adoption of the best recruitment and selection methods and instituting measures to retain and develop them .Further , a quantitative measurement of recruitment and selection effectiveness has to be conducted to prove ones point . With respect to quantitative measures to improve HR effectiveness, the field is still in its nascent stages. Nevertheless, a few approaches and metrics have been developed and applied among several organizations.

Recruitment methods: The most common method of recruitment of managerial, professional and skilled manual vacancies is the use of local newspaper advertisements. Recruitment 3 followed by advertisement in the trade press. The third most frequent used medium is national newspapers.

Local newspaper ads – 84.6% 2, Ads in specialist/trade press – 80.2% 3,National newspaper Ads – 71.5% 4, Job center/Employment Service – 70.8% 5,Employment Agencies – 60.0% 6Speculative applications – 59.7% 7, Word of mouth – 58.1% 8, The internet – 54.5% 9,

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Links with schools/colleges – 43.5% 10, Recruitment fairs – 29.2% 11, Headhunters – 28.9% 12, Local Radio ads – 7.1%.

Reason for Recruitment Difficulties

Lack of required experience – 72.1%, Lack of technical skills   - 67.6%, Wanted more pay than we could offer – 52.2%, No applicant – 42.6%,Lack of personal abilities – 24.5%, Lack of formal qualification - 19.1%, Attitude to work – 13.2%.

Changes resulting from recruitment difficulties

Over four in 10 employers who had experienced recruitment difficulties said that they had made changes to their personal policies and practices as a result of these difficulties. Three quarters of employers making changes are giving more attention to the recruitment of staff. Over 90% of organizations involve their line managers in recruitment, compared with three quarter that continues to involve their central personnel staff.

SCOPE OF THE STUDY

Finding the elements that affect job seekers' decisions to join or not join software firms is the main objective of the study on increasing the joining ratio of job seekers at software companies. The research will look at several facets of the hiring and selection procedures used by software businesses and evaluate how well these procedures work in luring and keeping the finest personnel. The study will also look at how job offers, pay, and perks affect the percentage of job searchers who accept them. The outcomes of this study will be beneficial for software companies in understanding the factors that influence job seekers' decisions to join or not join their organizations.

REVIEW OF LITERATURE

Studies on Recruitment and Retention done in various companies:

Job offer arrival rates and acceptance probabilities:

The arrival rate is purely exogenous, possible benefit effects must work through an impact on the probability that a job offer is accepted.Devine and Kiefer reach the same conclusion in their summary of results from three-state models.23 They conclude p. 158) that variations in the transition into employment by and large reflect variations in arrival rates, as opposed to systematic variations in the willingness to accept offers.

D.Muthukumaran(2005) : Studied on retention practices followed Ambattur Clothing Factory Ltd. The main objective is to study the retention practices followed to retain the employees.They had used the structured questionnaire with 25 items in it and administer the sample of 75 people.The result of the study shows the recruitment practices done through personnel references is the key factor to the retention of employees in the organization.K.

Girja Devi (2004) : Studied of the effectiveness of recruitment in Fenner India Ltd. TZhe objective of the study is to understand and help the process of recruitment and its effectiveness . Questionnaire methods were administered among the 50 employees containing 35 items . The researcher to manipulaqte the data used sample random sampling and percentile method . The result of the study shows effectiveness of the recruitment process in finding the appropriate candidate foe the organization .

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T. GopalanSrinivasan (2004) : Made a study on the effectiveness of recruitment and selection process in GAVS Information System Pvt Ltd. The objective of the study is to find out the effectiveness of the selection and recruitment process done in the organization .Questionnaire methods were administered for a sample od 50 containig 35 items .Pie and bars diagrams are used in the manipulation of data so collected .

S. Vijay Kumar (2003) : Attempted to study on recruitment effectiveness among the IT professionals in Dax Network Pvt Ltd .The objective of the study is to find the effectiveness of the present recruitment process and to suggest improvement on the same .The result concluded with various suggestions to be implemented to make the requirement process much more effective .

P. Swami Nathan (2002) : Studied on retention practices among the employees of Futura Info Tech Private Limited , Taramani Chennai .The objective of the study is to analyze the retention practices followed to retain the employees in the organization and to provide suggestions to improve the practices .A structure questionnaire is distributed on sample random sampling basis to 50 employees .

RESEARCH METHODOLOGY
HYPOTHESIS

Based on availability of review of literature in the field of recruitment the investigators has formulated the following hypothesis for the present study and they are as follows.

1. There will be no significant difference between the joining ratio and personal factors of the job seekers.
2. There will be a significant difference between the joining ratio and personal factors of the job seekers.

RESEARCH DESIGN

This project consisted of descriptive researchers. The descriptive research is used by questionnaire method.

Population

Universe refers to the total number of items in any field of enquiry whereas population refers to the total number of items about which the information is required

Sample universe

The sample universe is the entire group of items the researcher wishes to study and about which they plan to generalize. The sample of this study is the job seekers with mininum experience of 2 years and above 8 years of experience in IT sector. Universal sampling is done in this study.

Sample size

Sample size is 134 job seekers

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QUESTIONNAIRE DESIGN

The required information was collected through a non-disguised structured questionnaire. The structured questionnaire of the study included Likert scale, the degree of verbal description used was for Agree.

DATA ANALYSIS AND INTERPRETATION

AGE OF RESPONDENTS

Age

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22-24	42	31.5	31.5	31.5
	25-30	75	56.0	54.0	87.5
	above 30	17	12.5	12.5	100.0
	Total	134	100.0	100.0	

Inference:

From the above table it can be inferred that 56% of the respondents are in the age group of 25-30, 31.5% of the respondents are in the age group of 22-24 and 12.5% of the respondents are in the age group above 30.

Most of the respondents are in the age group of 25-30

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SALARY IS THE MOST IMPORTANT FACTOR

Salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	58	43.5	43.5	43.5
	Agree	65	48.5	48.5	92.0
	Neutral	11	8.0	8.0	100.0
	Total	134	100.0	100.0	

Inference: From the above table it can be inferred that 48.5% of the respondents agree that the salary is most important factor, 43.5% of the respondents strongly agree that the salary is most important factor and 8% of the respondents either agree or disagree that the salary is most important factor. Most of the respondents agree that the salary is most important factor.

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BRAND OF COMPANY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	24	18.0	18.0	18.0
	Agree	57	42.5	42.5	60.5
	Neutral	42	31.0	31.0	91.5
	Disagree	5	3.5	3.5	95.0
	strongly disagree	6	5.0	5.0	100.0
	Total	134	100.0	100.0	

Inference:

From the above table it can be inferred that 42.5% of the respondents agree that the brand of the company is very important, 31% of the respondents either agree or disagree that the brand of the company is very important and 5% of the respondents strongly disagree that the brand of the company is very important.Most of the respondents agree that the brand of the company is very important.

I PREFER THE OFFER WITH BETTER DESIGNATION

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	52	39.0	39.0	39.0
	agree	50	37.5	37.5	74.5
	neutral	30	22.0	22.0	98.5
	disagree	2	1.5	1.5	100.0
	Total	134	100.0	100.0	

Inference:

From the above table it can be inferred that 39% of the respondents strongly agree to an offer with better designation, 37.5% of the respondents agree to an offer with better designation and 1.5% of the respondents disagree agree to an offer with better designation. Most of the respondents strongly agree to an offer with better designation.

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CMMI LEVEL

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	strongly agree	34	25.0	25.0	25.0
	agree	46	34.0	34.0	59.0
	neutral	27	20.0	20.0	79.0
	disagree	24	18.0	18.0	97.0
	strongly disagree	3	3.0	3.0	100.0
	Total	134	100.0	100.0	

CMMI level

Inference:

From the above table it can be inferred that 34% of the respondents agree that they accept the offer which is based on the CMMI level of the organization, 25% of the respondents strongly agree that they accept the offer which is based on the CMMI level of the organization and 3% of the respondents strongly disagree that they accept the offer which is based on the CMMI level of the organization. Most of the respondents agree that they accept the offer which is based on the CMMI level of the organization.

STATISTICAL TOOLS AND ANALYSIS

CHI- SQUARE TEST I – (ψ^2)

Chi-square is the sum of the squared difference observed (o) and the expected (e) data (or the deviation, d), divided by the expected data in all possible categories.

Null hypothesis (Ho): There is no relationship between salary is the most important factor and brand of company.

Alternate hypothesis (H1): There is relationship between salary is the most important factor and brand of company.

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Salary is the most important factor * Brand of Company	134	99.3%	1	0.7%	135	100.0%

Salary is the most important factor * Brand of Company Crosstabulation

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		Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Strongly Agree	Count	24	34	0	0	0	58
	% within Salary is the most important factor	41.4%	58.6%	0.0%	0.0%	0.0%	100.0%
	% within Brand of Company	100.0%	59.6%	0.0%	0.0%	0.0%	43.3%
	% of Total	17.9%	25.4%	0.0%	0.0%	0.0%	43.3%
Agree	Count	0	23	42	0	0	65
	% within Salary is the most important factor	0.0%	35.4%	64.6%	0.0%	0.0%	100.0%
	% within Brand of Company	0.0%	40.4%	100.0%	0.0%	0.0%	48.5%
	% of Total	0.0%	17.2%	31.3%	0.0%	0.0%	48.5%
Neutral	Count	0	0	0	5	6	11
	% within Salary is the most important factor	0.0%	0.0%	0.0%	45.5%	54.5%	100.0%
	% within Brand of Company	0.0%	0.0%	0.0%	100.0%	100.0%	8.2%
	% of Total	0.0%	0.0%	0.0%	3.7%	4.5%	8.2%
Total	Count	24	57	42	5	6	134

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	% within Salary is the most important factor	17.9%	42.5%	31.3%	3.7%	4.5%	100.0%
	% within Brand of Company	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
	% of Total	17.9%	42.5%	31.3%	3.7%	4.5%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	208.021[a]	8	.000
Likelihood Ratio	169.303	8	.000
Linear-by-Linear Association	94.656	1	.000
N of Valid Cases	134		

a. 9 cells (60.0%) have expected count less than 5. The minimum expected count is .41.
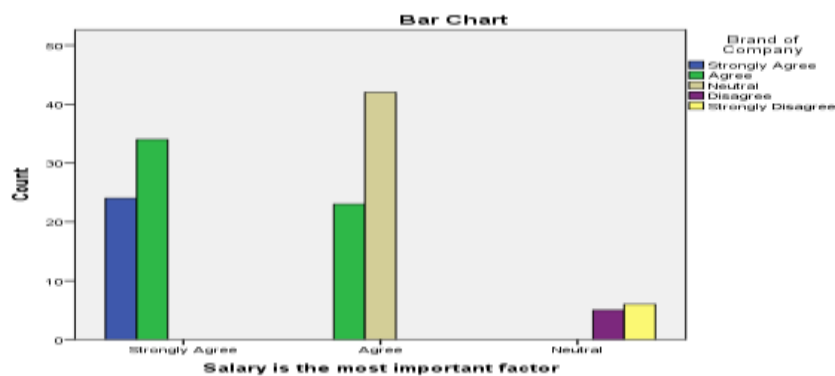
Degree of Freedom= (5-1) *(5-1)

$$= 4*4= 16$$

Calculated value = 208.021

Tabulated value = 26.296

$$Z = Z \, cal > Z \, tab$$

$$Z = 208.021 > 26.296$$

Hence, the Alternate hypothesis [H1] is accepted

INFERENCE: Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is a relationship between salary is the most important factor and brand of company

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ONE-WAY ANOVA CLASSIFICATION

Null hypothesis (Ho): There is a significance difference between priority to CMMI level status of company and prefer project with better technology

Alternate hypothesis (H1): There is no significance difference between priority to CMMI level status of company and prefer project with better technology

Descriptives

I give priority to CMMI level status of company

	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Strongly Agree	67	1.49	.504	.062	1.37	1.62	1	2
Agree	44	2.80	.594	.090	2.61	2.98	2	4
Neutral	17	4.00	.000	.000	4.00	4.00	4	4
Disagree	6	4.50	.548	.224	3.93	5.07	4	5
Total	134	2.37	1.115	.096	2.18	2.56	1	5

Test of Homogeneity of Variances

Levene Statistic	df1	df2	Sig.
28.422	3	130	.000

I give priority to CMMI level status of company

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	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	131.938	3	43.979	171.149	.000
Within Groups	33.405	130	.257		
Total	165.343	133			

Tabulated value = 2.70
Calculated value= 171.149
 F = F cal >F tab   F= 171.149> 2.70
Hence, the alternative hypothesis [H1] is accepted.
INFERENCE:
        Since the calculated value is greater than the tabulated value, we accept the alternate hypothesis and hence there is no significance difference between priority to CMMI level status of company and prefer project with better technology.

CONCLUSION
Respondents are ready to accept an offer which has a better job role and work culture. Technology, project and career growth are some of the other reasons for accepting an offer. They are very much ready to accept an offer for a product based company with day shifts. Respondents expect an offer from a company which provides good salary, joining bonus, and better salary components. This study has been undertaken to identify the effective methods to increase the offer joining ratio of job seekers with reference to Software companies. For this purpose, responses from the job seekers have been collected and analyzed. Based upon the findings out of the research, few valuable suggestions have been given to the management of Software companies to improve the overall offer joining ratio of job seekers with reference to Software companies.

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