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RECRUITMENT AND SELECTION PRACTICES OF IT COMPANIES IN ANDHRA PRADESH - A STUDY OF SELECT

UNITS Dr. Ravi Kumar Gummadi, 2015-09-01 A highly successful organisation is built on the strengths of exceptional people. No matter how much technology and mechanisation is developed, no organisation could survive and prosper without them. Luszez and Kleiner 2001. The most important corporate resource over the next few years will be talent: smart, sophisticated business people who are technologically literate, globally astute and operationally agile. And even as the demand for talent goes up, the supply of it will be going down. This seems to particularly hold true in case of the IT/ITES/Information Technology and Information Technology Enabled Services industry in India, which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply. Moreover, due to shortages of skilled workers, high turnover rates and rapid business growth in the service sectors, it has been noted that recruiting, selecting and placing applicants are among the top three priorities of human resource professionals. Since the IT industry in India is faced with these three challenges, recruitment and selection comprises an important human resource practice in this industry. Further, in this industry, human resources comprise both the raw material and the technology and are therefore of prime importance. As India completes the transition from being an agrarian economy to being a full-fledged first world economy operating at the leading edge of contemporary technology, the IT sector is emerging as a major driver of the economy. The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe. This has increased the need to set up in-house development centers or outsource to third-party service providers in low-cost countries such as India. IT and IT-enabled services include a wide range of services from back-office data entry and processing to customer contact services, corporate support functions, knowledge support functions and research and design activities. As per the latest Forbes Research, India now controls 44 per cent of the global offshore outsourcing market for software and back-office services. As per Nasscom estimates, it is projected to grow to 51 per cent. If this growth is sustained, Nasscom has estimated that there will be a potential shortfall of above 2,10,000 IT and ITES professionals in India by the year 2012, and demand will outpace the supply. Though the Indian IT industry is in a strong position to leverage this global software opportunity as India currently has one of the world's largest, most qualified pools of scientific and engineering manpower, this growing global demand is not only for numbers but also for appropriately skilled, industry-oriented professionals. As companies are further scaling their operations and offering high-value added services which involve higher levels of technology and more specialized, higher-end services, hence firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower. Moreover, according to a recent study by McKinsey Co, although the potential supply of talent in low-wage countries such as India is large and growing,

rapidly only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i.e though there are many candidates with the technical skills to fill a position they may not have the cultural skills to fit in with the organisation The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets

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Fraction of My Heart Arijit Neogi,2018-10-17 Five attractive young college goers navigate life through different emotions and feelings whilst carrying forward oodles of experience Arijit is an introvert who loses his love to a complete stranger transforms himself into a cynic and becomes devoid of any sort of respect for any relations or emotions Pari is the innocent charming and adorable girl whom Arijit fell for Neha is a free spirited girl with a sailor s tongue Rahul and Akash are the most energetic and friendly duo of the lot Losing Pari wasn t easy for Arijit and neither was leading a normal life A massive negative change in his attitude caused people to hate and fear him However an encounter with Pari after a decade helps him in rediscovering himself A string of events stirs the happiness as well sadness in his life He takes a decision a decision that would change his life forever Will he be able to justify his sacrifices to the world and prove himself as a true lover Fraction of My Heart is a matured and adorable tale of belongingness that adds another dimension to love

Resources in Education, 1993-07 Technical Communication for Engineers Shalini Verma, 2015 Technical Communication for Engineers has been written for undergraduate students of all engineering disciplines. It provides a well researched content meticulously developed to help them become strategic assets to their organizations and have a successful career. The book covers the entire spectrum of learning required by a technical professional to effectively communicate the technicalities of his subject to other technocrats or to a non technical person at their proper levels. It is unique inasmuch as it provides some thoughtful pedagogical tools that help the students attain proficiency in all the modes of communication. Key Features: Marginalia which are spread throughout the book to clarify and highlight the key points. Tech Talk passages which throw light on the latest advancements in communication technology and their innovative use. Application based Exercise which encourages the readers to apply the concepts learnt to real life situation. Language based Exercise. Grammar feel or experience the concepts and theories learnt and thereby gain hands on experience. *Reading Assessment* James F. Baumann, 1988 TCS Ninja Preparation Book | 1100+ Solved Objective Questions (10 Full-length Mock Tests + 12 Sectional Tests) EduGorilla Prep Experts, 2022-08-03 Best Selling Book for TCS Ninja Exam with objective type questions as per the latest syllabus given by the Tata Consultancy Services. TCS Compare your performance with other students using Smart Answer Sheets in EduGorilla's TCS Ninja Exam Practice Kit. TCS Ninja Exam Preparation Kit comes with 22 Tests: 10 Full length Mock Tests, 12 Sectional Tests with the best quality content. Increase your chances of selection by 14X. TCS Ninja Exam Prep Kit comes with well structured and 100% detailed solutions for all the questions. Clear exam with good grades using thoroughly Researched Content by experts. **Teaching and Learning Computer Programming** Richard E. Mayer, 2013-12-16 The influx of computer technology into classrooms during the past decade raises the questions: how can we teach children to use computers productively and what effect will learning to program computers have on them? During this same period researchers have investigated novice learning of computer programming. Teaching and Learning Computer Programming unites papers and perspectives by respected researchers of teaching and learning computer science while it summarizes and integrates major theoretical and empirical contributions. It gives a current and concise account of how instructional techniques affect student learning and how learning of programming affects students' cognitive skills. This collection is an ideal supplementary text for students and a valuable reference for professionals and researchers of education technology and psychology, computer science, communication, developmental psychology and industrial organization. *Tata Consultancy Services Story- and Beyond* Subramaniam Ramadorai, 2011 **20 Year-wise XAT Previous Year Solved Papers (2005 - 2024) with 5 Mock Tests 16th Edition | PYQs Question Bank | Essays, Quantitative Aptitude, Verbal Ability, Reading Comprehension & Reasoning** Disha Experts, 2024-05-09 The updated 16th Edition of the book 20 Year wise XAT Previous Year Solved Papers 2005-2024 with 5 Mock Tests provides 20 year wise 2005-2024 Original papers with authentic solutions of XAT. The topics of the essays asked in each of these XAT exam 5 Mock tests designed exactly as

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