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An Empirical Study on the Skills Expected By the HR Manager for Recruiting Freshers

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ABSTRACT: This study focusses on the Soft Skills that are expected by the HR manager at the time of recruiting fresher. Soft skills are personality traits that shape the way an individual work, act, and interact with others. Demotivation, insubordination, unpredictable behavior conflicts and distrust are the outputs caused due to the lack of soft skills hence appropriate soft skills are essential to increase productivity in workplace and to create an efficient and healthy working environment. For effective performance, organizations need their employees to not only possess technical and analytical skills however skills to deal with the customers in a collaborative manner. Employers value soft skills over technical skills because they are developed over a lifetime and can be difficult to teach. Soft skills are becoming increasingly indispensable in the workplace, the reason for this is because they are extremely interchangeable and can be applied to numerous situations in several roles. Moreover it enables an individual to work both independently and as a team blending unique personalities and working styles to find the best possible outcomes and solutions. Individuals with soft skills are gaining a competitive advantage over other job seekers. To become future ready, companies need to make the analysis of which exact soft skills are required for the business and advance strategies to recruit talents with the right soft skills and behavior. For recruiters, assessing for soft skills is becoming an essential part of the hiring process for both permanent employees and contractors.

KEYWORDS: Soft skills, Recruiting Process, Interactions, Human resources, HR Manager

I. INTRODUCTION

In any firm, the HR manager has a key task: the fresher recruitment process. Freshmen who fit well into the organizational culture and have the skills required for the position must be hired. In today's cutthroat job market, the HR manager now demands a wider range of abilities when hiring entry-level candidates. Notwithstanding academic credentials and prior work experience, these abilities are essential. The qualities that an HR manager should look for when hiring freshmen will be covered in this research paper, along with the justifications for those expectations.

The HR manager should start by examining the freshmen for good interpersonal and communication abilities. They will engage with coworkers, clients, and supervisors, therefore this ability is crucial. Healthy relationships can be developed and a positive image of the company can be created with the aid of effective communication. Effective teamwork, collaboration, and idea communication skills are essential. Hiring freshmen who are flexible and fast to adapt to changes in the workplace is also crucial. The HR manager should seek out people that approach their work with initiative and are eager to learn.

The HR manager should also seek for freshmen who have a growth mindset and a positive attitude. These people approach their profession with positivity and are always working to better their knowledge and abilities. They welcome difficulties and see them as chances to improve. Also, the HR manager needs to look for people with problem-solving abilities. An organization can benefit from new hires who can examine a situation, spot possible issues, and offer solutions to solve them.

II. RESEARCH METHODOLOGY

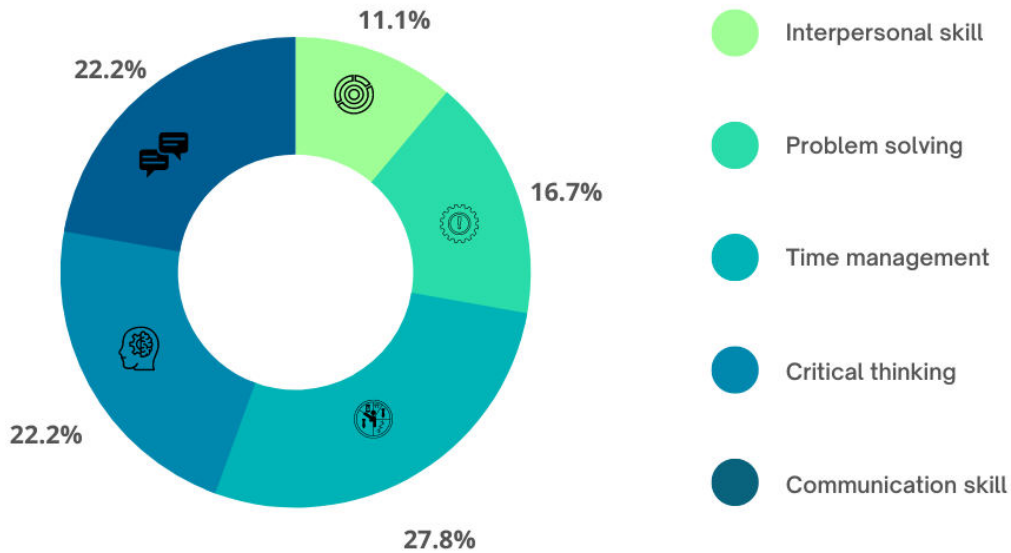
The research was conducted to determine the skills that are expected by the company as a fresher. The study is an attempt to find the set of skills the candidate should pursue to be employed. The secondary data method is opted for collecting information

for the study (Articles, Websites, and Research papers) we considered three main objectives such as, to find skills students should have, to understand companies expectations on the fresher, to study the myth among the candidates and the complete findings are explained.

III. ANALYSIS AND INTERPRETATION

The HR manager should seek out applicants with a variety of capabilities when hiring freshmen, including effective communication and interpersonal skills, adaptability, a growth attitude, and problem-solving abilities. These abilities aid in ensuring that the person can effectively contribute to the firm and blend in well with the corporate culture. A strong and effective team that can contribute to the success of the organization can be created by the HR manager by hiring people with these skills.

soft skills



IV. SUGGESTIONS AND LEARNINGS

Communication abilities: For any HR manager hiring freshmen, effective communication abilities are crucial. Both verbally and in writing, they should be able to communicate their ideas clearly and succinctly.

Interpersonal skills: A good HR manager should be able to connect with candidates and create a mutually beneficial connection. They ought to be friendly and able to connect with people from all backgrounds.

Problem-solving abilities: While hiring freshmen, an HR manager needs to be able to recognize and address issues. They ought to be able to recognize possible problems and devise workarounds for them.

Time management abilities: To ensure that the hiring process goes successfully, an HR manager must be able to properly manage their time. They should be able to set priorities for their work and finish it quickly.

Pay close attention to the small details when hiring freshmen. HR managers should be able to assess each candidate's advantages and disadvantages and compare them to the needs of the position.

Critical thinking: In order to arrive at informed judgements or decisions, critical thinking involves objectively assessing, synthesizing, and analyzing information. It entails challenging presumptions, taking into account other viewpoints, recognizing biases, and assessing the reliability of the data.

Education, the workplace, and interpersonal relationships are just a few areas of life where critical thinking is crucial. It aids people in decision-making, problem-solving, and interpersonal communication. Making informed judgements or conclusions requires the ability to critically analyse, evaluate, and synthesize information. It entails challenging presumptions, taking into account other viewpoints, recognizing biases, and assessing the reliability of the data.

Education, the workplace, and interpersonal relationships are just a few areas of life where critical thinking is crucial. It aids people in decision-making, problem-solving, and interpersonal communication. These are the skills companies are expecting from the freshers. Some of the skills are listed above.

V. CONCLUSION

When hiring freshmen, HR managers look for a wide range of specialised skills. Excellent communication, critical thinking, and problem-solving abilities, as well as teamwork and collaboration, flexibility, and adaptability, are among the primary competencies. The HR manager is seeking applicants who have a growth attitude and are eager to learn and develop. Those with relevant experience, technical skills, and knowledge of the industry in question are also preferred. Moreover, soft skills like leadership, time management, and work ethics are valued. Applicants with a positive outlook, a sense of responsibility, and the capacity to function under pressure are more likely to succeed in the hiring process. Freshmen who want to land a career should therefore concentrate on honing these fundamental skills, which will improve their employability and make them more appealing to potential employers. The following qualities are essential for attaining the HR manager's ultimate goal, which is to find people who will contribute to the expansion and development of the company.

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