

# TO DO A DISCIPLINED JOB

## ■ ON THE SPOT ■

*EDUCATION MAIL lines up some of the country's top hiring executives and finds out what they look for while selecting a candidate for a corporate role*

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### **experience on this front from campuses?**

Candidate knowledge on the domain is very critical. Concept clarity gives a candidate better understanding and a good head start in the job role. Campuses placement coordinators are only concerned about placing their students in an organisation, how they perform afterwards is what most of them are least bothered about. At times it happens that the best-committed choices by campus-placement coordinators end up

being a complete mess for an organisation. This is the reason recruiters get extra careful with campus-placement hiring.

### ■ **What is the transitional change that a fresher has to be prepared for when he/she enters the job market?**

Transition is an on-going process in everyone's life that takes place at different stages. One has to be extra conscious about maintaining discipline, corporate conduct, professional attire, and good attitude as well as communication skills. Be prepared to do a disciplined job.

### ■ **What is the role of social media in hiring candidates?**

Social media like LinkedIn, Facebook, Twitter and a handful of others offer recruiters a tremendous opportunity to connect with candidates. Social media recruiting is as good as free of cost.

# BE PREPARED

## ■ **Talent spotters now regard potential as one of the key attributes for hiring. How do you spot potential and passion during an interview?**

To spot potential and passion at the time of hiring, 'Appreciative Inquiry' method is adopted. This includes a round of open-ended generative question and answer session with questions like which incident in your life had deep impact on you, what would be your dream job, what is your strategy in case of resource-crisis and more.

## ■ **What are the essential attributes you look for in a job applicant?**

Checking on his communication, managerial and influence generating skills, relationship-building and customer servicing tactics. The candidate's back-

ground should also be considered to know the mindset.

## ■ **What are some of the common issues you confront in graduates while hiring?**

The common challenge faced with graduates, who are generally freshers in the industry is their confused vision regarding their job profiles and at times about the profession, too. They are only focused at monetary benefits of the profession and are least concerned about their skill set developments while serving in a particular organisation. They need to understand constant job-switch won't reap much benefit in the long run if they aren't able to generate some good skills.

## ■ **How crucial is a candidate's domain knowledge when it comes to hiring and what is your**

**Freshers have confused vision regarding their job profiles**

