

ON THE SPOT

Hiring the right candidate is pretty much like looking for a needle in a haystack. Employers complain that a vast majority of the graduates they get are not up to the job. EDUCATION MAIL lines up some of the country's top talent spotters and finds out what they look for in a candidate while hiring



'IN AEROSPACE MISTAKES ARE UNTHINKABLE'

PUNEET KAURA, MD and CEO, Samtel Avionics, on the need to enhance the allure of aerospace sector and the importance of domain knowledge while hiring

■ **Talent spotters now regard potential as one of the key employee attributes while hiring. How do you spot potential and passion during a job interview?**

To spot potential, applicants are first made to go through a written test which includes, technical and general aptitude questions. Candidates who score 60 per cent and above in the tests will take part in a group discussion, this will then be followed by an in-depth interview, during which questions will be asked to assess the graduate's conceptual clarity on various technical subjects. Questions are also asked to gauge the applicant's behavioural aspects and passion.

■ **What are some of the other essential attributes you look for in a job applicant?**

A deep knowledge of the work, whether in fine arts, media, manufacturing, sales, accounting, public policy, finance, health care, science, or engineering; ability to handle technology, right from sending e-mails to working on office productivity software; ability to engage in critical thinking and problem-solving and to work in cross-functional teams.

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

Lack of clarity and conceptual knowledge in aerospace domain is one of the biggest issues we confront. Since we are in the niche domain of aerospace and defense, we get relatively less number of graduates applying for this sector.

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

ence on this front from campuses?

Being a niche sector, the domain knowledge required for candidates applying in this sector is critical. However, we are disappointed by the responses which we get during interviews from candidates who lack clarity of concepts.

■ **What is the transitional change which a candidate has to be prepared for when he/she enters the job market from the campus?**

As compared to life on campus, professional life is very different. It is a highly competitive world, and one needs to be constantly prepared to meet new challenges. As a person enters the corporate world from the campus world, he should understand that whatever he does now has the potential to have an effect on the outcome of an entire organisation and not just his own result. The responsibility on his shoulders is much greater than what he had while he was a student.

■ **How beneficial is social media in hiring candidates?**

Social media has become a fascinating place for employers to find talent that they may not be able to find otherwise. Social media can be a great source for discovering passive candidates.

■ **How can a candidate make himself valuable in his line of work?**

By pursuing on-the-job training offered by companies with passion and by taking up projects that will enhance a candidate's skill sets at work.

■ **How severe can be the cost of making mistakes at a professional level?**

As we are working in a highly sensitive area, i.e. aerospace and defense, making a mistake can lead to unimaginable consequences. Hence, in our industry, mistake is unthinkable.

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