



Design Thinking in Industries for Recruiting Process

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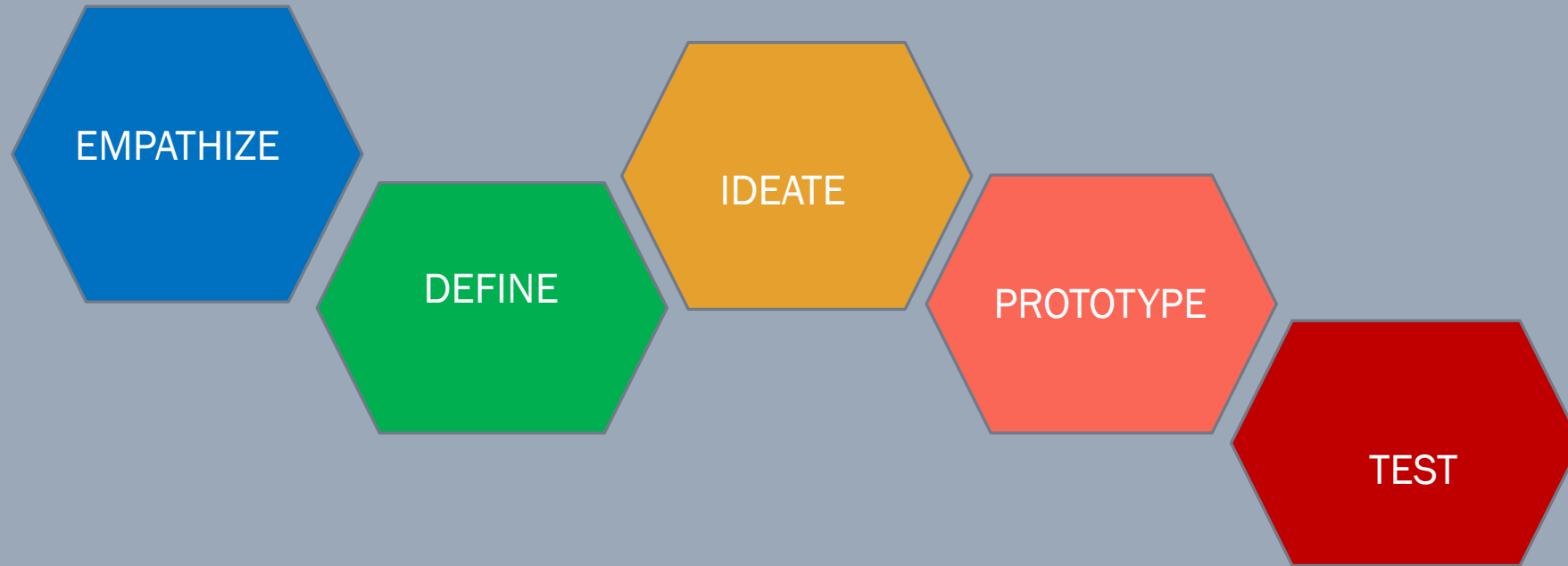
Abstract

This study explores the issues in HR practices in the process of recruitment for various job vacancies from candidate point of view. The entire process cannot be said as a flawed process but certain HR models or processes do have certain limitations. To overcome these limitations or make the process easier this study will describe requirements or ideas that can be included in an HR model. By applying the steps of design thinking, first we will understand the problem or identify the issues from both sides from HR personnel and from Candidates through personal experience. Ideate by providing solutions with provision for customization for various job roles and various candidates along with upcoming trends in job application process that can be implemented by potential candidates. Though there is no way to test the solutions, but in future these ideas could possibly implemented for a better recruitment process.

WHAT IS DESIGN THINKING?

“Design thinking is a human-centered approach to innovation that draws from the designer’s toolkit to integrate the needs of people, the possibilities of technology, and the requirements for business success”

—TIM BROWN, EXECUTIVE CHAIR OF IDEO



Design Thinking Modes

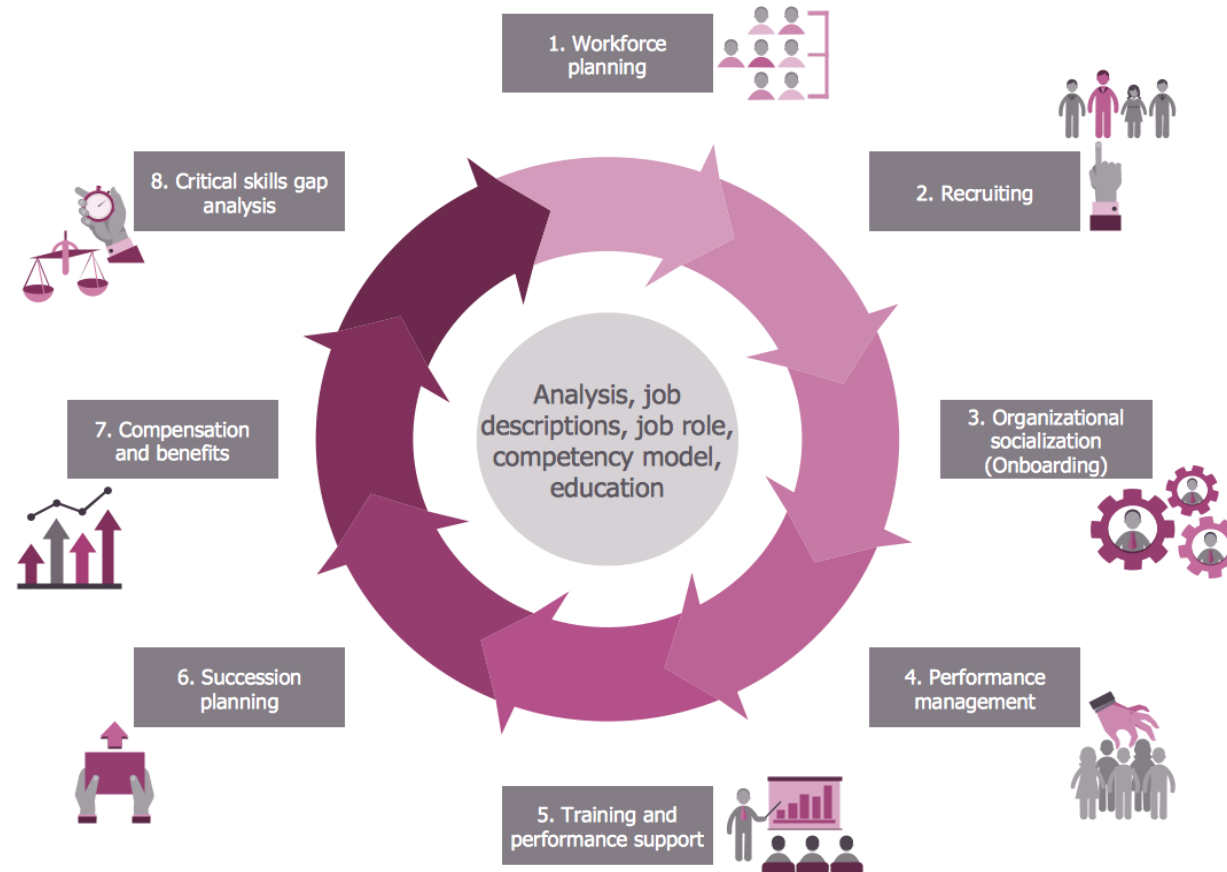
Source- Proposed by the Hasso-Plattner Institute of Design at Stanford)

WHAT IS HUMAN RESOURCE MANAGEMENT ?

“Human Resources Management (HRM) is defined as the policies, practices and systems established by an organization that shape employees’ behaviour, attitudes as well as performance towards their job”

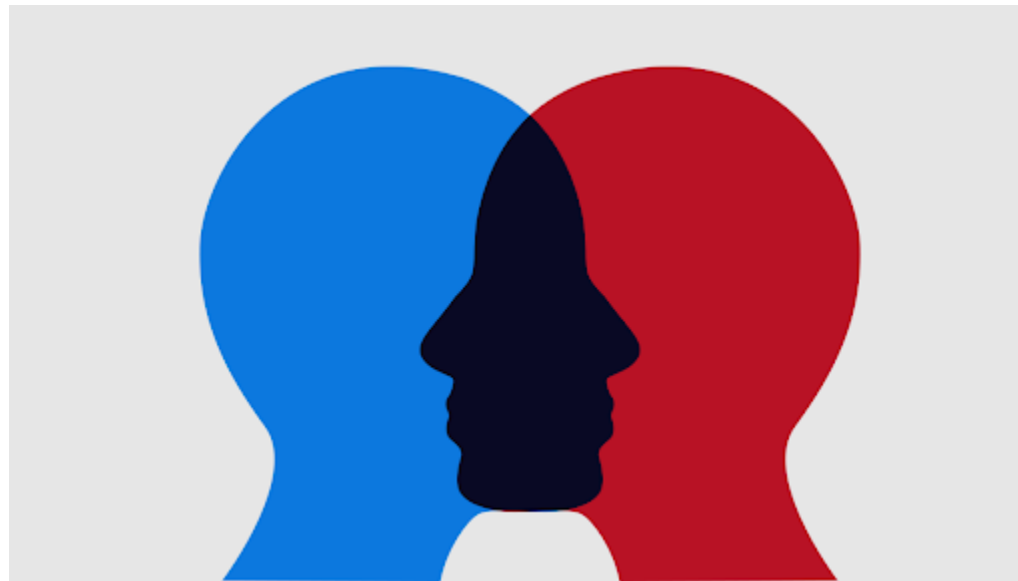
-DECIERI & KRAMAR, 2005

Human Resource Model



Applying the Design Thinking modes

Emphathize

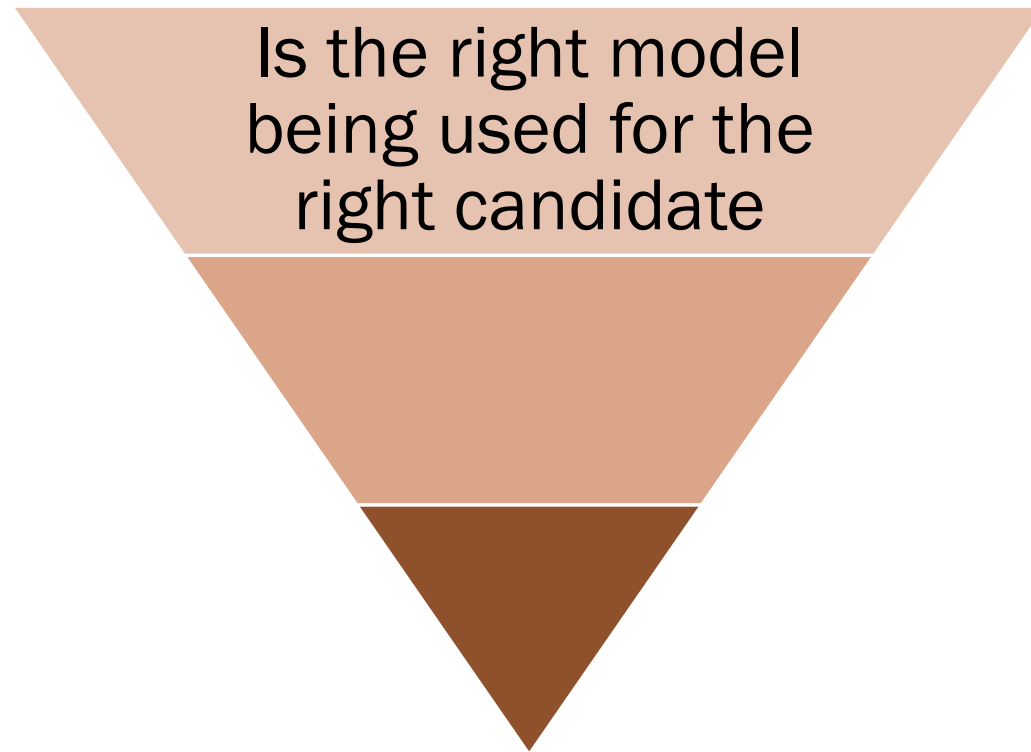
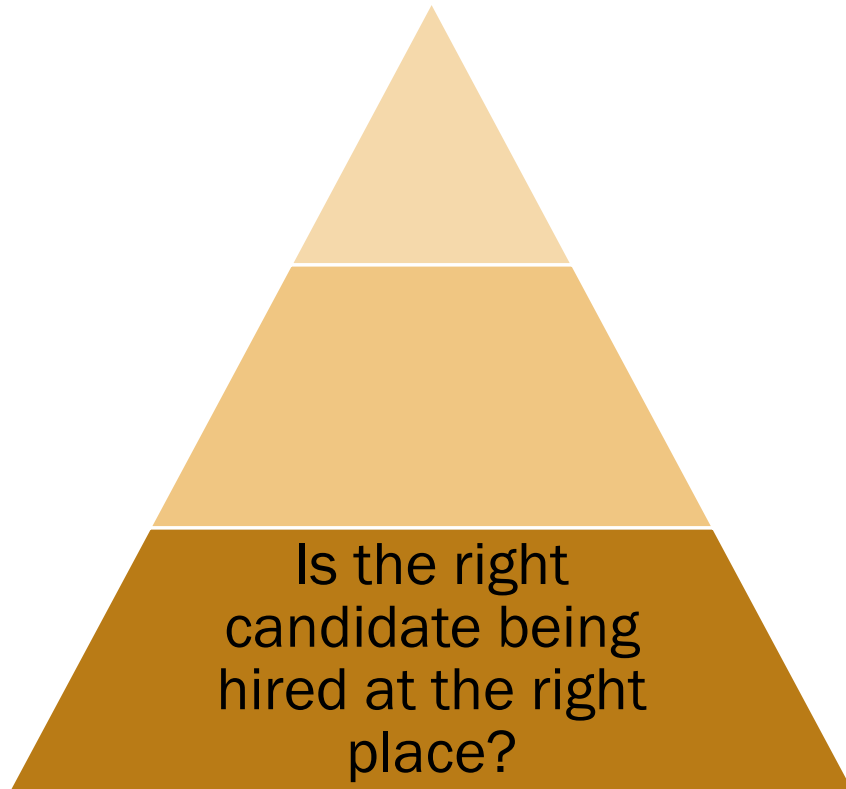


Questions for identifying cause of the problem.

- How does the recruitment process at your firm take place or what is the recruitment process in general?
- How important is the language criteria according to you in Germany especially when the candidate fits the job profile but doesn't fulfil the language requirement?
- How do you decide whether you need a fresher for the job or an experienced candidate?
- Since most of the vacancies require experienced candidates in such cases where do freshers stand a chance?
- When you have shortlisted two candidates for a profile, one is a fresher and the other an experienced candidate in such a situation how would you evaluate who is a better fit? Is a test conducted further between the two to check their competency?

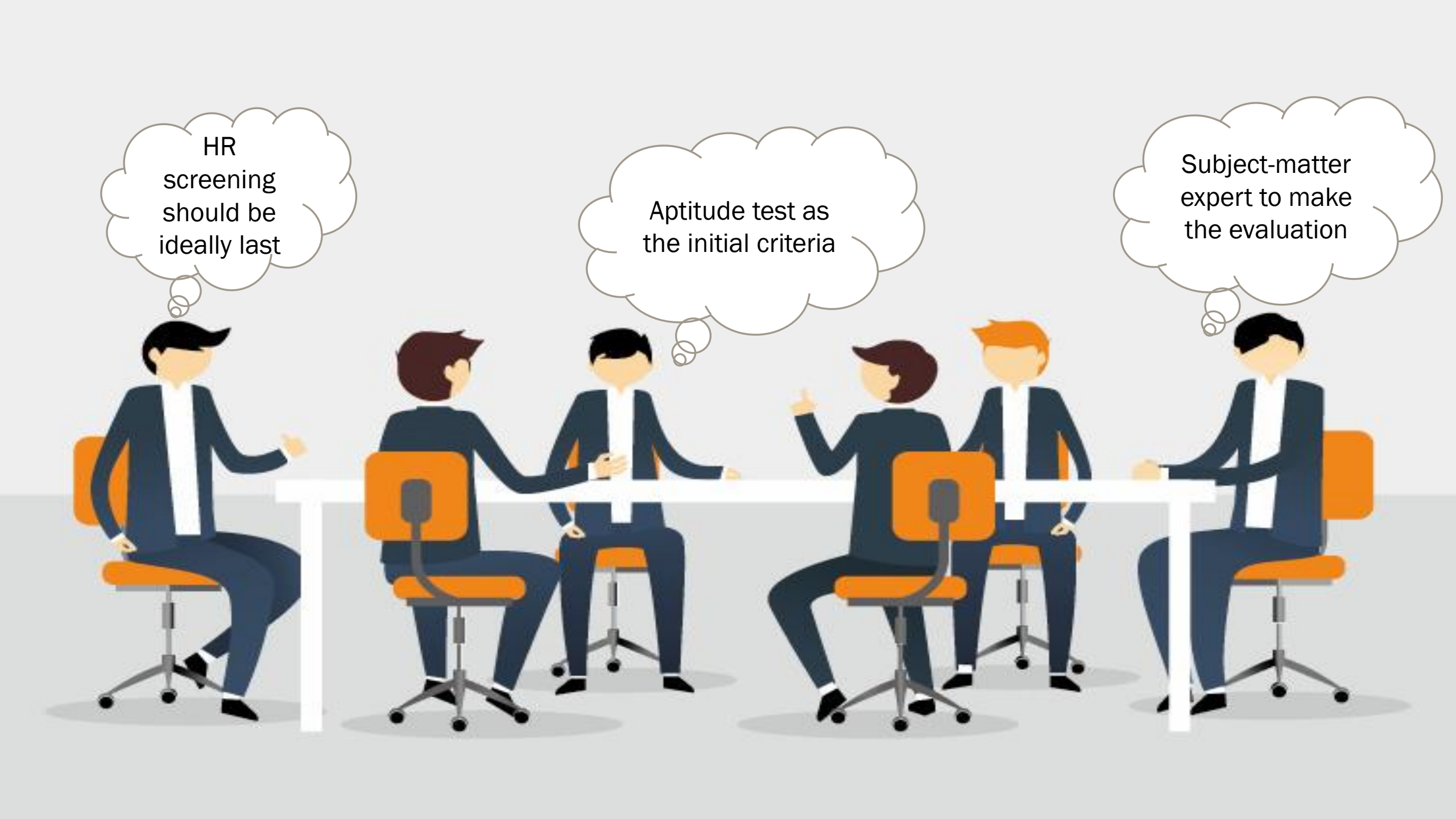
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- Since a budget is fixed for a job profile and if a fresher is selected for this job does he/she get the same pay or since he/she is a fresher he/she gets paid less and if you select an experienced candidate they get paid more?
 - How does the Applicant Tracking System software work? How do you filter out candidates in the initial stage?
 - How important is an application through reference? What role does reference play?
 - What is the ration of men and women while hiring? Are male applicants preferred over female applicants and how is the pay scale and how is the pay scale for female applicants decided?
 - Can we consider the CV's of the HR managers as the perfect form of a CV for application? If so then in your opinion should company's give a cv as an example so that its easier for candidates to apply.

Defining the Problem



I D E A T E



An illustration of five business professionals in dark blue suits and white shirts sitting around a white conference table. They are on orange office chairs. From left to right: a man with black hair, a woman with brown hair, a man with black hair, a woman with brown hair, and a man with orange hair. Each person has a thought bubble above them. The first man's bubble says 'HR screening should be ideally last'. The second man's bubble says 'Aptitude test as the initial criteria'. The third man's bubble says 'Subject-matter expert to make the evaluation'.

HR
screening
should be
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Aptitude test as
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Subject-matter
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Prototype

Since the ideas mentioned are just on paper, there is not way to really try them. But for a trial there are few steps that can be implemented by potential candidates.

As mentioned in the recording.



Conclusion

Be the Right fit not the best



Thank you for your
attention