

Applying talent acquisition to the test: Assessing Productivity in Facilities Organization

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Abstract

The Purpose – The purpose of this research is to explore the various types of selection process and how to achieve the right type of candidate for the organization. By studying the perceptions of those

Individuals involved in the selection process as well as increase the knowledge on how talent acquisition is interrelated with productivity of the employee.

Design methodology – The study is targeted to unfold as a conceptual paper, bringing together the collection of information from different authors across different fields. The study is built on research papers and projects from various years of experience and formulates a thought process to create a change in the talent acquisition which will help in analyzing a way to increase the productivity of the organization.

Findings – During talent acquisition, due diligence is required in assessing the person-organization fit and providing an enabling work environment to keep the talent anchored to the organization. Thus, it is suggested that organizations should make efforts to build effective, practical and holistic talent strategies that are not only able to attract talent but also address employee engagement and the retention of key skills thus boosting the productivity and business performance.

Keywords: *Talent acquisition, selection process, productivity, employee engagement and retention*

1. Introduction

To perform better and to contend in exceedingly dynamic condition, organizations nowadays have begun focusing on securing the best ability. Talent acquisition is an intricate process, meant to strongly test not only the intellect of the candidate but also of the interviewer. This is because selecting the right candidates becomes imperative for any field of specialization. Selection of the right candidates leads to higher productivity which in turn leads to overall cohesion of the relevant industry policies. The accomplishment of an organization depends to a great extent on the amount and nature of its Human Resource. In the quickly changing business world, the upper hand can be increased just when information is sanely coordinated and lined up with business objectives (Parmar, 2010). A perfect blend of strategic yet holistic interview rounds will help bring out the candidate's skill in various scenarios leading to an all round result that can be relied on.

Human Resource Management (HRM) is the way toward figuring out how to accomplish organizational goals which incorporates the procedure of enlistment and choice remuneration and advantages, work and modern relations and furthermore looking into

employees skill set and wellbeing of the organization as a whole. HRM upgrades the abilities and learning of the employee (Bose lie, Dietz, and Boon, 2005), and experimental investigations has driven to a conclusion that HRM hones the ability to increase the performance and motivation of the organization. It is expected that putting the right amount of effort into HRM enhances a long term financial advantage for the organization and ensure employee will be driven to stay in the same organization rather than moving to different organizations.

Due to high competitive market organization are trying to think of creative ways of attracting talent .It is very difficult to bridge between the organizational gaps and suitable candidates for the job. So it is important that organizational HR team keeps in mind and get the right talent through talent acquisition (Kheswa, 2015). Talent acquisition may incite suspecting that it is basically an equivalent word of the enlistment and choice idea. In any case, as indicated by Rivera (2011), Talent acquisition envelops more than enlistment and determination alone. Talent acquisition considers all the included procedures into drawing in, choosing and procuring the new workers which reach past the enrolment and determination hones. Talent acquisition “incorporates components of business marking, outreach, systems administration, and relationship working with potential applicant groups. The talent acquisition strategies include planning the work force which is needed to perform the various tasks in the organization. Secondly it is to acquire the right kind of talent which the organization lacks. Thirdly it is to find out the gap between both the existing and required talent for the organization. Fourthly creating a strategic workforce plan as it helps in understanding the present supply of employee and if it matches to the future demand of the organization. Then talent attraction strategies such as employer branding, job profile, employee value proposition, HR policies and compensation are used to acquire the right talent (Viluckyte, 2012).

Human resource administration has transformed into an essential piece of the business world in the 21st century. There are a couple of models of worker selection packages that have been totally executed in the business scene throughout late years. One case is the Sales Talent Acquisition Routine, or STAR process, made by David Kurland. This extensive multi-step process covers enlisting looking over, choosing, and on boarding of high-performing bargains specialists.

Another sort of employee determination package that is both thorough and acknowledged in the worldwide business group is top reviewing. Top evaluating is an ability securing and ability organization process developed by Dr. Brad Smart in the mid-1970s. Besides, key human administration includes numerous highlights, however, enlistment and determination can be underlined as one of the more vital components.

Profitability can be connected to proficiency. Work-life adjust impacts efficiency of an employee (P.C.Wright, 2008). Quality is estimated by how the administration is conveyed to the clients. Profitability and quality can be connected. Expanding efficiency of representatives can likewise bring about an expansion in client and worker fulfilment and dependability towards the organization. (Singh, 2000). Selection process and profitability of the company are connected. Productivity can be characterized as the proportion of yield to entering. Productivity can likewise be connected to, adaptability of work and how the representatives appreciate function in the work put. Productivity is a blend of numerous parts yet one of the principal factors considered by a representative is adaptability of work. Adaptability in work gives positive outcomes on representative maintenance, enlistment of workers which in this way upgrades fulfilment of representatives and efficiency. Profitability can likewise be connected to non-

appearance, weight and stress. Truancy is the quantity of days a worker has skipped coming to work. At the point when a worker is excessively focused on the efficiency is low which prompts non-attendance and weight. (Has an, 2002)

Thus the purpose of this research is to explore the various types of selection process and how to achieve the right type of candidate for the organization. By studying the perceptions of those individuals involved in the selection process as well as increase the knowledge on how talent acquisition is interrelated with productivity of the employee. Your paper has been accepted for journal publication. Please follow the steps outlined below when submitting your final draft to the IJAMTES Press. These guidelines include complete descriptions of the fonts, spacing, and related information for producing your proceedings manuscripts. Please follow them and if you have any questions, direct them to the production editor in charge of your journal at the IJAMTES.

2. Research Design

All As a qualitative research, content analysis has been done to analyze the data. Testing the selection of the most appropriate method of data collection is essential for ensuring the credibility of content analysis. The procedure to guarantee talent acquisition of content study begins by picking the best data collection technique to answer the exploration inquiries of intrigue. The sampling technique used is purposive snow ball sampling. Purposive sampling is suitable for subjective studies where the analyst is occupied with sources that have the best information concerning the exploration theme. When using purposeful sampling, choices should be made about who or what is tested, what frame the examining should take, and what number of individuals or destinations require to be examined. Snowball sampling refers to a sort of reason testing where existing members select future subjects from among their associates. Consequently, the example bunch seems to develop like moving snowball. The collections of data are in a structured form gathered by method of interview and written documents. This research study is based on the HR department of organizations in Bangalore city. The sample size is 30. The demographics subject picked for the purpose of this research, pertain primary to Bangalore Thereby drawing one of the limitations of the study.

3. Analysis and Interpretation

The total of thirty interviews were conducted within a period of four weeks. Out of which, seven interviews were conducted face-to-face on site of different facility management organization located in Bangalore city and one was conducted through skype. Each interview took approximately fifteen to twenty minutes. In order to steer our interviews in a direction that would provide us with answers to our research questions, we developed and broadly followed two interview guides: One for the selection process and another based on the productivity of the organization. The answers received were subjective and thus each response was unique. The answers from all candidates for each question were consolidated into a comprehensive response that would consider the views of all the respondents in a concise manner. When the candidates were asked about the factors that organizations looked for in a candidate's resume, more than 50 percent of the respondents considered relevant skill sets to be the prime factor. Education qualification and prior work experience occupied the succeeding positions. Since organizations work on long terms goals and have a vision, it becomes crucial to hire employees with a mindset that matches these goals and those who have the potential to thrive in the long

term. Considering the dynamic work environment, it also becomes exceedingly important to test people to identify their ability to deal with stress and situations where they may be subjected to increased pressure. However, an ideal candidate would be one who would also display the potential to lead and be able to fit in the social environment at the workplace.

1. Important factors as an organization look for in a candidate resume

Relevant Skills, Committed to Work and Stability, Skill set, Total years of experience, relevant experience, companies worked, technical skills, Education and certification, Essential Criteria required to full fill the requirement, Educational Qualification, Relevant Experience on the required skills, Stability of the candidate in an organization and Flexibility to work as an when required and also some cases we look for achievements by the candidates and university he/she passed out, Quality of the candidate, Multi takers who thrive on variety of projects, Relevant work experience, Long-term potential Skill sets, Work experience and the knowledge on work related niche,

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2. Numerous forms of selection process commonly used in your organization

Different Technical Rounds, Telecom and Face to Face, Aptitude test, communication check, online technical test, technical interview, managerial interview, HR discussion, Telephonic Interview, F2F Interview, Skype Interview, WebEx Interview and Online Test and Walking, Application form evaluation, Preliminary interview, Selection tests, Selection interview, Reference check, Decision making, Experience, passion, Primarily Interview, written evaluation for language assessments are also done. The various forms of selection process used in my organization would mainly be interview with the candidate after screening their resume. The interview would be face to face not a telephonic one. Technical Interview, Reference, Interviews and group activities, Resume creativity achievements, communication skills group task convincing skills

1. Application Forms, through which we collect written information about an applicant's education, work and non-work experiences, both past and present.

2. Employment Interviews or information exchange between applicant and interviewer regarding an applicant's suitability and interest in a job the employer seeks to fill.

3. Tests of Abilities, Aptitudes, and Skills.

4. Personality Test. Résumé screening of candidates, personal interviews, panel interviewed, Stress round, situation handling, Interview, Interview for laterals. Test, group discussions and Interviews for fresher's, personal Interview, Skype Interview, Campus Visit, Group Discussion (GD), Stress round, Situational analysis, personal interview. personal round, GD, Situational handling, Logical reasoning and personal

round, résumé screening, personal interview, stress rounds and panel interviews are the various forms of selection process, Aptitude test and interview, Group Discussion Attitude Tests Personal Interview, Face to Face interviews and referral, GD, technical and HR, Online application and interview.

When the candidates were asked about the various forms of the selection process commonly used in their organization for selection of an individual more than thirty percentage of the respondent considered face to face interview and group discussion as the main way of selection process and about five percent stuck to the old traditional idea of selecting candidates through telephone. A few of the respondents looked into the creativity of the candidate. Most of the respondent looked into the communication skilled of the candidate. As organization look into selecting candidates for the Position, it is very important that they have the most basic trait of communication. More than ten percent of respondent considered aptitude test and work experience as a way of selecting candidates. Therefore, the selection of the candidate can be done by face to face, group discussion and other multiple ways. As to get the best candidate for the company it is really important to know if they have the capabilities which are required for the position

3. Functional procedure organization use for the current selection process

Communication and Technical, Internal recruitment process, resource planning and hire accordingly, Reference Check, Short listing, Preliminary Interviews, Written Test, Technical Interview, Compensation, Job Offer and Background verification. Application form evaluation, Preliminary interview, Selection tests, Selection interview, Reference check, Decision making, Tests, interviews, situational interview, depend on the need of the organization, interview is always conducted by one HR personnel, GM and the facility manager. Recruitment process, selection process is continued with the resume screening process, interview is conducted to choose the right person to the right job to match the objectives of the company Job portals, walk-in, Referrals. Direct Personal Interview. Advertisement, posting in job portal, we hire using different job portals, Call for applications.

When the respondents were asked about the functional procedure they follow in the organization more than 50% said that they followed a very systematic way of having face to face interview, group discussion, few of them also said that they had two separate rounds one was the HR rounds which had multiple sub rounds, secondly the head of department round. They also said that they have a contingency plan where they would choose candidates for backup. Few of the respondents followed the idea of situation analysis as an interview method to understand the presence of mind of the candidate

4. With the requirement of the organization changing, do you think the selection process should be modified?

Yes. "Process should be based on stressing for right candidate with innovative skills."

When the respondents were asked about with the requirement of the organization changing, do you think the selection process should be modified, more than twenty percent of the respondents said yes to the traditional form of selection process where they first screen the resume, then put the individual through different rounds that include group discussion, problem solving, situation handling, aptitude test and finally personal interview. Few of the respondent concentrated on SWOT analysis which helps in identifying strength, weakness, opportunity and threat of the candidate and this will act as a tool to analyze if the candidate is a right fit for the company

5. Are the following talent acquisition strategies going to deliver the right form of candidate for the right job?

When the respondents were asked about the following talent acquisition strategies going to deliver the right form of candidate for the right job more than fifty percent said yes for this as it will show case the talent of the candidate and provide the idea if the candidate is look for fit in the organization. While very few of them went with the ban on as the candidates may not be able to express himself or even do well in the interview but can be a perfect fit for the company as well as the job requirement .When the options are different it all comes down to how the human resource analysis the individual not only on the basis of skill set but also personality.

6. Form of evaluation techniques does organization use for talent acquisition!

When the candidates were asked about the various forms of evaluation techniques that an organization use for talent acquisition, HR managers from various facility management field highlighted on how candidate undergoes various technical rounds, it is important for all the candidates to know their subjects for what they have been doing in their schools and colleges. Communication skills plays a major role in looking at the candidates' language and his fluency of the language. Right attitude is always that is needed in any organization and almost ninety eight percent of the respondents agree with having the right attitude for the right job. Personal interview and the managerial review help the managers understanding the candidate thoroughly. Most of the organizations actually look for the project completed by the candidates on the primary skills and secondary skills with the previous organizations for whichever role we hire, the stability of the candidate in an organization as stability plays a very important role in hire the candidate. By conducting logical and aptitude tests. Situational questions also help in understanding the mind of the candidates as to how they solve situations. Companies evaluate the employees based on our requirements. For example, as being a purely housekeeping company if any employee does not meet our requirements based on certain criteria's then his performance score would be low. They observe the employees throughout their tenure. The evaluation happens once in 3 months. Time frame as to how quick the candidate they get the work done. Audit approach, analytical approach. Some company's does prescreening to eliminate candidates who do not meet the basic requirements of the position.

7. The three key main aspects of talent acquisition strategies that you follow in your organization?

The main talent acquisition strategies followed in our organization is: 1. Interviewing the candidates Training the candidates according to their requirements Identify the skills of the candidate Experience, Right selection and retention 1. Identifying the right fit for the tasks. 2. Finding values corresponding with vision. 3. Evaluate group behavior enhance the potential of the candidate, to build employee brand, to meet companies long term demands. Innovation, flexibility, dynamic skills, Campus recruitment, off-campus recruitment and lateral hiring. Hiring Time And Expenses, Assessing and Applicant Conversion. Innovation, Flexibility, dynamic skills. Innovation, creativity and attitude, to identify the potential of and individual and provide the right job outline to promote employee branding to enhance the employees potential and design development program Identify, evaluate and acquire. Work with hiring managers and executives to forecast staffing needs Coach and develop employees to help them achieve their full potential Increase retention rates through employee career-patching Plan, prepare and evaluation,

Interview, background checks, sourcing, Collecting data, using data, working with other departments.

Every organization looks into is the required skills sets of the candidates which is required by the organization. Presently the main aspect every organization looks into while hiring a candidate is innovation, whether the candidate will be able to do something new for the organization. Every organization used various selection strategies like off campus and on campus recruitment. While selecting candidates screening the candidates fully and selects according to the requirements of the organization. Every organization maintains a bank of profiles of the candidates for reference. This is done to collect data. Every organization will have a set selection procedure. Some include interviews, tests. Through this the organization can hire the right candidate for the right with the right skill set. After selecting the candidate, the organization also puts into some effort to develop the career of the employee.

8. The factors that help in increasing the productivity of your organization

Every organization expects every employee to contribute. Therefore, every organization should incorporate certain factors to increase productivity of employees. There are many factors which the human resource department should incorporate to increase productivity of employees. There are many different factors which increases the productivity of employees. For example, work environment plays a major role in increasing productivity of employees. Rewards and recognition also plays an important role in increasing productivity of employees. many other factors like quality of work, laissez faire leadership, career development, flexibility of work, motivation, incentives, performance appraisals, friendly work team all increase productivity of employees. Different organization use different strategies to increase productivity of employees.

9. How does talent acquisition increase employee's productivity?

When the respondents were asked about the how talent acquisition increase employee's productivity More than twenty-five percent said that based on the creativity and passion to do what they want and like employee naturally become productive. Cause as they follow their passion they are self-motivated which eventually gets increasing the productivity of the employee .Few of the respondents said the human resource has the duty of getting the right talent acquisition and by looking into the potential of the candidate one can understand how important it is as considering the dynamic work environment, it also becomes exceedingly important to test people to identify their ability to deal with stress and situations where they may be subjected to increased pressure. However, an ideal candidate would be one who would also display the potential to lead and be able to fit in the social environment at the workplace.

10. Do you think increasing productivity and talent acquisition are directly proportionate? Justify your point.

When the candidates were asked a question of comparison on about increasing productivity and talent acquisition are, they directly proportionate. Most of the respondents answered yes. Candidates reply for the statement: If the person is not fitting to that particular job then there will be loss of productivity, so it is directly proportionate to each other. Following the strategies of talent acquisition, we will be able to match the right candidate for the required job, thus reducing the risk of low productivity. Only then there is a point acquiring such candidates and also bring the most out of them, HR executives believe in choosing the right people for the right job and when the organization identifies that talent it automatically increases the productivity because the

employees have those skills to perform that task and are passionate about that particular job. Therefore, the productivity increases, and the quality too increases. Some organizations with high-performing talent acquisition functions are more likely to operate at a high level of productivity than their less effective peers. Filling roles with people who have the right skills and are personally suited to organization's values and culture has a profound impact on productivity and profitability. More than twenty percent of respondents said that most of the organizations believe in increase in productivity and talent acquisition are directly proportionate because once the talent of an individual is identified and provided with outline with a development program can increase productivity, It is suggested that organizations should make efforts to build effective, practical and holistic talent strategies that are not only able to attract talent but also address employee engagement and the retention of key skills thus boosting the productivity and business performance. During talent acquisition, due diligence is required in assessing the person-organization fit and providing an enabling work environment to keep the talent anchored to the organization. They were quite few responses on candidates found it unrelated as their point of view was Increasing productivity can be achieved by focusing on teams/employees specifically.

4. Finding

Well, the following are the observation made after studying the selection process and enhancing the productivity of the organization. When you have developed your recruitment plan, enrolled individuals, and now have a lot of individuals to choose, you can start the selection procedure. The selection procedure alludes to the means associated with picking individuals who have the correct capabilities to fill a present or future employment opportunity. For the most part, administrators and directors will be eventually in charge of the employing of people, yet the part of human asset administration (HRM) is to characterize and control chiefs in this procedure. The ideal opportunity for all associated with the selection procedure to audit list of references, weight the applications, and meeting the best hopefuls takes away time (and costs cash) that those people could spend on different exercises. Moreover, there are the expenses of testing candidates and bringing them in from out of town for interviews. The selection process consists of five distinct aspects: Criteria development where all people engaged with the selection procedure ought to be legitimately prepared on the means for talking including developing criteria, reviewing résumés, developing interview questions, and weighting the candidates. The primary angle to choice is arranging the meeting procedure, which incorporates criteria improvement. Criteria advancement implies figuring out which wellsprings of data will be utilized and how those sources will be scored amid the meeting. The criteria ought to be connected straightforwardly to the activity examination and the activity particulars. Truth be told, a few parts of the activity investigation and employment determinations might be the genuine criteria. Furthermore, incorporate things like identity or social fit, which would likewise be a piece of criteria improvement. This procedure, for the most part, includes examining which aptitude capacities and individual qualities are required to be fruitful at any given activity. By building up the criteria previously exploring any list of qualifications, the HR supervisor or administrator can make sure he or she is in effect reasonable in choosing individuals to meet. A few associations may need to build up an application or an anecdotal data sheet. The vast majority of these is finished on the web and ought to incorporate data about the hopeful, instruction, and past occupation encounter. This takes into account a streamlined procedure with particular rules officially set before evaluating a list of

references .For example, criteria for a project management job might include the following: A bachelor's degree in business or closely related field, ability to work on multiple projects at once, problem-solving ability, conflict-management ability, ability to manage a team of five to six diverse worker, score of excellent from most recent employer

Once the criteria have been created (stage one), applications can be looked into. Individuals have distinctive techniques for experiencing this procedure, however, there are additional computer programs that can scan for keywords in a list of qualifications that must be looked at and reviewed. After the HR administrator or potentially chief have figured out which applications meet the base criteria, he or she should choose those individuals to be met. A great many people don't have sufficient energy to survey twenty or thirty competitors, so the field is in some cases limited significantly assist with a telephone meet. Talking individuals' costs money. Thus, after choosing individuals, great utilization of time is basic to ensuring the meeting procedure takes into consideration choice of the correct competitor. In an unstructured meeting, questions are changed to coordinate the particular candidate; for instance, inquiries concerning the competitor's experience in connection to their list of qualifications may be utilized. In an organized meeting, there is an arrangement of institutionalized inquiries in light of the activity investigation, not on singular applicants' list of qualifications. While an organized meeting may appear the best alternative to get some answers concerning a specific applicant, the greater concern is that the meeting rotates around the particular occupation for which the competitor is meeting. In an organized meeting, the normal or wanted answers are resolved early, which enables the questioner to rate reactions as the hopeful gives answers. This takes into consideration a reasonable meeting process. For motivations behind this segment, we will accept that all meetings you perform will be organized, unless generally noted. Interview procedures can be tedious, so it bodes well to pick the correct sort of interview for the individual occupation. A few occupations, for instance, may require just a single meeting, while another may require a phone meet and no less than maybe a couple customary meetings. Remember, however, that there will probably be different techniques with which to assess an applicant's potential, for example, testing. Testing. Here are diverse kinds of interview such as traditional interview which is a type of interview normally takes place in the office. It consists of the interviewer and the candidate, and a series of questions are asked and answered. Telephone interview which is a type of interview done through telephone interview is often used to narrow the list of people receiving a traditional interview. It can be used to determine salary requirements or other data that might automatically rule out giving someone a traditional interview. For example, if you receive two hundred résumés and narrow these down to twenty-five, it is still unrealistic to interview twenty-five people in person. At this point, you may decide to conduct phone interviews of those twenty-five, which could narrow the in-person interviews to a more manageable ten or so people. A panel interview occurs when several people are interviewing one candidate at the same time. While this type of interview can be nerve racking for the candidate, it can also be a more effective use of time. Consider some companies who require three to four people to interview candidates for a job. It would be unrealistic to ask the candidate to come in for three or four interviews, so it makes sense for them to be interviewed by everyone at once. Informational interviews are usually used when there is no specific job opening, but the candidate is exploring possibilities in a given career field. The advantage to conducting these types of interviews is the ability to find great people ahead of a job opening. Many organizations offer to take the candidate to lunch or dinner for the interview. This can allow for a more casual meeting where, as the interviewer, you might

be able to gather more information about the person, such as their manners and treatment of wait staff. This type of interview might be considered an unstructured interview, since it would tend to be more of a conversation as opposed to a session consisting of specific questions and answers. In a group interview, two or more candidates interview at the same time. This type of interview can be an excellent source of information if you need to know how they may relate to other people in their job. Video interviews are the same as traditional interviews, except that video technology is used. This can be cost saving if one or more of your candidates are from out of town. Skype, for example, allows free video calls. An interview may not feel the same as a traditional interview, but the same information can be gathered about the candidate. Nondirective interview sometimes called an unstructured interview. In a nondirective meeting, the applicant basically drives the discourse. Some extremely broad inquiries that are prepared of time might be asked, yet the competitor invests more energy talking than the questioner. The inquiries might be more open-ended; for instance, rather than asking, "Do you like working with clients?" you may ask, "What did you like best about your last employment?" The upside of this kind of meeting is that it can give competitors a decent opportunity to demonstrate their capacities; in any case, the drawback is that it might be difficult to look at potential applicants since questions are not set ahead of time. It depends on to a greater extent a "hunch" approach. It is likely that we may utilize at least one of these kinds of meetings. For instance, you may lead telephone interviews, at that point complete a feast meet, and catch up with a conventional meeting, contingent upon the sort of employment. Test administration refer to the process where any number of tests might be controlled before a contracting choice is made. These incorporate medication tests, physical tests, identity tests, and intellectual tests. A few associations likewise perform reference checks, credit report checks, and historical verifications. Once the field of hopefuls has been limited, tests can be regulated. Other than the meeting, we can likewise take a gander at a few different angles that may anticipate accomplishment at work. In the event that any test is to be criteria for estimating a competitor, this ought to be conveyed to every individual meeting, and criteria ought to be produced on particular test scores and desires before talking and testing starts. The next step is testing where an assortment of tests might be given upon fruitful fulfilment of a meeting. These work tests can check a person's KSAOs in connection to another competitor. The major categories of tests include the following such as Cognitive ability tests, personality tests, physical ability tests, job knowledge tests, work sample. The last part of the selection procedure is to offer a position to the picked applicant. Advancement of an offer through email or letter is in some cases a more formal piece of this procedure. Pay and advantages will be characterized by an offer. After anglicizing the data, the major findings of productivity state that both talent acquisition and productivity goes hand in hand if the person is not fitting to that particular job then there will be loss of productivity so it is directly proportionate to each other. Following the strategies of talent acquisition, we will be able to match the right candidate for the required job, thus reducing the risk of low productivity. Only then there is a point acquiring such candidates and also bring the most out of them, HR executives believe in choosing the right people for the right job and when the organization identifies that talent it automatically increases the productivity because the employees have those skills to perform that task and are passionate about that particular job. Therefore, the productivity increases, and the quality too increases. Some organizations with high-performing talent acquisition functions are more likely to operate at a high level of productivity than their less effective peers. Filling roles with people who have the right skills and are personally suited to organization's values and culture has a profound impact on productivity and profitability. More than twenty

percent of respondents said that most of the organizations believe in increase in productivity and talent acquisition are directly proportionate because once the talent of an individual is identified and provided with outline with a development program can increase productivity, It is suggested that organizations should make efforts to build effective, practical and holistic talent strategies that are not only able to attract talent but also address employee engagement and the retention of key skills thus boosting the productivity and business performance. During talent acquisition, due diligence is required in assessing the person-organization fit and providing an enabling work environment to keep the talent anchored to the organization. They were quite few responses on candidates found it unrelated as their point of view was Increasing productivity can be achieved by focusing on teams/employees specifically. It also stated that More than twenty five percent said that based on the creativity and passion to do what they want and like employee naturally become productive. Because as they follow their passion, they are self-motivated which eventually gets increasing the productivity of the employee. By the process of picking the right candidate through talent acquisition the organization can definitely increase the productivity of the employee.

To conclude, Talent acquisition and productivity resemble the two sides of a coin that is significant in the human resource management. Inventive innovations are to be embraced to upgrade the procedure of talent acquisition. With the dynamic circumstance winning in the worldwide employability status, the part of human asset supervisors is exceptionally basic in keeping up the talent balance. All-encompassing cum participatory approach is to be trailed by saddling the genuine advantages of talent acquisition framework. The talent obtaining framework that goes about as a drive to executing brilliance must be coordinated with whatever remains of the regions in the organization and through compelling talent acquisition.

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