

## Whitepaper on

A way to hire immediate Joiner for IT company

Presented  
by

TJS Solutions Pvt Ltd  
([www.tjs.co.in](http://www.tjs.co.in))

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- 1.0 Introduction
- 2.0 Why company start looking for immediate joiner?
- 3.0 How IT company hire Immediate Joiner?
- 4.0 What are the challenges faced by an IT company while hiring an immediate joiner?
- 5.0 What are the current solutions provided by other recruitment consultancies?
- 6.0 What is a way to hire immediate joiner?
- 7.0 Steps to start for hiring immediate joiner.
- 8.0 Q&A

## 1.0 INTRODUCTION:

In Today's global environment, IT companies face an immense lineup challenges in recruiting the right candidate at the right time. Apart from the right candidate, there is a huge demand for immediate joiners. Now, the questions is "Why immediate joiners every time?" You will get the answer soon.

Hiring an Immediate joiner is a big challenge in growing IT company in India.

In 2018, based on Naukri database, there are more than 8000+ immediate joiner openings found in Bangalore.

## 2.0 Why company start looking for immediate joiner?

IT company start looking for immediate joiner now a days. It might be because of the following reasons.

- 1) Company would like to hire resource once project is confirmed.

IT company prefer hiring resource once project is confirmed from the client. When project is confirmed, the client expect IT company to start the project immediately. It makes company to hire immediate joiner. Hiring resource before client confirm the project is very risky for the company.

- 2) Offer candidate didn't turn up during joining time.

In this era, an employee usually holds 3-4 offer letters in hand. Candidate has more decision power to choose which company they prefer to join. If they select 1 company, other 2 companies will obviously require immediate joiner.

- 3) Client project came suddenly without prior information.

Getting a client for IT project is an unexpected thing. Sometimes the client suddenly approved the project to start which was following up from long back. This makes the IT company arrange resource within a week.

- 4) Employee attrition rate become higher in the market.

The 20<sup>th</sup> century is bringing a huge change in growing IT company in India, an IT employee frequently gets Job opportunities calls from many other companies. This motivates employee to resign and shift to other company. Or many employees abscond the work if they feel uncomfortable at work place which creates an urgent requirement in IT company.

- 5) Good Salary hike while changing the company.

An engineer in Bangalore usually gets a minimum 30% salary hike while shifting their job, which creates an urgent opening for IT

## 3.0 How IT company hire Immediate Joiner?

The hiring process differ from company to company. I will explain the standard process, how hiring Manager hire immediate joiner in Indian IT market.

### 1) Hiring from Job Portals

IT Recruiter have Job portal access where they can download candidate resumes. IT recruiter can search with key skills, immediate joiner or less than 2 weeks notice period from Job portals say Monster or Naukri. And they download the resumes and proceed with the interview process.

### 2) Outsource Hiring to HR consultant vendors.

Big IT companies keep their own vendors who can support their recruitment process. IT company share Job description to their vendors and expect them to hire the candidate on time. But it never happen in real market.

### 3) Search Consultant from Freelancer portals.

Some IT company goes to freelancer portals like freelancer.com, upwork.com, fiverr.com etc. Company search the freelancer profiles and contact them directly and proceed with hiring process. Payment is based on hourly basis at the rate of \$15 to \$20.

### 4) Hiring employee who already hold offer letter.

Few companies who are ready to pay higher salary usually buy off employee from other company or hire an employee with 5-10% higher than latest offer letter. This become a traditional culture for IT company which will make an impact on other IT company to create another urgent requirement.

### 5) Hiring an internal team with similar skills set.

Easy way to do is hiring an internal employee who has core skills and onboard to project. Usually, provide internal training to boost the skills to handle an employee already knows company culture and can adapt to the process quickly. For the replacement, hire other external resources to fill up the position.

Above are the top 5 ways to hire immediate joiner for IT company. In the next pages, let us see what are the challenges faced by IT company while hiring immediate joiner.

## 4.0 What are the challenges faced by an IT company while hiring an immediate joiner?

There are many challenges faced by an IT hiring manager while hiring an immediate joiner. I will mention few of the top challenges below.

### 1) Quality of the candidate available for immediate joiner.

Getting a candidate profile whose skills set are matching with the requirement is one of the biggest challenges in the market. Most of the immediate joiners are the resources who was fired from previous company or employee who are willing to join the organization after failed in running their own business. Getting the right skills set is just a 5% chance in the market.

### 2) High employee salary expectation.

Most of the candidates who are really good, usually have multiple offers in hand. They have higher salary expectation than others. Most of the IT companies are not ready to offer the same expected salary. Not only high salary expectation, they are looking for good work culture and work-life balance. Usually, candidate go to the Glassdoor and check the review. Convincing a candidate to join is more challenging.

### 3) Sourcing immediate joiner resumes from the Portal.

Sorting a resume using Boolean search from Portal is a big challenge for IT recruiters. Most of the IT recruiters lack IT knowledge and have less idea on most of the important basic skills.

### 4) Sourcing the right profile from market pool.

### 5) Hiring manager takes long days to decide on hiring the candidate.

## 5.0 What are the current solutions provided by other recruitment consultancies?

There are many recruitment consultancies who provide hiring service. Few of the solutions that they had provided for immediate joiners are:

- 1) Hiring using same job portals used by others.  
Most of the consultant are not able to hire immediate joiner as their hiring process takes more than 42 days on average to hire a resource from the market. Consultant are using the same portal that other IT companies are using. Usually, consultant used to convince the organization with some other alternative solutions.
- 2) Outsource from their present organization.  
Consultant usually charge \$25 per hour per resource for 3 months to 12 months contract. Most of the IT companies are not ready to pay huge budget for there requirement.
- 3) Hiring from Freelancer portals.  
Some of the IT companies hire freelancer from the same job location and make them work on the project for few months.

- 4) Hiring employees who already hold offer letter.  
Few companies who are ready to pay high salary buy off employees from other companies or hire employees with 5-10% hike salary than latest offer letter.

## 6.0 What is a way to hire immediate joiner?

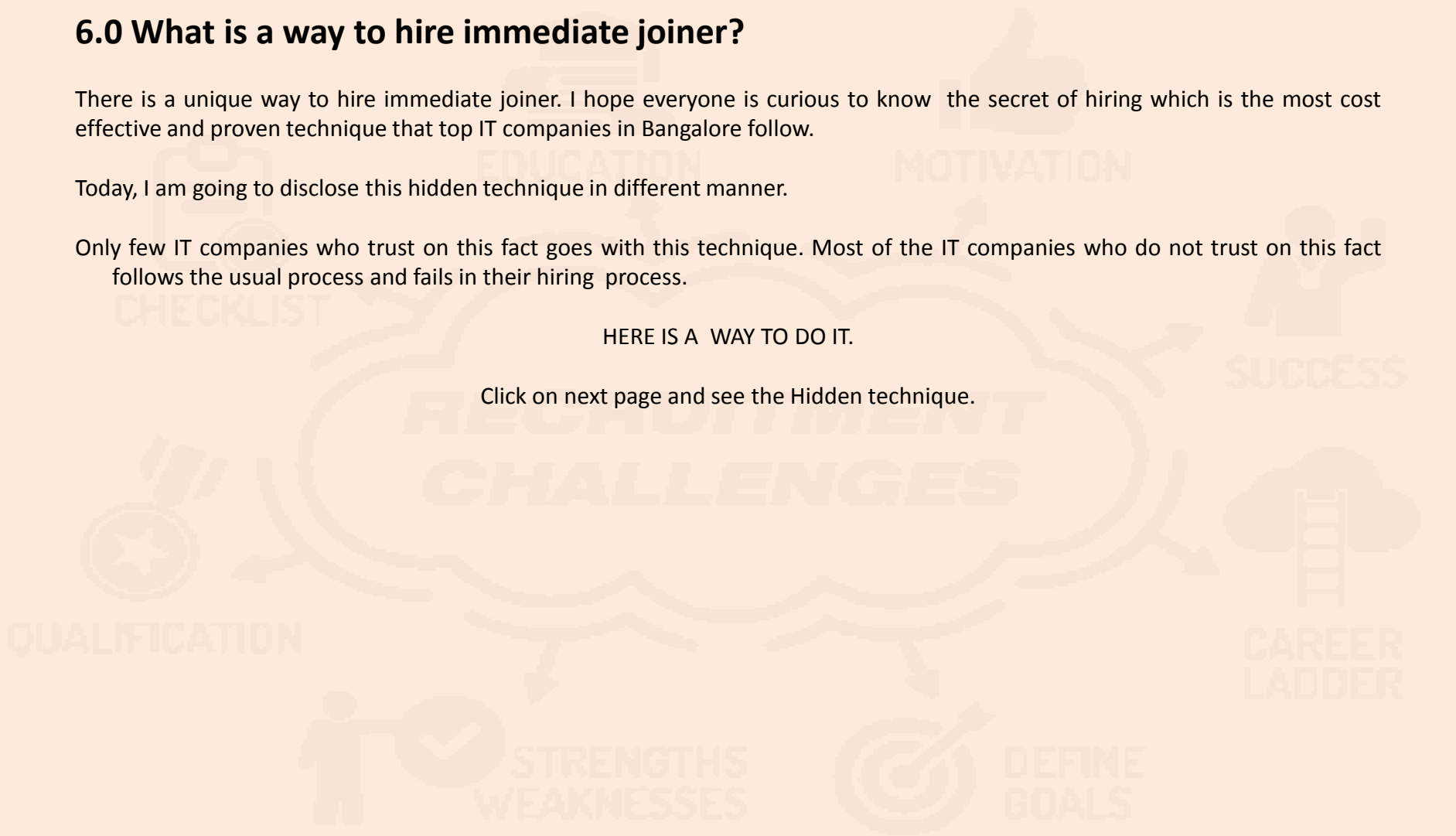
There is a unique way to hire immediate joiner. I hope everyone is curious to know the secret of hiring which is the most cost effective and proven technique that top IT companies in Bangalore follow.

Today, I am going to disclose this hidden technique in different manner.

Only few IT companies who trust on this fact goes with this technique. Most of the IT companies who do not trust on this fact follows the usual process and fails in their hiring process.

HERE IS A WAY TO DO IT.

Click on next page and see the Hidden technique.



“Hiring a resource from the partner IT company who have the required employee skills and who are ready to outsource their resource for a specific contract period.”

## 7.0 Steps to start hiring immediate joiner.

TJS solutions have 30+ network with IT company in Bangalore and Hyderabad with overall employees more than 1000+. Based on required skills set, the employee can be on-boarded within a week .

Steps to be followed are:

- 1) Just drop your requirements to this email: [info@tjs.co.in](mailto:info@tjs.co.in).
- 2) TJS HR consultant will call you to understand the requirements.
- 3) TJS will arrange Interviews with the client.
- 4) Make employee join the organization.
- 5) Sign a contract agreement with TJS Solutions.



## Q&A

