CHAPTER 8

RECOMMENDATIONS FOR FURTHER RESEARCH

This research was focused on dealing with the impact of innovative recruitment techniques on job seekers. While this is a topic with wide coverage, there are still some adjacent areas which were noted but not probed in great detail in order to not digress from the original scope of research. I would like to recommend the following areas for further research:

1. With the proliferation of latest recruitment techniques, the job seekers are gaining fast and direct access to companies and their recruiters with minimal involvement of middlemen like consultants. The recruiters are also constantly searching for ways to avoid extra expense of hiring consultants for getting the right candidates. The impact of these techniques on recruitment consultants therefore needs to be studied further.

2. This study has revealed the immense impact of data analytics provided by various websites and job portals on job-seekers. Similarly data analytics is being used more and more by recruiters for short-listing and gaining access to the worthy few candidates as soon as possible. This trend is going to grow with the developments being made in areas of Big Data and Cloud Computing. There is clear need for further study to be conducted on the impact of data analytics on recruiters and HR departments of organizations.

3. During this research, I came in contact with recruiters from various organizations. During the discussions that took place, I found out that there is a high interest among large organizations to improve their workforce diversity ratio. This is calling for newer methods to get access to female candidates for the organizations. This may have a major impact on the candidate search and screening methods used by recruiters as well as on organization’s HR policies. It is therefore recommended that workforce diversity and its impact on organizations, recruiters and job seekers be comprehensively researched.

4. With the advent of Open Source operating systems like Linux and Android combined with the applications being developed by software developers around the world, more and more open source communities are emerging to which software engineers contribute with code snippets which are helping
solve complicated problems in a short time. Such communities are now acting as
great platforms to demonstrate one’s capabilities to senior technical people placed
in good organizations for those who are seeking employment in these organizations.
Similarly organizations are also tapping into this pool of highly talented software
engineers. This is strongly interlinked with many of the developments being made
in software today. These online platforms are also enabling online collaborations
being formed leading to new opportunities for entrepreneurship. The potential
impact of such online platforms in shaping up the future of talent search and
acquisition especially related to software developers needs to be studied in greater
detail.