ORIGINAL ARTICLE

HIRING TRENDS IN PHARMACEUTICAL INDUSTRY-A SPECIAL STUDY OF BADDI, HIMACHAL PRADESH, INDIA

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Abstract:

This paper presents the work done on hiring trends which are usually being used by pharmaceutical companies. For this purpose, we have covered pharmaceutical industry of Baddi-Himachal Pradesh, India.
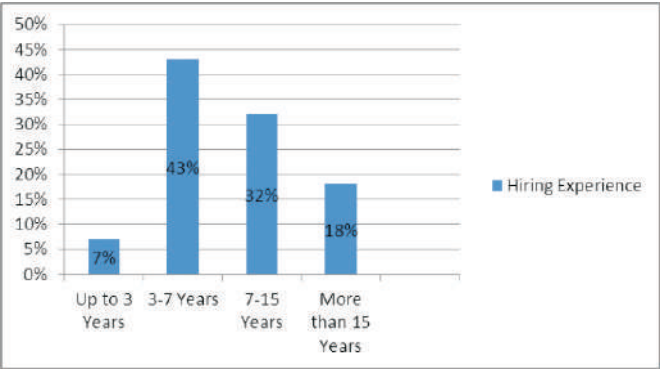
INTRODUCTION:

Baddi in Himachal Pradesh is a top manufacturing center for the pharmaceutical industry. 70 percent of total medicines sold in India are manufactured there. But growth there is getting affected due to hiring problems being faced by industrialists over there.

The sector in Baddi has 450 units employing over one lakh people and has a turnover of around Rs. 70,000 Crore. This work was done to have the knowledge about the recruitment trends being used in Baddi for year 2012. 100 Pharmaceutical Companies were taken in to consideration including big, medium and small. The questionnaire method was used to accomplish the work. All HR (Human Resource) professionals in concerned companies were asked about hiring trends and following are the results:

1.As a hiring authority, what is your position in company?

60% people were of middle management level.
20% people were of lower management level.
10% people were of senior management level.
10% people were those, who were there to handle technical work but given additional responsibility of hiring as well.

2.How much experience you have in professional hiring?

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3.What are your sources for finding candidates?

       20% people say that they recruit candidates through professional references, while 20% use job portals, 15% use newspaper advertisements and 5% use social networking sites like LinkedIn, Facebook, etc. and 40% make use of private consultants. This is as shown below:
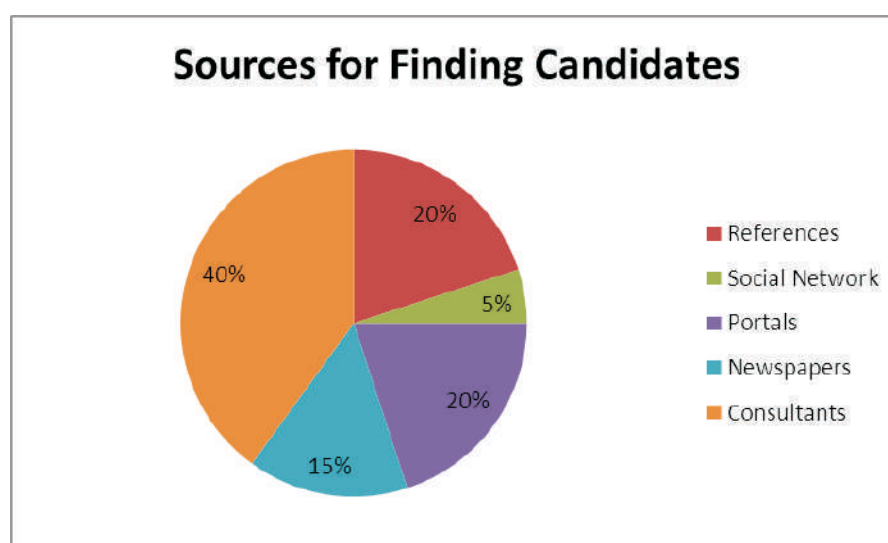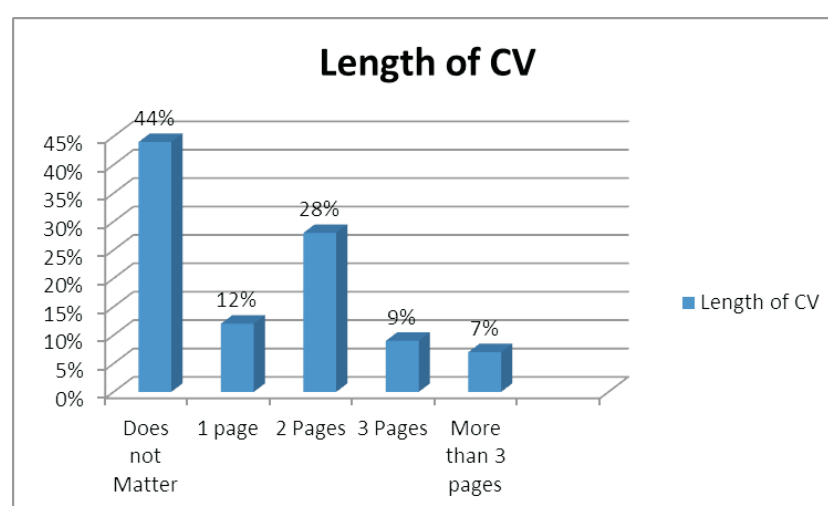

4.Do you think it is important to review the CV (Curriculum Vitae) personally and contribute in making decisions on candidates' selection for interview?
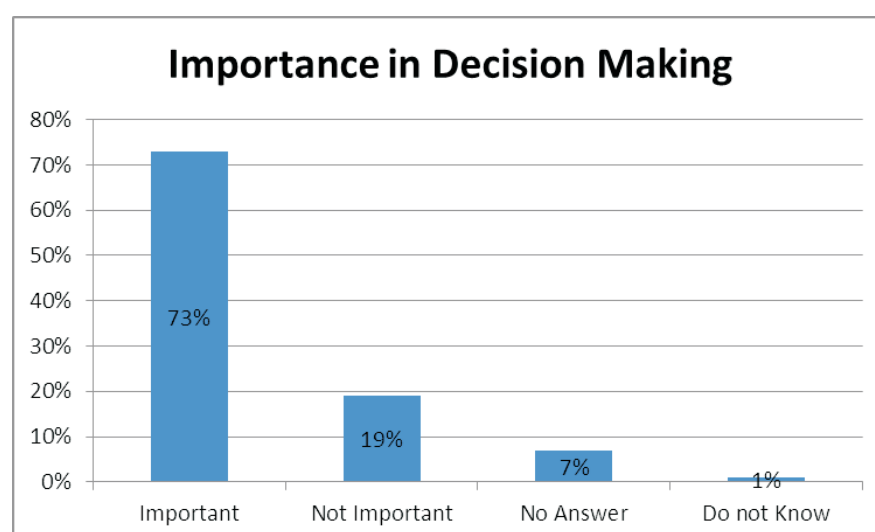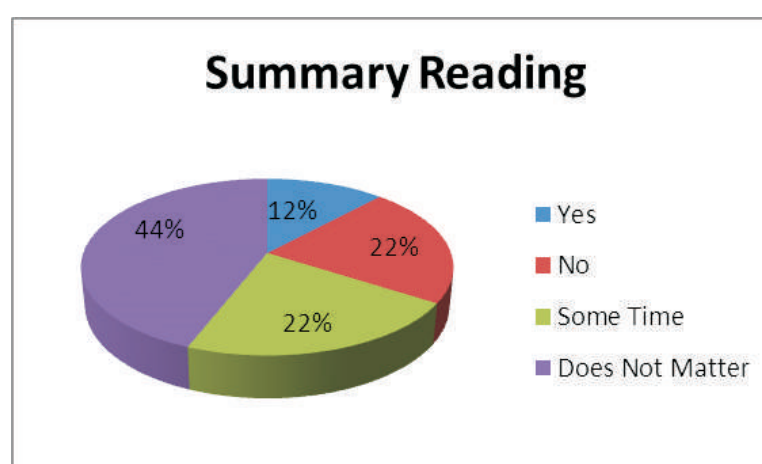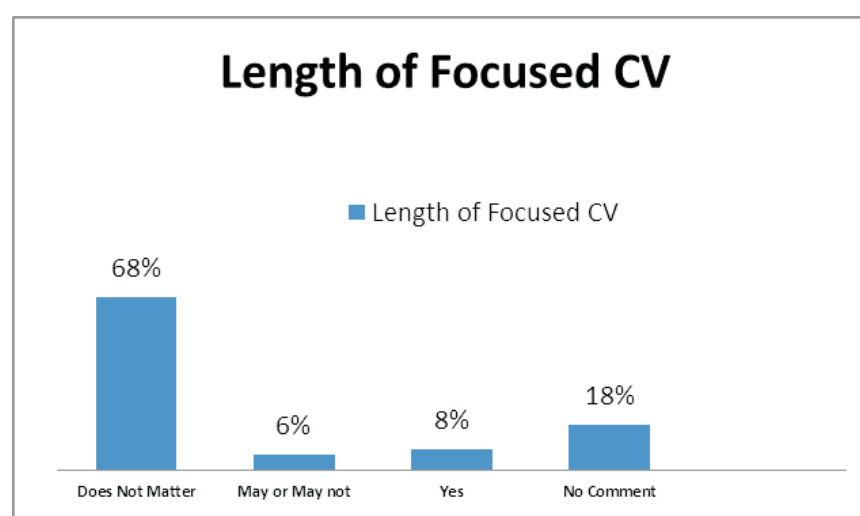

5. What type of candidates do you deal with?

Categories of Candidates
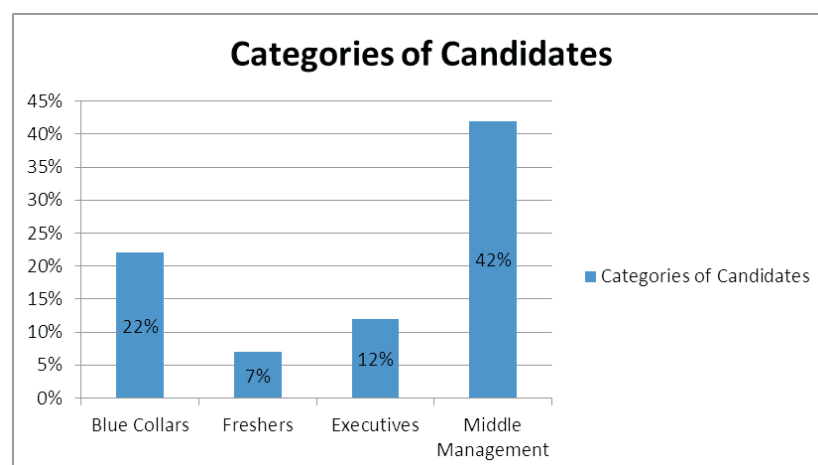
6.What is your preferred length of CV for middle and senior positions?
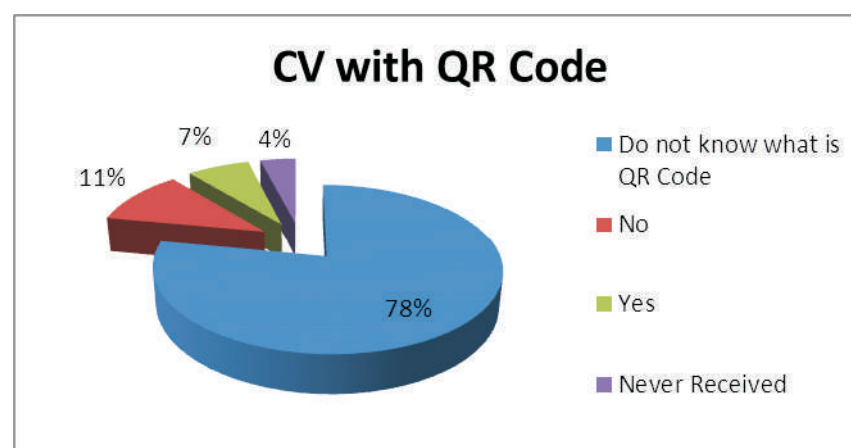
Length of CV

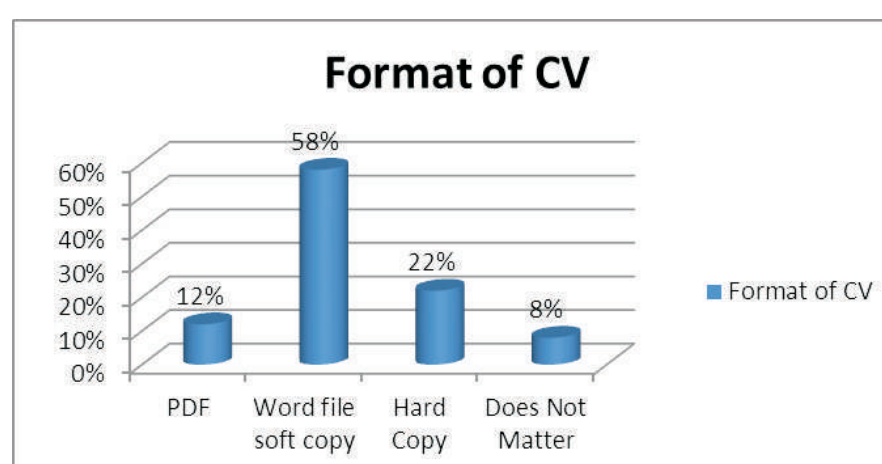7.Some candidates attach lengthy summaries with their CV, do you read that?

Summary Reading

8.If CV is well written and focused, does length of CV matters?

Length of Focused CV

■ Length of Focused CV

68%   6%   8%   18%

Does Not Matter   May or May not   Yes   No Comment

9.When you get a CV with QR Code, do you prefer to open it?

CV with QR Code

11%   7%   4%

78%

■ Do not know what is QR Code

■ No

■ Yes

■ Never Received

10.What is your preferred format for receiving Cvs?

Format of CV

60%
50%
40%
30%
20%
10%
0%

12%   58%   22%   8%

PDF   Word file soft copy   Hard Copy   Does Not Matter
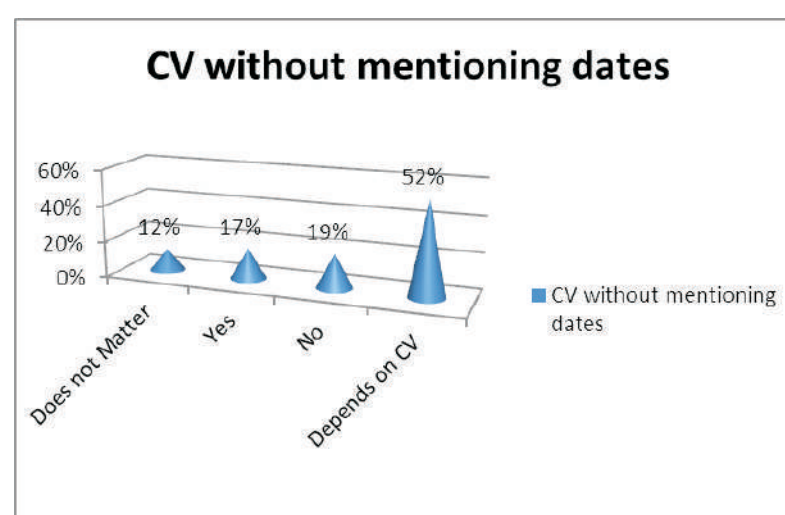
■ Format of CV

11.Before you recommend the CV, do you check the same on social networking sites like Facebook/LinkedIn/Google+ etc.?
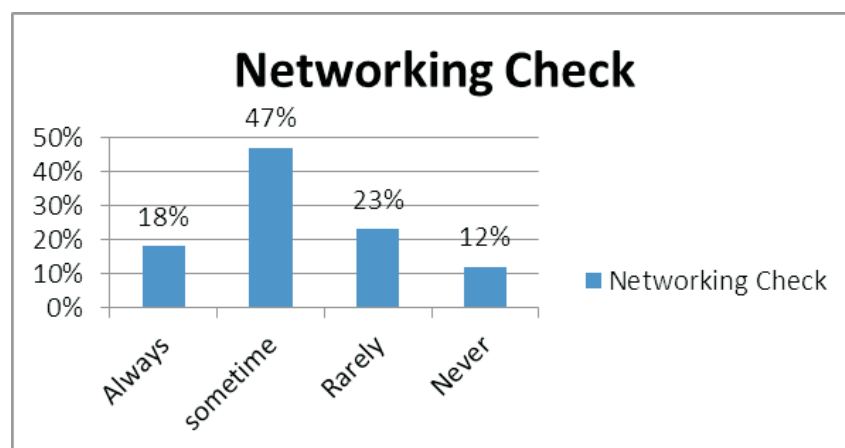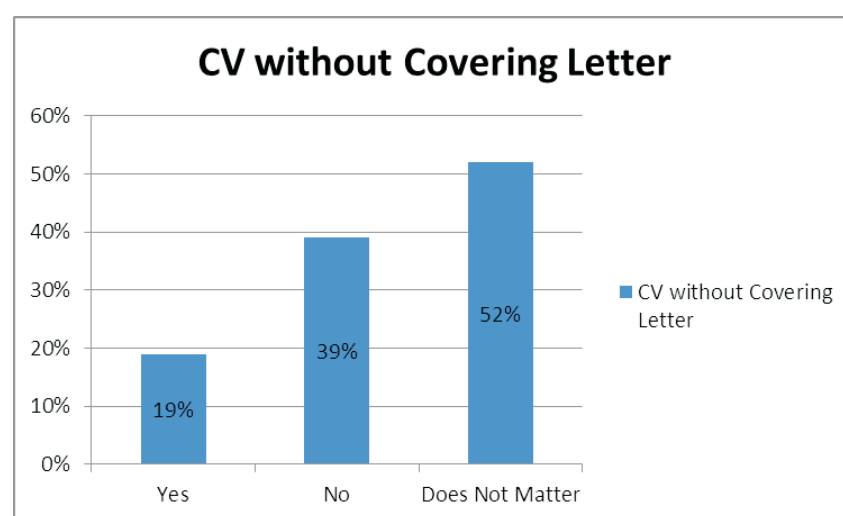

12.When you see anything negative about candidate on internet, how much it affects your decision to consider that candidate?
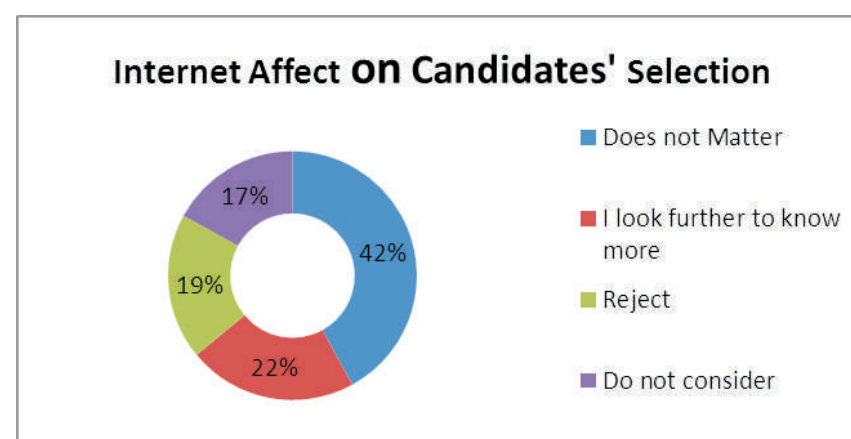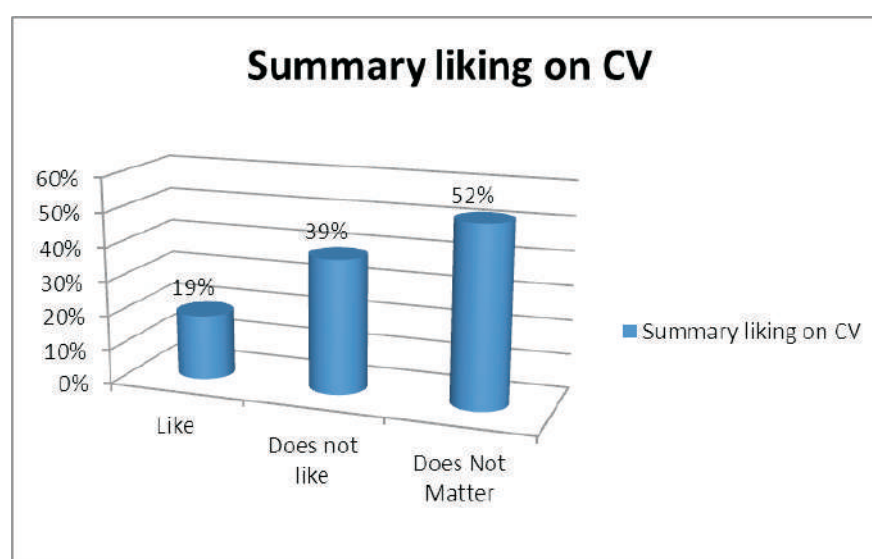

13.Do you consider those CVs in which dates of experiences, qualifications etc. are not mentioned clearly?

14.Do you think that covering letter is necessary to attach with CV?

CV without Covering Letter

15.Do you like summary on CV?

Summary liking on CV

CONCLUSION:

A lot of people say that now candidates prefer to send CVs through email. Sometimes candidates attach confirmation with their CV and sometimes make calls to know whether CV is received or not. Also it is noticed that now mostly CVs are being prepared by professionals and sometimes facts do not match with that what candidate mentioned in the CV. It affects the overall process as on this ground some candidates are being rejected. It is also noticed that some of the candidates try to hide facts about their educational qualification as they have completed their education from some online universities, through correspondence, open schools and like this. So Candidates with less qualification try to cover themselves using this kind of practice. Also some people use references in CV, which are their own to cover the cross checks. But now, due to the use of portals, the hiring trends are changed and candidates try to fulfill the need by hiding the facts, while the positive point behind this is that with the use of internet, recruitment has become easy and independent.