Talent Acquisition Practices At Atmios Technologies, Kalamasserry

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Abstract- Talent acquisition is crucial for the success of any organization as it ensures the recruitment of skilled, qualified, and culturally fit individuals who contribute to the company's growth and performance. A strong talent acquisition strategy helps attract top talent, reduces turnover, improves employee engagement, and aligns the workforce with organizational goals. By identifying and securing the right talent, companies can build a competitive advantage, drive innovation, and enhance overall productivity. Effective talent acquisition also helps in creating a positive employer brand and fostering long-term success. This study explores the talent acquisition practices at Atmios Technologies, with a focus on understanding the effectiveness of current recruitment strategies and identifying areas for improvement. The study delves into the challenges the company faces in attracting and retaining high-quality talent, emphasizing the role of sourcing methods, interview processes, and candidate evaluation criteria. By examining the entire recruitment lifecycle, this research aims to identify gaps in the existing practices and provides actionable recommendations to enhance the quality of hire. The findings offer valuable insights for HR professionals and management at Atmios Technologies to optimize their recruitment processes, align them with organizational goals, and build a stronger workforce.

Keywords- Talent Acquisition, Recruitment, Performance, Productivity

I. INTRODUCTION

Talent acquisition plays a crucial role in the growth and sustainability of any organization, particularly in the rapidly evolving technology industry. In an environment where the demand for skilled professionals is at an all-time high, companies must adopt innovative and effective strategies to attract, evaluate, and retain top talent. As technology companies face increased competition for specialized skills, the process of talent acquisition becomes increasingly vital to their ability to succeed and innovate. Atmios Technologies, a leading player in the technology sector, is no exception to this challenge. The company specializes in providing cutting-edge IT solutions vond services, and its continued success depends heavily on attracting and retaining skilled professionals who can drive its operations forward. Atmios Technologies has made significant efforts to streamline its recruitment processes, yet challenges remain in ensuring the quality of hire, which is crucial for long-term organizational success. The concept of "quality of hire" refers to the ability of the recruitment process to select candidates who are not only technically competent but also a good cultural fit and aligned with the company's strategic goals. Despite having a structured recruitment framework, the company has faced challenges in consistently meeting these objectives, resulting in a need for a more refined and data-driven approach to its hiring processes.

This study focuses on analyzing the talent acquisition practices at Atmios Technologies, with particular attention to the challenges it faces in ensuring high-quality hires. To gather data for this study, a questionnaire was developed and distributed to key stakeholders involved in recruitment, including HR managers, recruiters, and department heads. The questionnaire includes various questions on recruitment strategies, candidate evaluation methods, and post-hire outcomes. Data collected from the survey will be analyzed using tools such as percentage analysis, Chi-Square tests, ANOVA, and Cross Tabulation. These statistical methods will provide insights into the effectiveness of current talent acquisition strategies and help identify areas for improvement. The results of this study aim to provide actionable recommendations for Atmios Technologies to enhance its hiring practices, ensure a better quality of hire, and align recruitment efforts with the company's long-term objectives. By examining the relationship between recruitment methods and hiring outcomes, this research will contribute valuable knowledge on the optimization of talent acquisition processes, not only for Atmios Technologies but also for similar organizations in the technology sector facing comparable challenges.

II. REVIEW OF LITERATURE

Ahmed, R., & Khan, M. (2023) – AI and Automation in Talent Acquisition

This study highlights how AI-driven recruitment boosts efficiency, improves candidate matching, and reduces bias. However, it also addresses ethical concerns and the need for AI-human collaboration to ensure fair hiring.

Smith, J., & Williams, L. (2022) – Measuring the Quality of Hire in Talent Acquisition

This study explores metrics for assessing quality of hire, including performance and retention rates. It emphasizes combining AI analytics with qualitative feedback for a more comprehensive assessment. A balanced approach can improve long-term hiring decisions.

Patel, D. (2021) – The Role of Structured Interviews in Reducing Hiring Errors

This research explores how structured interviews reduce hiring errors by using competency-based questions to minimize biases. AI-assisted assessments, analyzing speech patterns and responses, further enhance candidate evaluation, leading to better hiring decisions.

Brown, H., & Garcia, P. (2020) – The Impact of Employer Branding on Talent Acquisition

This study examines how employer branding affects candidate perception and hiring quality. A strong brand attracts qualified applicants, reduces turnover, and enhances recruitment through social media and clear communication. Investing in branding can lead to better hiring outcomes.

Kim, S. (2019) – Data-Driven Recruitment: Leveraging Analytics for Better Hiring Decisions

This study highlights the use of data analytics in recruitment, focusing on predictive modeling to identify high-potential candidates. While AI-driven analytics improve hiring quality, a balance with human intuition is needed to assess cultural fit and soft skills, leading to better decisions and outcomes.

III. OBJECTIVES

PRIMARY OBJECTIVE

- To evaluate the talent acquisition practices at Atmios technologies.

SECONDARY OBJECTIVES

- To identify the current talent acquisition practices at Atmios technologies.
- To identify the challenges faced by the organization in talent acquisition.
- To provide recommendations for improving talent acquisition practices in Atmios technologies.

IV. RESEARCH METHODOLOGY

The research employs a descriptive research design to analyze employee satisfaction with welfare measures at Atmios Technologies, Kalamassery. A census study was conducted with 25 employees, ensuring comprehensive data collection. Data was gathered through structured questionnaires, including Likert scale and close-ended questions, designed for clarity and alignment with study objectives. The study utilized statistical methods like percentage analysis, chi square analysis, cross-tabulation, and ANOVA to interpret findings, providing insights into employee perceptions and areas for improvement.

## V. DATA ANALYSIS

PERCENTAGE ANALYSIS – AVERAGE TIME-TO-HIRE

Average time to hire	No of respondents	Percentage
Less than one month	2	8
1-3 months	19	76
3-6 months	4	16

The table indicates that the majority of respondents (76%) report an average time-to-hire of 1 to 3 months, suggesting a standard hiring process duration. 16% experience a longer hiring period of 3 to 6 months, while only 8% have a quick hiring process of less than 1 month. This suggests that most hires are completed within a reasonable timeframe, though some positions may require extended recruitment efforts.

PERCENTAGE ANALYSIS –ADVERTISEMENT OF JOB OPENINGS

Particulars	No of respondents	Percentage
Social Media	25	100
Job Boards	3	12
Employee Referrals	25	100
Recruitment Agencies	8	32
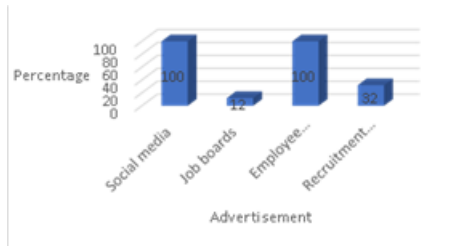
The data indicates that social media and employee referrals (100% each) are the most commonly used recruitment sources at Atmios Technologies, highlighting their strong reliance on networking and digital platforms. Job boards (12%) play a minimal role, while recruitment agencies (32%) contribute to a moderate extent, suggesting a preference for direct and internal hiring methods over external agencies.

CHI SQUARE TEST - RELATIONSHIP BETWEEN EMPLOYMENT TENURE AND JOB ADVERTISEMENT IN TALENT ACQUISITION AT ATMIOS TECHNOLOGIES.

Null Hypothesis (H0): There is no significant relationship between employment tenure and job advertisement in talent acquisition at Atmios technologies.

Alternative Hypothesis (H1): There is a significant relationship between employment tenure and job advertisement in talent acquisition at Atmios technologies.

OBSERVED FREQUENCY TABLE

Sources to advertise job openings	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
Social Media	0	13	8	12	33
Job Boards	0	0	1	2	3
Employee Referrals	0	5	8	12	25
Recruitment Agencies	0	0	3	5	8
Total	0	18	20	31	69

EXPECTED FREQUENCY TABLE

Sources to advertise job openings	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
Social Media	0	8.6	9.56	14.82	32.98
Job Boards	0	0.78	0.86	1.34	2.98
Employee Referrals	0	6.52	7.24	11.23	24.99
Recruitment Agencies	0	2.08	2.31	3.59	7.98
Total	0	17.98	19.97	30.98	68.93

CHI SQUARE CALCULATION

Sources to advertise job openings	Less than 1 year	1-2 years	2-3 years	More than 3 years	Total
Social Media	0	2.25116	0.25456	0.53659	3.04231
Job Boards	0	0.78	0.22764	0.32507	1.33271
Employee Referrals	0	0.35435	0.07769	0.05279	0.48483
Recruitment Agencies	0	2.08	0.2061	0.55378	2.83988
Total	0	5.46551	0.76599	1.46823	7.69973

Degree of freedom = 9
Chi square value = 7.69973
Critical value at 0.05 significance level = 16.919

Calculated chi square value 7.699 is less than the critical value 16.919. Therefore, accept the null hypothesis (H0). That means there is no significant relationship between employment tenure and job advertisement in talent acquisition at Atmios technologies.

CROSS TABULATION–TIME-TO-HIRE Vs NEW HIRE PERFORMANCE FAILURE RATE

Time-to-Hire\% of New Hires Failing	Less than 10%(5)	10-20% (15)	21-30% (5)	More than 30% (0)	Total
Less than 1	0	1	1	0	2

month(2)					
1-3 months(19)	4	12	3	0	19
3-6 months(4)	1	2	1	0	4
More than 6 months(0)	0	0	0	0	0
Total	5	15	0	0	25

The majority of respondents (19 out of 25) report a hiring time of 1-3 months, with 63% of them (12 out of 19) indicating a 10-20% failure rate for new hires. A shorter hiring period (Less than 1 month) appears to be associated with higher failure rates (21-30%). A 3-6 month hiring period shows a balanced distribution of failure rates. No responses were recorded for "More than 6 months", suggesting most organizations prefer faster hiring cycles.

VI. FINDINGS

The data indicates a stable workforce, with 48%having over three years of tenure and no employee with less than a year. The majority (76%) experience a 1 to 3-month hiring process, with fewer cases of quicker (8%) or longer (16%) recruitment durations.Atmios Technologies' hiring team primarily conducts semi-annual recruitment reviews (68%), with smaller groups opting for quarterly (16%) and annual (16%) evaluations, ensuring a structured approach to refining hiring strategies. Calculated χ^2 value is less than the critical value. Therefore, accept the null hypothesis (H0). That means there is no significant relationship between employment tenure and job advertisement in talent acquisition at Atmios technologies. Calculated χ^2 value is less than the critical value. Therefore, accept null hypothesis. That means there is no significant relationship between review of recruitment process and reasons for poor quality of hire at Atmios technologies. Since p > 0.05, failed to reject the null hypothesis. This means that there is no statistically significant difference among the different recruitment aspects and quality-of- hire measurement methods
.

VII. SUGGESTIONS

Since 56% of respondents rated candidate quality as average and 36% rated it negatively, Atmios Technologies should refine its sourcing strategies by strengthening partnerships with reputed job portals, recruitment agencies, and universities.Since the ANOVA test indicates no significant difference in recruitment aspects, the company should conduct employee feedback surveys more frequently to assess evolving hiring challenges. A data-driven hiring approach, leveraging predictive analytics, can help improve

hiring decisions .The company heavily relies on social media and employee referrals, while job boards and recruitment agencies are underutilized. Expanding hiring sources can ehance candidate diversity and quality. With 68% of hiring reviews conducted semi-annually, implementing quarterly reviews can provide better insights and timely corrective actions in the hiring process. Since 48% of employees have more than three years of tenure, the company has a stable workforce. However, mentorship programs and career development.

VIII. CONCLUSION

The study on Talent Acquisition Practices at Atmios Technologies reveals key insights into the company's hiring process, including its strong reliance on social media and referrals, moderate recruitment speed, and stable workforce with limited senior professionals. The recruitment speed and candidate quality remain areas of concern, requiring process improvements. Additionally, semi-annual recruitment reviews may be insufficient, and shorter hiring cycles seem linked to higher failure rates. To address these challenges, a more structured and data-driven approach is necessary, including leveraging diverse hiring channels, improving assessment techniques, conducting frequent recruitment reviews, and implementing mentorship programs for retention. If these recommendations are adopted, Atmios Technologies can significantly enhance its talent acquisition process, ensuring high-quality hires and long-term workforce stability.

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