Factors Affecting Hiring Decisions - Study of Student Perception

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ABSTRACT:

This paper aims to identify the factors that influence hiring decisions from the perspective of students. The study was conducted among a sample of undergraduate and graduate students from various disciplines, using a survey questionnaire. The factors explored include academic performance, work experience, extracurricular activities, communication skills, personality traits, and appearance. The findings of the study reveal that academic performance, work experience, and communication skills are the most important factors in influencing hiring decisions. The paper discusses the implications of these findings for both UG and PG students, educators, and employers.

Introduction:

Hiring decisions are an important aspect of any organization's success. Employers must make informed decisions about whom to hire based on a range of factors. These factors may include academic performance, work experience, extracurricular activities, communication skills, personality traits, and appearance. While there is a wealth of research on the factors affecting hiring decisions from the employer's perspective, relatively little is known about how students perceive these factors. The purpose of this paper is to identify the factors that influence hiring decisions from the perspective of students.

The previous process of hiring decision:

Job Posting: The hiring process usually begins with a job posting that describes the job requirements, responsibilities, and qualifications.

Application Screening: After the job posting, the hiring manager or human resources department typically receives applications from interested candidates. They then review the applications to determine if candidates meet the basic requirements for the position.

Phone or Initial Interview: After the application screening, the hiring manager or human resources department usually contacts the most qualified candidates for a phone or initial interview to further assess their qualifications and interest in the position.

Assessment Tests: Some employers may require candidates to complete assessment tests, such as aptitude tests, personality tests, or skills tests, to evaluate their suitability for the position.

In-person Interview: Candidates who pass the initial screening and assessment tests are then invited for an in-person interview, where they meet with the hiring manager and other team members. The interview may involve a series of behavioral and situational questions designed to evaluate the candidate's skills, experience, and fit for the job.

Reference and Background Checks: After the in-person interview, the employer may request reference checks or conduct a background check on the candidate to verify their employment history, education, and criminal record.

Job Offer: If the candidate successfully passes all stages of the hiring process, the employer may extend a job offer, which includes details such as salary, benefits, and start date.

Onboarding: Once the candidate accepts the job offer, they go through a process of onboarding, where they are introduced to the company culture, policies, and procedures, and provided with training and support to enable them to perform their job duties effectively.

Methodology:

The study was conducted among a sample of undergraduate and graduate students from various disciplines. A survey questionnaire was used to gather data on the factors that students believe influence hiring decisions. The questionnaire consisted of closed-ended questions and Likert scales to measure the importance of various factors. The sample size was 110 students, and the data collected were analyzed using descriptive statistics.

Results:

The findings of the study reveal that academic performance, work experience, and communication skills are the most important factors in influencing hiring decisions. Over 80% of the respondents indicated that academic performance was either very important or important, while 75% indicated that work experience was either very important or important. Communication skills were also deemed very important or important by 65% of the respondents. Extracurricular activities, personality traits, and appearance were rated as less important.

Discussion:

The study's findings have important implications for students, educators, and employers. Students need to focus on academic performance and gaining work experience to increase their chances of being hired. Educators can use the findings to guide curriculum development and help students develop the necessary skills and experience required by employers. Employers can use the findings to refine their hiring criteria and ensure they are selecting the best candidates for the job.

Conclusion:

In conclusion, this paper has identified the factors that influence hiring decisions from the perspective of students. The findings suggest that academic performance, work experience, and communication skills are the most important factors in influencing hiring decisions. The

study provides insights into how students perceive the factors that affect their chances of being hired and has important implications for students, educators, and employers.

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QUESTIONNAIRE

1. What is your current academic level?

Undergraduate

Graduate

2. What is your major or area of study?

3. Have you had any work experience related to your major or area of study?

Yes

No

4. How important do you believe academic performance is in influencing hiring decisions?

Very important

Important

Somewhat important

Not important

5. How important do you believe work experience is in influencing hiring decisions?

Very important

Important

Somewhat important

Not important

6. How important do you believe extracurricular activities are in influencing hiring decisions? Very important

Important

Somewhat important

Not important

7. How important do you believe communication skills are in influencing hiring decisions? Very important

Important

Somewhat important

Not important

8. How important do you believe personality traits are in influencing hiring decisions? Very important

Important

Somewhat important

Not important

9. How important do you believe appearance is in influencing hiring decisions? Very important

Important

Somewhat important

Not important

10. How much weight do you think employers place on academic performance when making hiring decisions?

A lot

Some

Little

None

11. How much weight do you think employers place on work experience when making hiring decisions?

A lot

Some

Little

None

12. How much weight do you think employers place on extracurricular activities when making hiring decisions?

A lot

Some

Little

None

13. How much weight do you think employers place on communication skills when making hiring decisions?

A lot

Some

Little

None

14. How much weight do you think employers place on personality traits when making hiring decisions?

A lot

Some

Little

None

15. How much weight do you think employers place on appearance when making hiring decisions?

A lot

Some

Little

None