

# A Study on Talent Acquisition and Recruitment practices at Neophyte Consulting Services

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## Abstract

In order to comprehend how Neophyte Consulting Services (NCS) finds, draws in, and chooses talent in a cutthroat market, this study looks at the company's recruitment and talent acquisition procedures. The study examines both theoretical insights and practical applications of recruitment methods because talent is becoming a crucial strategic resource for corporate success. The study emphasizes the difference between talent acquisition as a long-term, strategic approach and recruitment as an operational job. The study examines how NCS handles sourcing, communication, evaluation fairness, and candidate experience using a qualitative and descriptive technique. It also evaluates how HR and employees view the hiring process as a whole.

The results show that NCS has a well-organized, open, and generally successful hiring process, as seen by the high levels of employee and HR management satisfaction. Clear job-role communication, equitable evaluation, robust HR assistance, and excellent employer branding are among the company's key strengths. On the other hand, recruiting timeliness, diversification of sourcing channels, and continued use of HR technology are areas that need development. The study comes to the conclusion that NCS has a strong basis for recruitment that can be strengthened through strategic enhancements, providing insightful information for both future research and firms looking to improve their talent acquisition capabilities.

**KEYWORDS:** Talent Acquisition, Recruitment Practices , Human Resource Management, Hiring Strategies, Employee Selection Process, Neophyte Consulting Services

## CHAPTER 1: INTRODUCTION

The chapter presents the idea of talent as an essential intangible resource that propels competitive advantage and organizational success. It highlights that even while the majority of businesses make large investments to draw in top talent, many of them are unable to keep them, which makes talent management crucial to the long-term viability of a company. The methodical process of finding, luring, and onboarding competent people through the use of tools including workforce planning, employer branding, analytics, diversity programs, and technology-driven recruitment systems is known as talent acquisition. The operational subset of talent acquisition that focuses on drawing in and choosing applicants for open positions is known as recruitment.

The chapter also discusses the necessity for creative talent acquisition tactics because of growing competition, a lack of skilled workers, and changing employee expectations. Enhancing applicant quality, projecting future labor requirements, lowering attrition, enhancing corporate reputation, and growing professional HR networks are among the study's goals. The scope include examining Neophyte Consulting Services' (NCS) hiring practices, concentrating on a number of issues such talent scarcity, luring passive applicants, cutting down on hiring time, getting rid of hiring prejudice, and developing a powerful employer brand. NCS's company description outlines its service areas, which include website

building, digital marketing, education consulting, and recruitment consulting, as well as its goal of supporting business growth through adaptable outsourced solutions.

## **CHAPTER 2: LITERATURE REVIEW**

This chapter reviews scholarly viewpoints on talent, strategy, and strategic talent acquisition are reviewed in this chapter. It defines talent as a combination of abilities, knowledge, skills, experience, and behavioral characteristics that distinguish the performance of an organization. Researchers stress that intellectual resources are now a crucial competitive advantage for contemporary businesses, particularly startups, where hiring qualified personnel is essential for innovation and company expansion. Different conceptions of talent are highlighted in the review, such as value-based competency and situation-specific qualities. Strong talent has a good correlation with market value, shareholder returns, and financial performance, according to numerous research.

Strategic recruitment, which incorporates workforce planning, analytics, branding, and applicant relationship management, is also covered in this chapter. Researchers contend that hiring has a big impact on motivation, performance, and retention. In contrast to traditional recruitment, which is more rapid and vacancy-focused, strategic talent acquisition is positioned as a long-term, data-driven, and brand-oriented method. The literature goes on to explain how poor recruiting choices raise organizational expenses and how startups deal with particular difficulties such a lack of talent, fierce competition, and the requirement for specific skill sets. Overall, the research demonstrates the significance of strategic alignment between organizational objectives, external market forces, and HR policies.

## **CHAPTER 3: RESEARCH METHODOLOGY**

This chapter clarifies that the research is grounded in both theoretical understanding and real-world experience obtained while interning at Neophyte Consulting Services. It takes a qualitative and descriptive approach, evaluating recruitment tactics, difficulties, and general satisfaction through surveys given to workers and HR managers. The approach focuses on comprehending actual hiring procedures, distinguishing between theoretical concepts and real-world HR procedures, and determining the critical elements affecting the efficacy of talent acquisition in consulting organizations.

The study uses a cross-sectional design due to limitations including time limits and access to private information. Thirty respondents—twenty employees and ten HR staff members—provided primary data. Sourcing platforms, interview experiences, role clarity, HR policy satisfaction, talent quality, and communication efficacy were all covered by the questionnaires. To guarantee data dependability, additional methods such as frequency analysis, descriptive statistics, and Cronbach's Alpha ( $\alpha = 0.864$ ) were employed. The approach provides a solid basis for evaluating NCS's hiring procedures and pinpointing areas in need of development.

## **CHAPTER 4: DATA REDUCTION, PRESENTATION & ANALYSIS**

In-depth data analysis based on employee and HR responses is presented in this chapter. The analysis is framed by a conceptual review of talent, recruitment, and talent acquisition. Only a small portion of respondents have negative opinions on the recruitment process, according to descriptive data. The robustness of the recruiting satisfaction measure is confirmed by the reliability test, which displays a strong internal consistency ( $\alpha = 0.864$ ). The study emphasizes how crucial hiring is to satisfying labor demands, promoting diversity, accelerating organizational expansion, and creating a competitive edge.

According to survey results, college applications and Apna Jobs are the next most popular sourcing platforms, behind LinkedIn. While employees report favorable interview experiences, clear job-role communication, and equitable candidate evaluation, HR managers regard sourcing channels as moderately to extremely effective. The majority of respondents concur that the hiring procedure is effective, professionally run, and well-communicated. The report also identifies industry trends including increasing hiring rates and selective recruitment funnels, as well as important recruitment methods like campus hiring, executive search, RPO, ATS utilization, and AI-driven screening. All things considered, the results indicate that NCS keeps a methodical, equitable, and candidate-friendly hiring procedure.

## CHAPTER 5: SUMMARY

The chapter concludes that while both recruiting and talent acquisition are essential to an organization's success, they serve different purposes: recruitment is short-term and role-focused, whereas talent acquisition is strategic and long-term. According to the report, NCS employs a well-organized recruitment strategy supported by helpful HR interactions, transparent evaluation, clear communication, and excellent company branding. Regarding the interview process, job position clarity, communication speed, and HR support, employees expressed high levels of satisfaction. HR professionals also mentioned fair evaluation procedures and efficient sourcing methods.

Clear job descriptions, balanced speed-quality hiring, good alignment between company goals and HR standards, and efficient candidate support are some of the key aspects. Increasing source diversity, improving timeliness, and more effectively utilizing HR technologies are some minor aspects that need to be improved. The synopsis recognizes that NCS can enhance its strategic talent acquisition capabilities with subsequent advancements.

## CHAPTER 6: CONCLUSION & FINDINGS

According to the conclusion, Neophyte Consulting Services has a high degree of employee satisfaction and an open, equitable, and effective hiring process. Equitable hiring practices are indicated by statistical research that reveals no bias across departments or genders. The measurement tool's dependability is confirmed by the high Cronbach's Alpha score. Workers consistently evaluated the procedure as fair, well-organized, and communicative. The recruitment cycle's timeliness is still a major area for improvement, though. The candidate experience can be further improved with better scheduling, quicker feedback, and fewer delays.

High overall satisfaction, consistent group perceptions, trustworthy assessment instruments, and the need for improved time management are some of the key results. Strong HR procedures at NCS have a beneficial effect on communication, employer branding, and organizational trust, according to the study. NCS can attain even greater levels of recruitment excellence with minor adjustments, especially in terms of expediting the process.

- Summary of HR Manager & Executives Feedback on Recruitment Process: HR Manager & Executives – Recruitment Process feedback Summary

Parameter	Key Findings	Summary Interpretation
<b>Most Used Hiring Platform</b>	LinkedIn (50%), Apna Jobs (20%), College Applications (20%)	LinkedIn is the dominant sourcing platform; moderate reliance on other channels.
<b>Effectiveness of Sourcing Channels</b>	40% Effective, 40% Moderately Effective, 20% Extremely Effective	Overall sourcing performance is good but has room for improvement to reach “extremely effective.”
<b>Overall Recruitment Efficiency</b>	70% Efficient, 30% Very Efficient	Recruitment process is highly efficient with no negative responses.
<b>Clarity of Job Descriptions</b>	50% Very Clear, 40% Mostly Clear, 10% Somewhat Clear	Job descriptions are generally clear and detailed.
<b>Traits Most Observed During Interviews</b>	Technical knowledge (40%), Soft Skills (30%), Confidence (10%), Body Language (10%), Dress Code (10%)	HR prioritizes technical skills, followed by soft-skill assessment.

<b>No. of Interview Rounds Required</b>	60% said 2+ rounds; 40% said 1 round	More structured interview processes used for most positions.
<b>Fairness of Evaluation</b>	60% Fair, 40% Very Fair	Evaluation practices are perceived as unbiased and transparent.
<b>Communication of Hiring Decisions</b>	80% Good, 20% Excellent/Adequate	Communication flow is strong and timely.
<b>Balance between Quality &amp; Speed</b>	70% Good, 30% Excellent	Recruitment achieves a strong balance between efficiency and candidate quality.
<b>Overall Satisfaction</b>	70% Very Satisfied, 20% Satisfied, 10% Neutral	HR managers and executives are highly satisfied with the recruitment system.

### Explanation (HR Managers / Executives)

This table summarizes the insights shared by HR professionals about the recruitment process at Neophyte Consulting.

Key points include:

- **Sourcing Efficiency:** LinkedIn dominates as the main channel, signaling strong professional outreach.
- **Process Quality:** Most HR respondents believe recruitment is efficient, fair, and well-structured.
- **Communication Strength:** A very high satisfaction level (90% satisfied or very satisfied) indicates that HR communication, role clarity, and evaluation transparency are consistently strong.
- **Improvement Area:** More respondents want further enhancement in making sourcing channels “extremely effective,” suggesting potential for diversification and optimization.

- **Summary of Employee Feedback on Recruitment Experience:** Employee Feedback on Recruitment Process – Summary

Parameter	Key Findings	Summary Interpretation
<b>Platforms Used to Apply</b>	LinkedIn 65%, Apna Jobs 15%, College Applications 10%, Direct Applications 10%	Majority of employees applied through LinkedIn, showing its dominance in outreach.

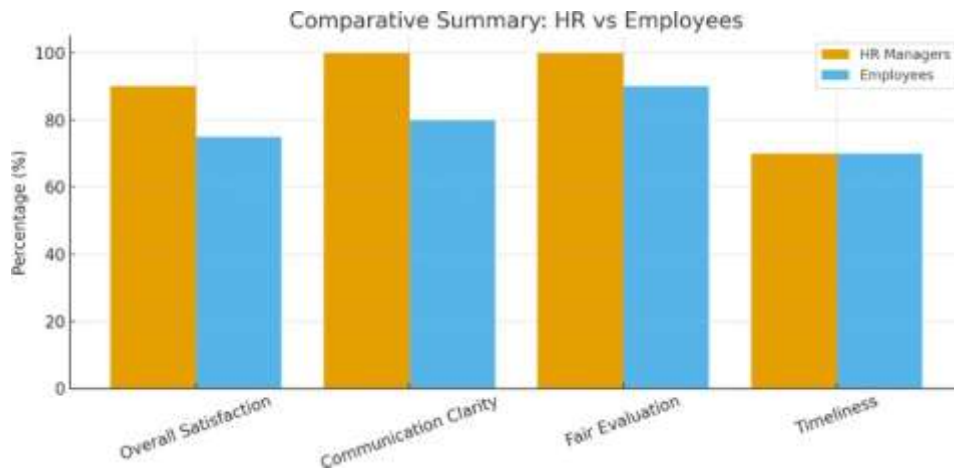
<b>Interview Experience Rating</b>	40% Very Good, 30% Excellent, 25% Fair	Overall interview experience was positive and professional.
<b>Reason for Choosing Company</b>	Company Culture (40%), HR Policies (30%), Work Profile (20%), Job Role (10%)	Company's culture and HR policies strongly attract candidates.
<b>Rating of Recruitment Process (1–5 Scale)</b>	50% rated 4, 25% rated 5	High satisfaction with recruitment execution.
<b>Clarity of Job Role &amp; Expectations</b>	80%+ responded positively	Job roles and expectations are clearly communicated.
<b>Willing to Recommend Company</b>	90% said YES	Employees are highly likely to recommend NCS to others.
<b>Need for Improvement in HR Policies/Process</b>	80% said NO	Most employees feel current HR policies are effective.
<b>Suggestions for Recruitment Improvement Strategy</b>	Mixed suggestions (timeliness, more clarity, more sourcing channels)	Improvements suggested but not critically necessary.
<b>Timeliness of HR Communication</b>	70% Timely, 20% Occasional Delays	Communication is mostly punctual with minor delays.
<b>Effectiveness of HR Support After Joining</b>	90%+ Positive	HR support after onboarding is highly appreciated.

### Table Explanation (Employees)

This table reflects how employees view the recruitment experience at Neophyte Consulting Services. The results show:

- **High Satisfaction:** The majority rated the recruitment process positively (ratings of 4 and 5).
- **Strong Employer Branding:** Employees chose NCS for culture and HR policies, indicating a positive internal perception.
- **Clear Communication & Support:** Employees reported that job roles were clearly communicated and HR support post-joining was highly effective.
- **Minimal Improvement Needed:** Over 80% said no improvement was required in HR policies, showing confidence in recruitment fairness and efficiency.

- **Overall Recommendation Rate:** With 90% willing to recommend the company, the recruitment experience significantly enhances employer reputation.



(Source: The chart has already been generated above using Matplotlib)

### Graphical Comparative Chart

The chart compares four main indicators:

- Overall Satisfaction
- Communication Clarity
- Fair Evaluation
- Timeliness

These are the shared metrics where both groups provided comparable feedback.

### Interpretation of the Chart

#### 1. Overall Satisfaction

- HR Managers rated satisfaction higher (90%) than employees (75%).
- HR perceives successful implementation more strongly than employees experience it.

#### 2. Communication Clarity

- HR Managers gave a perfect score (100% good/excellent).
- Employees rated it slightly lower (80%), indicating occasional gaps.

### 3. Fair Evaluation

- HR Managers rated fairness very high (100%).
- Employees also rated it high (90%), confirming transparent selection.

### 4. Timeliness

- Both groups align at 70%.
- This is the main shared area for improvement.

## Combined Summary Conclusion

The comparative review reveals:

### Strongest Alignments

- Both groups agree that the recruitment process is **fair, transparent, and well-managed**.
- Communication is generally strong with minor employee-perceived delays.

### Key Differences

- HR Managers view the process as more efficient and effective than employees do.
- Employees experience slight delays and occasional lack of clarity, though still positive overall.

### Common Improvement Area

- **Timeliness** is the only consistent weakness identified by BOTH groups.

## Combined Comparative Summary: HR Managers vs Employees

The combined summary compares perceptions of the recruitment process between **HR**

**Managers/Executives** and **Employees** across the most critical areas of the recruitment experience. Comparative summary table:

Parameter	HR Managers Executives	/Employees	Interpretation
Overall Satisfaction with Recruitment Process	90% satisfied or very satisfied	75% satisfied or very satisfied	HR managers rate the process slightly higher than employees.



<b>Clarity of Communication</b>	100% communication good/excellent	rated 80% rated communication as clear	Communication from HR is strong; employees still see minor improvement areas.
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<b>Fairness of Evaluation</b>	100% rated fair/very fair	90% felt evaluation was fair	Both groups agree that the hiring process is unbiased.
<b>Timeliness of Process Communication</b>	70% timely	70% timely, 20% noted delays	Timeliness is a shared concern for both groups.
<b>Clarity of Job Role &amp; Expectations</b>	90% believed JDs were clear/very clear	80%+ agreed job roles were clearly communicated	Consistent clarity from HR to candidates.
<b>Effectiveness of Sourcing Channels</b>	80% rated sourcing effective	Not rated	Sourcing is strong but can be enhanced.
<b>Recommendation Rate</b>	Not applicable	90% would recommend company	Employees strongly endorse NCS as an employer.
<b>Post-Joining HR Support</b>	Not applicable	90%+ satisfied	HR support after joining is highly effective and appreciated.

## CHAPTER 7: SUGGESTIONS, SCOPE FOR FUTURE STUDY & FINAL CONCLUSION

Diversifying sourcing platforms, improving hiring schedules, bolstering employer branding, integrating HR technologies like ATS and AI screening, offering thorough candidate feedback, ongoing HR training, creating a talent pipeline, and carrying out recurring HR audits are some of the improvements that the chapter suggests. These actions can improve the quality of personnel hired and further enhance the recruitment process.

Future research could focus on candidate drop-off analysis, thorough analysis of HR technologies, longitudinal tracking of new personnel, comparison studies with other organizations, and broader demographic studies. Future studies should examine how employer branding affects talent results and how cost-effective recruitment tactics are. The final conclusion restates that NCS's hiring process is strong, dependable, fair, and well-liked by staff. NCS has the potential to become a model for successful talent acquisition in the sector with further modernization and strategic enhancements.

According to the study's findings, Neophyte Consulting Services keeps an organized, open, and generally effective hiring process. A solid HR foundation is demonstrated by employee satisfaction in areas like fair evaluation, communication clarity, and HR support.

The data's statistical consistency and significance are confirmed by the reliability analysis (Cronbach's  $\alpha = 0.864$ ). The findings indicate that NCS's hiring procedure is seen favourably by all departments and is a fair system devoid of significant prejudice.

The report does, however, point out areas that could use improvement, particularly in the areas of process timeliness,



technology adoption, and sourcing channel growth. By addressing these issues, long-term talent acquisition will be strengthened and the applicant experience will be improved.

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