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young college
goers navigate
life through
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Arijit is an
introvert who
loses his love
to a complete
stranger,

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transforms himself into a cynic and becomes devoid of any sort of respect for any relations or emotions. Pari is the innocent, charming and adorable girl whom Arijit fell for. Neha is a free-spirited

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girl with a sailor's tongue. Rahul and Akash are the most energetic and friendly duo of the lot. Losing Pari wasn't easy for Arijit and neither was leading a normal life. A massive negative change in his attitude

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caused people to hate and fear him. However, an encounter with Pari after a decade helps him in rediscovering himself. A string of events stirs the happiness as well sadness in his life. He takes a decision

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that adds
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equations,
variables and
units to know
for each topic -

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mostly prefer
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***organisation could survive and prosper without them". ---
Luszez and Kleiner,
2001 The most important corporate resource over the next few years will be talent: smart, sophisticated business people who are technologically literate, globally***

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***astute, and
operationally agile.
And even as the
demand for talent
goes up, the supply
of it will be going
down. This seems to
particularly hold
true in case of the IT-
ITES (Information
Technology and
Information
Technology-
Enabled Services)***

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industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services but is currently facing an increasing shortage of skills supply. Moreover, due to shortages of skilled workers, high

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turnover rates, and rapid business growth in the service sectors, it has been noted that recruiting, selecting, and placing applicants are among the top three priorities of human resource professionals. Since the IT industry in India is faced with

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these three challenges, recruitment and selection comprises an important human resource practice in this industry.

Further, in this industry, human resources comprise both the raw material and the 'technology', and are therefore of

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***prime importance.
As India completes
the transition from
being an agrarian
economy to being a
full-fledged, first-
world economy,
operating at the
leading edge of
contemporary
technology, the IT
sector is emerging
as major driver of
the economy. The***

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Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the increasing cost pressures in US and Europe. This has increased the need to setup in-house

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development centers or outsource to third-party service providers in low cost countries such as India. IT and IT enabled services include a wide range of services from back-office data entry and processing to customer contact

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services, corporate support functions, knowledge support functions and research and design activities. As per the latest Forbes Research, India now controls 44 per cent of the global offshore outsourcing market for software and back office services.

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As per Nasscom estimates, it is projected to grow to 51 per cent. If this growth is sustained, Nasscom has estimated that there will be a potential shortfall of above 2, 10,000 IT and ITES professionals in India by the year 2012 and demand will out-pace the

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supply. Though the Indian IT industry is in a strong position to leverage this global software opportunity (as India currently has one of the world's largest, most qualified pools of scientific and engineering manpower), this growing global demand is not only

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***for numbers but
also for
appropriately
skilled, industry-
oriented
professionals as
companies are
further scaling their
operations and
offering high value-
added services
which involve higher
levels of technology
and more***

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specialized, higher-end services. Hence, firms which want to maintain their competitive advantage have to carefully recruit and select the most suitable out of the large pool of available manpower. Moreover, according to a recent study by McKinsey & Co.,

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although the potential supply of talent in low wage countries such as India is large and growing rapidly, only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i.e. though there are

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many candidates with the technical skills to fill a position, they may not have the cultural skills to “fit in” with the organisation. The same issue is also faced by large globally competitive domestic Indian firms who are competing for the same pool of talent

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and skills as their foreign counterparts to remain competitive and survive in global and domestic markets.

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Gautam—who
moves to
Bangalore, the**

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**silicon city of
India—in hunt
of a lucrative
job in a
software
company. He
has completed
his engineering
degree, but
struggles to
speak English
fluently. This
makes his**

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**employers'
think he is not
qualified
enough and
refuse to give
him a job. He
shares space in
a dingy one
room apartment
with three other
young men,
Lawrence, a
nerd, Kamesh a**

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**hulk, and
Madhan, who
doubles up as
their chef—all
struggling for
months to find
software jobs
and make ends
meet. Even his
roommates and
friends ridicule
him because of
his language**

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**shortcoming.
However, when
a beautiful,
talented young
woman,
Reshmi, falls in
love with
Gautam, his
friends are
amazed and
question the
why and how of
this**

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relationship.

**Reshmi's works
in the software
industry, but
dreams of being
a**

choreographer.

**Will she fulfill
her dream? Will**

Gautam get a

**job in a
software
company**

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**despite his
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pertaining to prediction of enlisted military job performance, 1952-1980, was reviewed. The review excluded studies in which training performance or reenlistment is the criterion. Aptitude

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was the most frequently used predictor and supervisor ratings the most frequent criterion.

Relationships among classes of criteria and between predictors and criteria were

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examined. Major classes of criteria were job proficiency, job performance, and suitability to military service. The following conclusions are supported by the review: (1) For the great majority of

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jobs, job

knowledge tests
appear to provide
the most practical
method of
objective
measurement; (2)
Because job
sample tests are
very expensive to
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administer, their

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use is not practical unless the job is extremely costly or critical; and (3) Use of supervisors' ratings as the only measure of job performance should be restricted to jobs

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for which
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