



Best Industry Practice

- More than Academics, Freshers are engaged, those having Employability Skills and Soft Skills with respect to the Job, to which they are going to Perform
- Freshers are acquired after having understood the Future Roles and Skills required to achieve the Organizational Goal
- Attitude to Grow with the Organization is foremost Metric, which was evaluated, before Freshers are engaged
- Their Potential, Ideas, Adaptability to Diverse culture are key parameters for their engagement.

Area of Improvement

- Talent team should not consider the Fresh Talents only to fill the Junior Positions or engage them as Learners
- Have it in mind that, they are potential Leaders and Experts to replace the current such employees
- Freshers are considered only on their Academic credentials (and worst part is “year of passing”).
- Deliverables of Produce or Service does not depend on such variables