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## SOFTWARE INDUSTRY IN INDIA IS IN-NEED OF CAPABILITIES THAN THE EXPERIENCE

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**Abstract:** *software, which is playing a key role for any kind of business. Irrespective of nature and size, every employer is showing interest to implement the suitable software to reduce the work burden and to make easy the business transactions. There are so many companies which are working in developing the software's across the globe. Indian software companies are having its own mark in producing the capable employees. All the companies always prefer the skilled people to ensure its sustainability in this present competitive world. Now-a-days software industry is started focusing on capabilities of an employee because of increased competition, new projects scarcity and availability of too many candidates. It is trying to filter the fake experience holders with the maximum possible ways. Employers are assigning project manager or team lead responsibilities to the person who proven his capabilities, irrespective of his no of years of service. Clients are the customers to the software industry, if employee is able to satisfy the client then only it is possible to get the project work from the client. Employees who are lack of capabilities are failing to configure the software as per the client need, which is causing to lose the business opportunity for the employer.*

**Keywords:** *Employer, Employee, Fake experience, Client, Capabilities*

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## **INTRODUCTION:**

Software is the most trusted technology for the business transactions. It is proven fact that, by applying software we can reduce manpower, time, paperwork and other resources. The client who wants to implement the software for his organization always expect the better technology, experts to design and easy to user friendly. As software configuration company they should ready to develop the software which can suitable for all kinds of requirements of the business. This can be fulfilled only by capable employees. If the employees are capable it is easy to sustain in the business, if the employees are not capable it is very difficult to sustain in the business and to get new projects. Software companies are ready to offer the better pay for the employee, if it believes that he is fruitful and one of the asset to the company. With fake experiences one person may get the job but it is difficult to him to survive in the present competition. There is no limit for the capabilities, but the capabilities which are expecting in the present scenario must be fulfilled to deserve for the job. India is one of leading country which is offering software jobs across the globe. Many Indian's are working across the globe as software experts with their capabilities. But still the software companies in India looking for more capable persons to increase its market share.

## **NEED FOR THE STUDY:**

Even through the earlier studies described about the software industry and employee skills & abilities but they are not focused on employer priority for the issues of Employee capability or Employee no of years of service. Employees for head count will not yield any income for the employers.

## **OBJECTIVE:**

- To identify the recruiting team priority in the issues of Employee capability and Employee no of years of service.

## **METHODOLOGY**

The main intention of this study is to identify the employer priority for the issues of employee capability or no of years of service. For this a separate questionnaire for employee recruitment team is prepared and selected 245 recruitment team employees(*Top Level executives/Technical panel experts/HR managers*) randomly from 65 IT companies who are configuring software for different clients, and collected their views across the



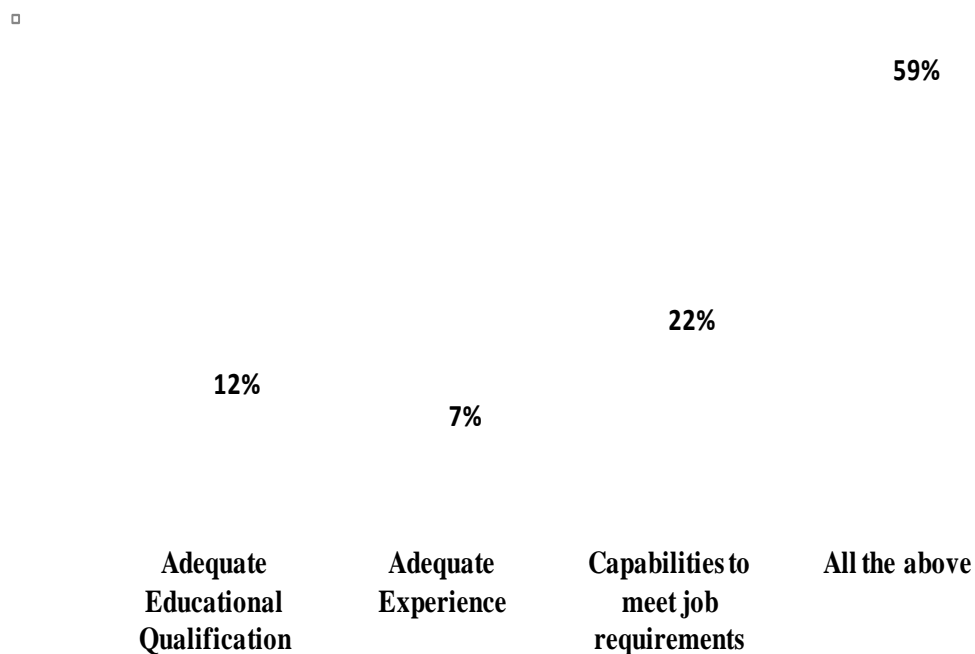
Hyderabad and Bangalore cities, India. The conclusion was made based on the data analysis report.

### LIMITATIONS OF THE SURVEY

- The survey was conducted only in Hyderabad and Bangalore cities.
- The views of participants may change timely based on their requirements.
- This study was conducted during the period of July-2013 to September-2013.

### ANALYSIS OF SURVEYED RESULT

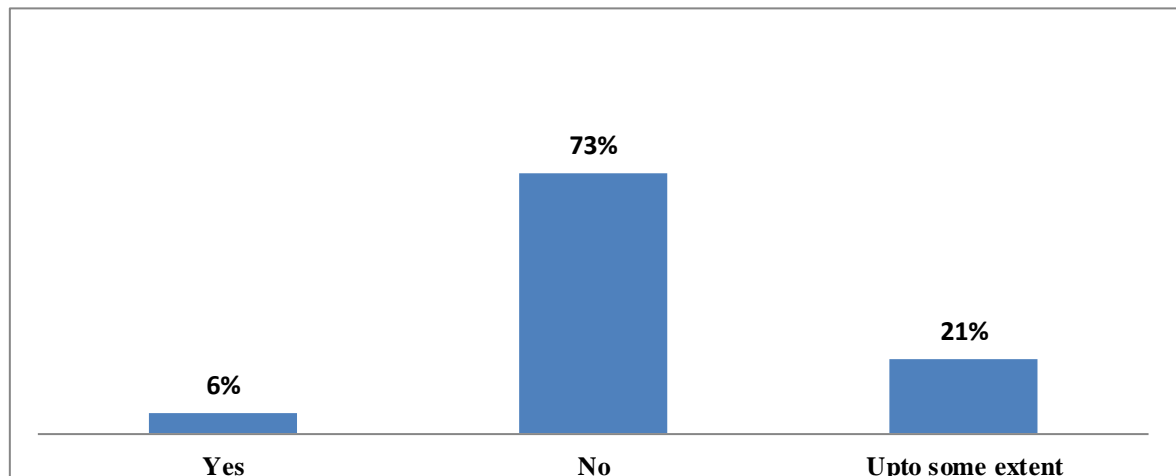
*Figure-01 As an interview panel member, what are the basic things you are expecting from the Job seekers?*



As the above research data shown, interview panel members of 12% are expecting adequate educational qualifications, 7% are expecting adequate experience, 22% are expecting capabilities to meet job requirements and 59% are expecting all the mentioned qualities.

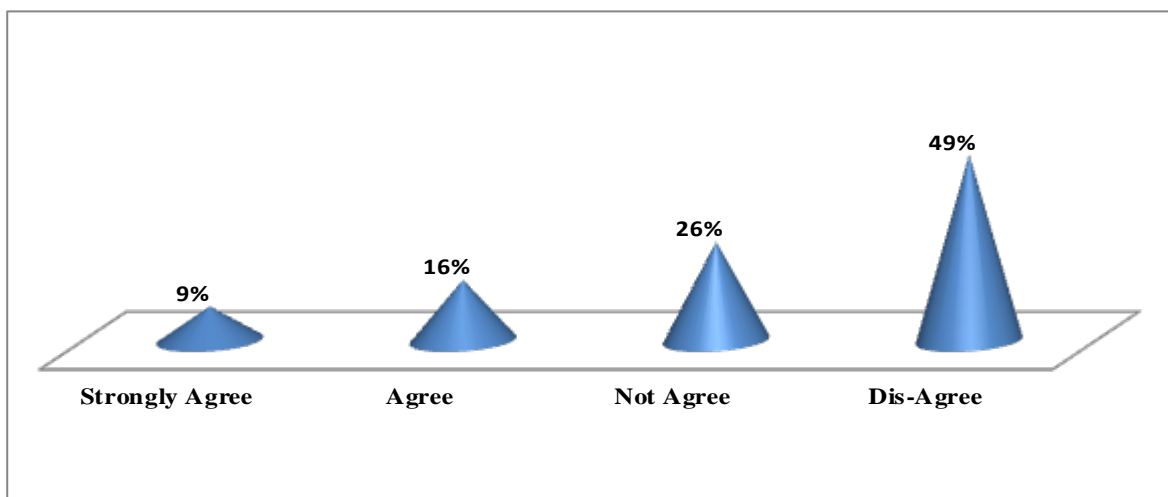


Figure-02 As an employee is it possible to survive without capabilities



As the above research data shown, very less employees 6% of the reputed organizations are agreeing that it is possible to survive in the organization, 21% of the employees are agreeing that, without capabilities one can survive up-to some extent, whereas majority of the employees expressed that it is not possible to survive in the organization without capabilities.

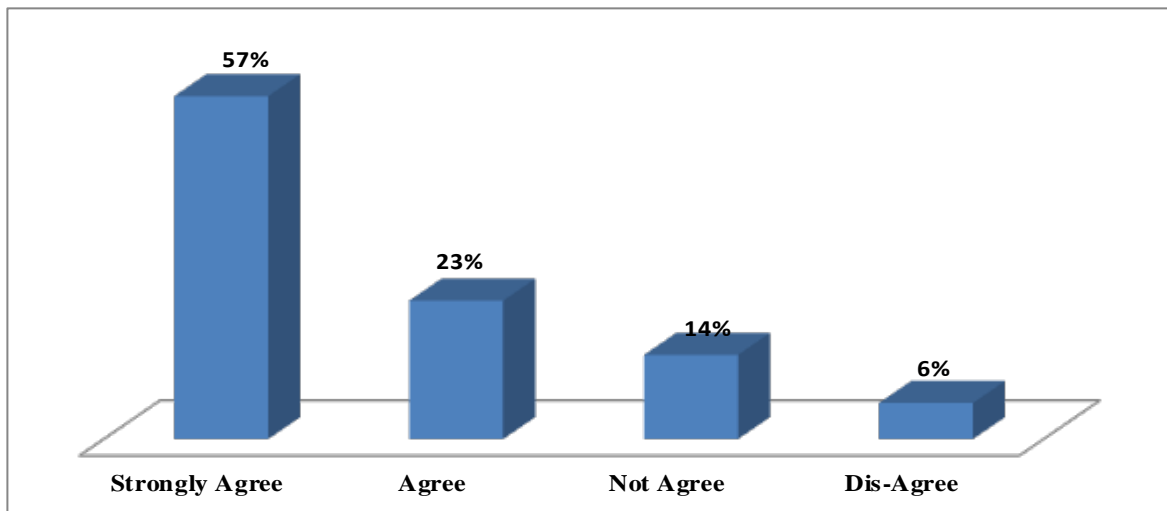
Figure-03 More experienced people always more capable, comparably with the less experienced people



As the above research data shown, fewer employees 9% are strongly agreed, 16% are agreed, 26% are not agreed and 49% are Dis-agreed towards the statement of more experienced people always more capable, comparably with less experienced.



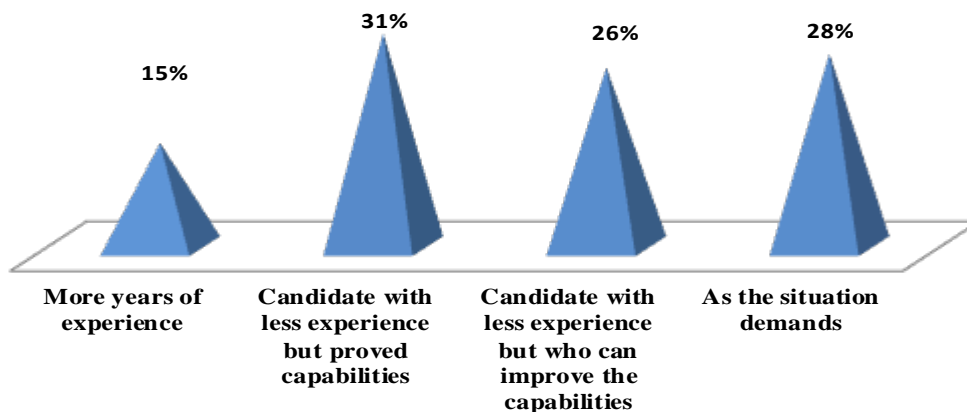
Figure-04 It is possible to gain capabilities, even in short period of experience



As the above research data shown, more employees 57% are strongly agreed, 23% are agreed, 14% are not agreed and 6% are Dis-agreed towards the statement of It is possible to gain capabilities, even in short period of experience.

Figure-05 As a member of Interview panel, you prefer the candidates having

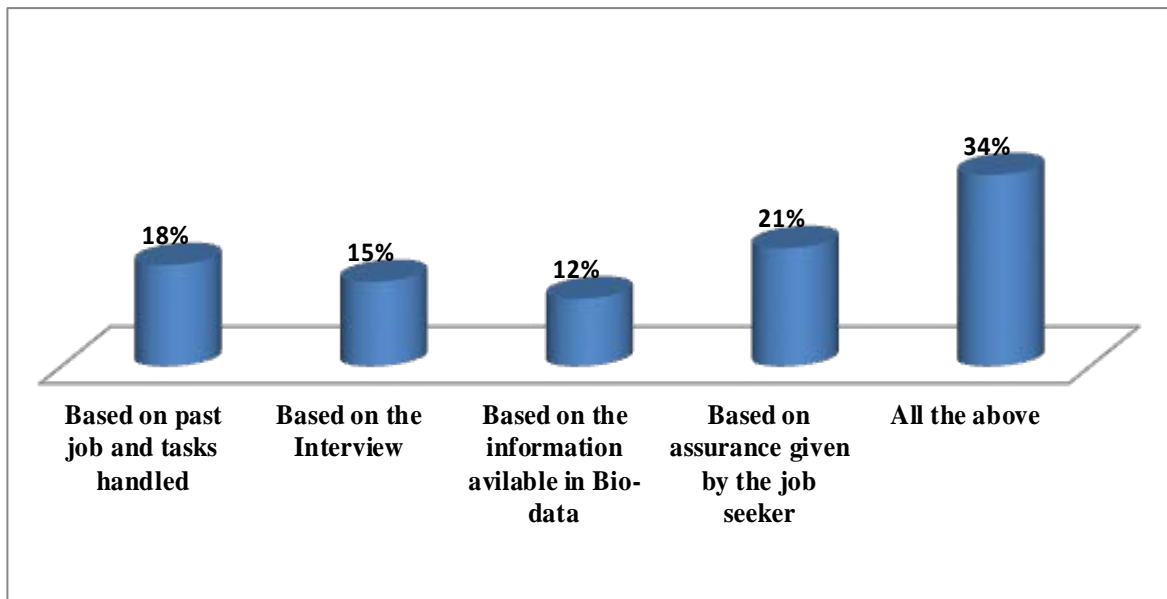
□



As the above research data shown, 15% of interview panel members are preferring candidates who have more years of experience, 31% prefer the candidates with less experience but proved capabilities, 26% prefer the candidates with less experience but who can improve the capabilities, finally 28% preferred the candidates as the situation demanding them.



Figure-06 How do you find the candidates capabilities



As the above research data shown, 18% of the interview panel members find capabilities based on past job and tasks handled, 15% are based on interview performance, 12% are based on information available in bio-data, 21% are based on assurance given by the job seeker and 34% were based on all these factors.

### Chi-Square Test

Chi-Square test has been done to identify the association in between the views of the employees who answered statements of

1. More experienced people always more capable (majority of the sample size [49%] not agreed)
2. Candidates will be preferred based on the qualities of experience, capabilities with less experience but proved skills, candidates with less experience but who can improve the capabilities & the situation demands. (Minority of the sample size [15%] opted for candidate having more years of experience)



The surveyed data for the above two statements,

Statement options	More years of experience	Candidate with less experience but proven skills	Candidate with less experience but who can improve the skills	As the situation demands	Total
Strongly Agree	15	0	0	7	22
Agree	10	6	8	15	39
Not Agree	8	23	19	14	64
Dis-Agree	4	48	37	31	120
Total	37	77	64	67	245

### $\chi^2$ Calculations

Two-way Contingency Table

	Chi-Square Calculation				Total
	More years of experience	Candidate with Less experience but proven skills	Candidate with less experience but can improve skills	As situation demands	
Strongly Agree	15 3.32 ( 41.04)	0 6.91 ( 6.91)	0 5.75 ( 5.75)	7 6.02 ( 0.16)	22
Agree	10 5.89 ( 2.87)	6 12.26 ( 3.19)	8 10.19 ( 0.47)	15 10.67 ( 1.76)	39
Not Agree	8 9.67 ( 0.29)	23 20.11 ( 0.41)	19 16.72 ( 0.31)	14 17.50 ( 0.70)	64
Dis-Agree	4 18.12 ( 11.01)	48 37.71 ( 2.81)	37 31.35 ( 1.02)	31 32.82 ( 0.10)	120
Total	37	77	64	67	245

$$\chi^2 = 78.803, \quad df = 9, \quad \chi^2/df = 8.76, \quad P(\chi^2 > 78.803) = 0.0000$$

As the above result table shows the value of Chi Square is 78.803, which is > to table value 21.03 at 0.05 significance level. So it is concluded that there is an association between the two statements.

### FINDINGS

1. Adequate educational qualification, experience, capabilities to meet job requirements is the expected qualities from the employers. Without capability it is not possible to survive in the job in ling period.



2. It's not that only more experienced people have more capabilities, there are so many case examples are lying with the organizations who had the more capabilities than the more experienced people. Increasing the capabilities is possible even in short period. Organizations are ready to give opportunities even though they are short of experience with proved skills, and ready to improve the skills. Recruiting team giving preference to employee capabilities than the no of years of experience.

3. Past job and tasks handled, performance at interview, information provided in bio-data, assurance given by the job seeker towards fulfilment of his responsibilities are factors preferred by the interview panel.

## **CONCLUSION**

The job seekers must realise about the requirements of organization, organizations are in need of employees, but not for head count, to achieve its objectives and to complete the tasks of employers. People might be having no of years of experience, but if they are not able to acquire the capabilities, they may unable to survive in long run. Opportunities across the world looking for the people with capabilities only. It is well known that, there is no limit for the capabilities, but the job seeker could have the capabilities which will necessary to perform the given job in a satisfactory mode.

Employees have to remain that, they should not stop learning until their career end, who could able to improve their capabilities with their number of years of experience, they are enjoying the maximum benefits from the present software industry. Employers could able to bear the employees as long as there is a possibility to gain income from their services. If employees unable to perform given task, employer will terminate them with immediate effect irrespective of no of years of experience. These are the some of the reasons for software industry to demand on employee capabilities rather than their experience period.

## **QUESTIONNAIRE**

1. As an interview panel member what are the basic things you are expecting from the Job seekers? ( )

- (A) Adequate Educational Qualification (B) Adequate experience  
(C) Capabilities to meet job requirements (D) All the above

2. As an employee is it possible to survive without capabilities ( )





(A)Yes (B) No (C) Up-to some extent

3. More experienced people always more capable comparably with the less experienced

People ( )

(A) Strongly Agree (B) Agree (C) Not Agree (D) Dis-Agree

4. It is possible to gain capabilities, even in short period of experience ( )

(A) Strongly Agree (B) Agree (C) Not Agree

5. As a member of Interview panel, you prefer the candidates having ( )

(A) More years of experience

(B) Candidate with less experience but proved capabilities

(C) Candidates with less experience but who can improve the capabilities

(D) As the situation demands

6. How do you find the candidates capabilities ( )

(A) Based on past job and tasks handled

(B) Based on the interview

(C) Based on information available in Bio-data

(D) Based on the assurance given from the job seeker

(E) All the above

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