EET (Group Assignment)

by Bijay Kumar Karki

EET Group Assignment

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1. Introduction

Infosys Tech Pvt. Ltd. is a software development company founded by a group of specialists with extensive experience in the field of information technology. Aiming to construct a software development workforce that uses cutting-edge technology while maintaining quality and reliability, Infosys began its journey in 2019. In the technological market, the company has emerged as a pioneer, serving a wide range of commercial enterprises with its services. It is committed to providing technology solutions to businesses of any size. Infosys has created a number of application software including computer applications, web based softwares, and android applications for multiple operating system platforms like Windows, MacOs, Android and iOS.

Infosys Tech tries to establish long-term connections with customers and seeks to exceed their expectations in this regard. Though the company is small, the company is on a journey to build a tremendous history, keeping in mind that it is not the biggest nor the strongest that endure, but the most flexible. Each employee has a strong sense of purpose, and is cherished, respected, and given the freedom to perform at their highest level each and every workday. Employees are encouraged to discover areas of potential inside the business and to suggest the best solutions for those areas of opportunity.

Vision

Infosys Tech Pvt. Ltd. has a vision to become Asia's top technology supplier by producing high-quality mobility products and services and collaborating with the most innovative computing solution providers in order to meet our clients' requirements and wishes and create demonstrable competitive advantage.

Mission

Equip the world with next-generation software applications to unlock their full potential, increase their productivity, and boost their success.

1.1. Organizational Chart:

An organizational chart is a diagram that shows an organization structure. Organizational chart shows internal structure of an organization by describing the responsibilities, roles and interaction among individuals in graphic or diagram form (Chen, 2021). With the help of an organizational chart any one can clearly understand the organization structure. An organizational chart of Infosys Tech Pvt. Ltd is shown below:
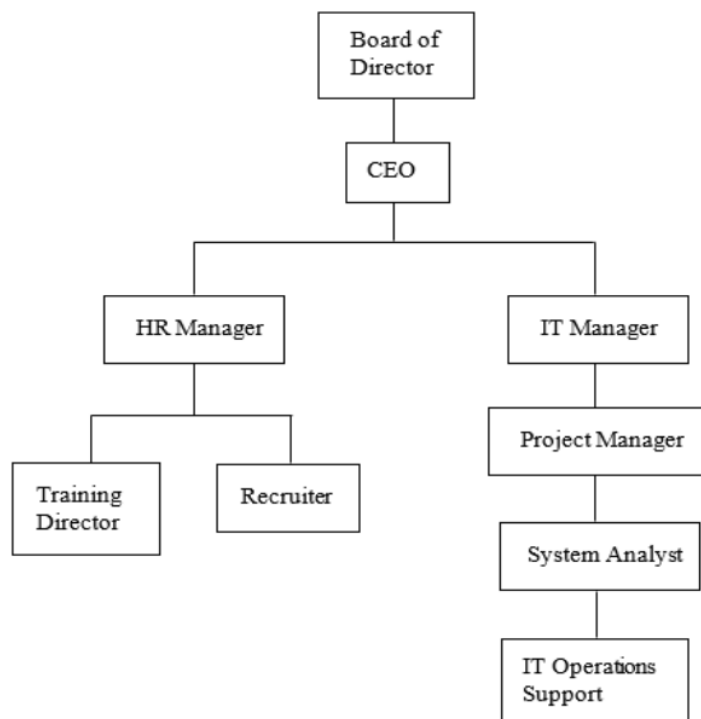

Fig: Organizational chart of Infosys Tech Pvt. Ltd

2. Employees Hiring Trends

According to our eBook, hiring trends is the process of investigation about the expectation for the further year from job hunters and employers (Bogue, 2021). There are several trends that are implemented by different companies which depend on their working behaviors. Likewise, our organization Infosys Tech Pvt.Ltd follows four trends which suit our organizational behaviors. The four trends for our companies are mentioned below with their details:

2.1. Artificial Intelligence

AI or artificial intelligence is the program of a machine that actively works as a human intelligence in which the program mimics action and thinks like humans. This program refers to a machine which is set for solving problems and learning as humans. In this pandemic period, the majority of the companies use AI for their business. Likewise, our company uses AI to run the business during this pandemic time. After using AI, our company can gain the benefits while hiring an ideal employer. Our company sets a program for choosing the right candidate as per their requirements. First, it is impossible to connect with candidates in order to conduct interviews for selection. Therefore, after use of the AI program, our company can set the program for the right candidate in which candidate should upload their details which will be analyzed through the program in order to match with the requirements set by our company. Requirement match candidates will be sent for the next round which will be informed through text in their contact number. Next round for the selection will be conducted through virtual conferencing where our company's selector will select the required candidates. These all facilities will be gained by our company after using the AI program.

Benefits for company:

- Our company can take more interviews for selecting required candidates in the short period of time during this pandemic time.
- Chance of spreading virus to all employees will be less and can hire candidates as per their requirement without any risk.

2.2. Remote Work

With technology advancing and analyzing the ongoing situation, our company transitioned to remote working with all its sincerity. This means, 'Remote Work' is one of the top methods of hiring trend that allows us to enroll talents from all over the globe. Having availability of co-working spaces and employees accommodating advanced network facilities, remote work gives companies a lot of advantages. In terms of interview, the company deals with semi-structured interviews that allow us to hire talent with necessary requirements (Davis, 2021). It does not force interviewees to face fixed questions and allows the interviewer to conduct and analyze the interview frankly.

Taking COVID-19 pandemic as an instance, employees facing work-life complications can be benefitted, since remote working concept provides them flexibility (Hodnett, 2018). This assists companies to bring out maximum productivity out of available workforce. Similarly, introduction of co-working spaces can help create a motivating working platform and improve employee involvement and unity. These enhancements welcome modernized ideas and make employees independent so that both employee needs and organizational behaviors are improved.

2.3. Reviewing Social Background History

Almost all companies around the world review the social background history of a person before hiring him/her for the job in their company and so do our company. Our company is a well reputed company so it is important to choose employees who have disciplinary past. Most of the candidates lie in order to improve their hiring chances, so to check whether the person has a clear criminal background or not, they must provide a police report along with other documents. Even if the applicant is associated with minor illegal affairs which were recorded a long time ago or even decades ago, then the candidate is not considered as eligible to work in the company as our institute follows strict disciplinary rules. These policies are being applied by our organisation because this institution does not want any felonious activities being done by the employee after the person is being hired. Similarly, the candidate's financial position will also be checked which includes payment history , tax lies, bankruptcies, unpaid bills along with recent credit injuries. In addition to this, more attention is given on the

applicant's previous job experience, so the candidate must provide his/her experience certificate along with his academic documents. Moreover, our company is also focused on uplifting underprivileged groups. So, this organisation has separate reservation seats for candidates from such groups which helps them to boost their standard. So, along with a criminal record and employment history , the identity of the candidate is also checked.

2.4. Company Culture

Company culture means the overall personality and culture of an organization which plays an important role in hiring new employees. It also refers to the objectives, attitudes and procedures of the company ("Company Culture & Recruitment: A Powerful Combination for Success", 2021). The daily routine, working environment as well as productivity of an individual represents the culture of the company. From this workshop, we learned about the necessity of company culture when applying for a job. Regardless, we must behave responsibly from a lower level in the company. The result will be productive if we have the ability to behave in accordance with the needs of an organization. The company culture can have an impact on employee loyalty and performance. Every company is looking for employees who can adapt themselves to their company's ethics and standards. The employees will be more focused in their work if it meets their needs and values.

In this workshop, we have learned that understanding the behavior and culture of the company we are applying to is one of the most significant hiring trends in the company. We should do some research on the company before going for an interview or sending a CV. We should also research company ethics and culture and change our own behavior as a result. The candidate will be put through a recruitment procedure that includes face to face interview and background investigation to ensure that they are worthy for their work with the objectives of the company.

3. Project Outcomes

The major focus for conducting the workshop on '***Better Workplace Environment***' was to gain information about the contemporary/ prevailing work environment in the business organization related to Information Technology. This session served as a powerful motivator for learning about various areas of the real world. Some of the major outcomes of the project are as follows;

3.1. Design of Safe and comfortable workplace :

Employees are not only attracted by the high salary and compensation. There is a great impact of a quality workplace environment in an organization for recruiting and retaining intelligent people. The factors of the workplace environment affect employee's productivity, comfort level, morale etc positively as well as negatively. There is a necessity for a convenient workplace to increase productivity and better outcomes. Lack of health facilities, security, improper lighting, noise etc are some common physical factors for a bad working environment. So, there must be proper arrangements of lights, furniture, office equipment to make the environment comfortable for employees to work effectively and efficiently.

3.2. Focus on improving behavioural Components:

Beside physical components another component of the workplace environment is behavioral components which includes several independent variables. Such behavioral components like social interaction, work interaction, overall atmosphere of the office, friendly behaviour and better collaboration among workers etc may increase or decrease the productivity of the organization. Likewise, listening to the employees and handing decision making opportunities to them provides job satisfaction which leads to less employee turnover rate.

We came to know that both the physical and behavioral components are equally required for creating a better workplace for employees in an organization. If these components are ignored employees will be demotivated, they cannot give their best effort which ultimately leads to poor productivity of an organization and leads to failure.Also, we got ideas about personal skills, group work, time management, and other skills from this project. Besides these we are benefited with presentation and project management skills too.

4. Critical Analysis

Critical Analysis is the way of checking and comparing the description given on a subject on the writer by breaking down the subject description into smaller chunks. Critical Analysis reflects the impact and validity of the subject on the ground level. Some of the topics of this project are also critically analyzed below.

4.1. Analysis of Better Workplace Environment

Maintaining the comfortable, inspiring and reliable workplace environment that attracts, inspires and adjusts the workforce has become a current challenging aspect for the management. Manager and supervisor bears the major responsibility to enhance the workplace environment of the organization. Business should seek for new enhancement uplifting from comfort zones and traditional beliefs that ensure that the employees in the organization are enjoying their work, passionate about their responsibility, take pride in what they perform and meet their potential. Research has been performed evaluating the importance of the harmonious and sustainable workplace environment in the organization.

From the research performed it is concluded that the Trust,Camaraderie and pride are considered as the major contributing factors that support the better workplace environment.
Trust

It is found that there is a gap of trust and mutual understanding among the co-workers that results in declining the productivity of the organization. The ideal workplace consists of an environment that cultivates trust and sincerity towards the organization and among the coworker.
Camaraderie

Better workplace ensures a healthy, wise and strong relationship towards the organization and among the coworker. The Employee feels welcome from right at the beginning and appreciation is done towards his work and contribution. The opportunities provided to interact and collaborate among the employees help in building up a good team that achieves the organization goals.

Pride

From the study conducted it has been found that the employees realise the great workplace when their work is appreciated and make them feel that their work contributes to the organization for a positive change. This helps employees to realize the individual and team pride from their work.

4.2. Analysis on Artificial Intelligence

In the hiring trend many companies in the field of IT are using Artificial Intelligence as a hiring trend. According to the prediction of McKinsey's Global Institute model ," approximately 70 percent of companies will adopt some form of AI by 2030" (*A.I. Could Spur Global Growth as Much as the Steam Engine Did, Study Shows*, n.d.). As per the study the current industry of Information Technology is going towards the use of Artificial Intelligence as the process of recruiting will be fair and efficient. Artificial Intelligence in hiring trend in following ways.:-

- After the vacancy announcement is done by the system and the CV that came into the system are automatically shortlisted as per the skills and experience.
- Equality is provided for all the candidates.
- Better selection process.
- Companies save time, money and effort for the selection.

AI in the hiring process provides a lot of advantages. Despite those advantages there are some disadvantages like in this current situation the recruitment software is a challenge to make as highly qualified programmers are needed. The program only knows what it has been instructed to do if something came that is different from the expected input the program failed. The new situation is to be taught to handle in the future. Some decisions that a human mind could make cannot be made by AI software.

In Infosys Tech Pvt. Ltd. also there is use of Artificial Intelligence as a hiring trend. The use of this method has made the system of Infosys Tech Pvt. Ltd more transparent, efficient and productive. The use of AI has led to the spreading of a positive message in the market that the future technologies are being adopted. The employees that are being hired through this process are with a positive attitude and have a high level of dedication .Moerover, it has helped to gain customers and people's attraction toward the company.

Conclusion

Employees are the backbone of the organization. In the organization day to day functions are done by the employee so while recruiting the employees for the new job many things are to be considered. For that consideration different techniques are used. The selection of the best technique leads to the benefit for the organization. The techniques used also helps in the marketing of the company/ organization as the use of refine or new techniques than the other in the existing markets led to the uniqueness and uniqueness is liked by all individuals.

We have successfully conducted our workshop on "Good Workplace Environment" where we had Mr.Sushil Adhikari as our guest speaker who has been leading a reputed software company in Nepal as a manager. Reflecting his personal experience in maintaining a great workplace environment in the organization he has explained about the various factors and methods that contribute to an organization to achieve a healthy workspace. There was also a participation from our administration and students from other faculty.

The workshop is found to be fruitful which briefly explains the significance of a good workplace environment for an organization like ours where multiple collaboration and interactions occur. We have realised trust, pride and Camaraderie are the major leading factors to maintain the healthy environment in the company. Likely, the workshop helps in understanding the best way to hire and allocate workforce in the organization. The workshop conducted also helps in evaluating and allocating suitable tasks according to the individual capacity. Overall the workshop concluded the importance of communication,trust,work division, mutual understanding, transparency, credit for contribution in an organization for productive and sustainable output.

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