



Yogesh Haribhau Kulkarni

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Yogesh Haribhau Kulkarni • You

Principal Architect (CTO Office, Icertis) | PhD in Geometric Modeling | Google Devel...

1yr •

Looking at large number of open positions many companies have and challenges in filling them, was wondering if there needs to be a dramatic change in the selection process...

Are we focusing more on `Precision` ie reducing False Positives ie minimizing situations where we have selected someone and then s/he turns out to be a wrong hire?

Should we now focus on `Recall` ie reducing False Negatives ie minimizing situations where we reject someone for some odd reasons but s/he could have actually worked out ok? ie should we give some benefit-of-doubt.. Select, even if the candidate does not look ok in some aspects but ok in others? Hiring manager can take that leniency call.

Other changes could be:

- Short (5-10 lines) but exact job description, easier for filtering.
- Short (3 stages only) selection process to speed up: automated/platform test, Tech interview, go-no-go by Hiring Manager.
- Re-evaluate earlier rejects from older process and also those who were rejected earlier at HR-filter/Resume stage itself but now using latest/shorter filters.

Makes sense?

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Yogesh Haribhau Kulkarni Author

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For candidates: have one-pager resume only... as it gets a glance of a couple of seconds only....if at all it gets that!!

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Prachi Kashikar • 1st

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Ph.D. Student @IIT Goa

[Srinivas Chillara](#) Yes it is. Presenting your own skills with respect to the job description, hence continuous CV updates.

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Yogesh Haribhau Kulkarni Author

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For https://www.linkedin.com/posts/vineetvashishta_datascience-machinelearning-hiringprocess-activity-6856950911386955776-wPto post, on a similar topic, I had following comment:

“Outlandish job descriptions, unending series of interviews, same ...see more

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Yogesh Haribhau Kulkarni Author

11mo ...

Principal Architect (CTO Office, Icertis) | PhD in Geometric Modeling | Google Developer Expert (Machine Learning) | Rasa Hero (Conversational AI) | Neo4j Ninja (Graph Data Science) | Mentor (Mid-career Transition)

Salary is your external/Market worth that prevents escape;
ESOPs is your internal/Loyalty worth that cements retention.

The Current will flow if there is enough Potential difference surpassing complacency/inertial-Resistance. ...see more

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Agree. We should also look at project allocation process. An employee can resign but not get released from the project. She/He should be allowed to apply for different projects in the same company and release from the project as if he/she had resigned.

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Abhijit Kulkarni · 1st

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Digital Transformation, IT Consulting

Instead of managing employee aspirations and concerns, we are forcing them out of company and then getting into a bigger problem. The churn should be at project level and not at company level.

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Vinay Darp · 1st

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It does [Yogesh Kulkarni](#). Another thing that's often lacking is that the understanding of the bigger picture by the interviewers. If they are trained and oriented properly, many rejections can be avoided.

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Nihat Karaoglu · 1st

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Innovation | Connected Health

[Yogesh Kulkarni](#) good points. We have been working on the topic at [NK Institute of Human Advancement](#), using the tools from Lean and TPS. One of the fundamental problems we see is the wrong KPIs. The HR is evaluated by the throughput (number of hires) instead of quality (tenure after hire). Once you change this, other problems will be visible for you to solve. ...see more

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Indranil Roy Chowdhury (Ph.D.) · 1st

1y ...

CSO || Ex Deloitte || Faculty at IIM, IIT and Great Learning | Research / Innovation/ Strategy

I agree

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Praveen Khanuja · 1st

1y ...

Sr. Manager | Leading - Retailbird B2B Vertical | [#DigitalTransformation](#) | [#ProcessAutomation](#) | [#Bots](#)

It should first start from filtering of resume, Second area is to judge a person with any use case or activity that might help in judging and finding different aspects of candidates.(one on one discussion works here)

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Simplifier in Science, Technology and Life | Principal Engineer

Indeed. Ideally, the process should focus on balancing precision and recall appropriately (while of course aiming for both to be high). One argument that I heard against this is that letting people go is hard due to various regulations, which makes having a bad hire a bigger challenge than what it could have been.

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Abhishek Biswas • 1st

1y ...

Algorithmist | Innovator | Corporate Strategist | Subject Matter Expert
Interviewer | AI evangelist

Hiring has been messed up... Due to many factors. One of these employee turnover. If organization will focus on ROOT CAUSE ANALYSIS of that specific factor.... A lot of improvement would have been expected.

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