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Analysis on How Executive Search Firm Find the Right Candidate for Leadership Role

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ABSTRACT: This research finds out the competitive business landscape, identifying and securing the right leadership talent is crucial for an organization's success. This is where executive search firms step in. These specialized recruitment partners act as an extension of a company's talent acquisition team, focusing exclusively on high-impact leadership positions. Their approach goes beyond simply sourcing resumes. Executive search firms take the time to deeply understand a client's unique needs, including the specific challenges and opportunities facing the organization, the desired leadership style, and the company culture. Leveraging extensive networks and industry knowledge, they target a pool of high-caliber, often passive candidates who are not actively seeking new jobs. These individuals represent the best talent within their respective fields, making a targeted approach essential. The search process itself is rigorous, involving in-depth candidate assessments that go beyond skills to include cultural fit analysis and reference checks. Executive search firms pride themselves on streamlining the hiring process for their clients, managing everything from initial candidate outreach and interview scheduling to negotiation support. Ultimately, they offer a strategic solution for companies seeking top talent to fill critical leadership roles, ensuring a successful and efficient search that propels the organization forward.

KEYWORDS: Leadership, Executive Search Firm, Organization, Leadership, Talent Acquisition.

I. INTRODUCTION

In the competitive world of leadership recruitment, executive search firms act as trusted advisors, meticulously identifying and securing top talent for senior-level positions. Imagine a firm that possesses a deep understanding of your organization's culture, strategic goals, and the specific requirements of a critical executive role. Executive search firms go beyond simply sourcing candidates; they leverage extensive industry knowledge and proven methodologies to cultivate a targeted pool of high-caliber individuals, many of whom may not be actively seeking new opportunities. Through in-depth candidate assessments, comprehensive reference checks, and meticulous interview preparation, these firms become an extension of your hiring team, ensuring a perfect alignment between candidate qualifications and your organization's needs. By partnering with an executive search firm, you gain access to a curated talent pool, expedite the recruitment process, and ultimately secure a leader who will drive your organization's success.

II. REVIEW OF LITERATURE

Thorndike Deland Sr., founder of Thorndike Deland Associates, is widely understood to have started the first executive search firm. According to Mr. Deland's obituary published in The New York Times, "After World War I, A. Lincoln Filene, the Boston merchant, then president of the Retail Research Association, called on Mr. Deland to direct an executive search activity for member department stores." In 1926 Deland went on to establish the Thorndike Deland firm, "devoted to recruiting executives, many for the nation's major retailing companies

Judith M. von Seldeneck, Founder & Chair, Diversified Search. (1989)

I think there has been a sea change in attitude about the search industry, and a validation that it is critical, if you want your business or organization to thrive, that you get leadership right—and that a great executive search team can be the difference between mediocrity and exceptionalism.

Clarke Murphy, CEO, Russell Reynolds Associates (1972)

For an executive search professional to be successful, they have to have the total trust of everyone they come into contact with during a client engagement. Knowing that there are ethical norms, quality standards, and a true sense of professionalism in the industry helps ensure that trust exists.



Mapping the Invisible Talent Pool: Executive Search and Passive Candidates (2018) by Michael Watkins and Michael D. Watkins**

This research explores how executive search firms identify and attract “passive candidates” – highly qualified individuals not actively seeking new opportunities. It examines the strategies used to build trust, understand career aspirations, and present compelling leadership roles

The Executive Search Process: What to Expect (2023) by Association of Executive Search Consultants (AESC)**

This AESC publication provides insights from the search firm perspective. It outlines the typical executive search process, including candidate identification, evaluation methods, and communication strategies used to attract top talent for leadership positions.

III. RESEARCH METHODOLOGY

TYPE OF RESEARCH:

As this study aims to carefully examine the financial situation and future prospects of KHIVRAJ VAHAAN PRIVATE LIMITED in detail this is considered as DESCRIPTIVE STUDY.

SOURCES OF DATA COLLECTION:

Primary Data

Primary data is collected with the help of an online structured questionnaire and questionnaire is actually created in Google forms and circulated among the employees. Likert Scale statement is been used to measure the satisfaction level of the employees. The information obtained from this method will in finding out the current happening in the organization.

Secondary Data

Secondary data are those which have been collected by some other person his purpose and published. Secondary data means the data which are already available.

The major source of secondary data is:

- Google Scholar
- Wikipedia 26
- Various publications of central and state government.
- Magazines, newspapers, technical and trade journal books, and also with publications related with business and industry.
- Company website.

RATIO ANALYSIS USED FOR THIS STUDY:

1. Correlation.
2. Chi Square.
3. One way Anova

IV. DISCUSSION

- The most significant finding on the study on Recruitment strategy prevailing in the organization is very effective.
- The Employees are quite satisfied with the current recruitment methods.
- The Study shows that 76% of the employees who have put in long year of service have recruited via open competition. This shows the transparency of recruiting policies of the company.
- 92% of the employees have been working in the organization for a long period which signifies the job security and satisfaction offered by the company to its employees.
- The study shows that 72% of the employees were of the opinion that the recruitment policy of the company is decentralized with each department recruiting its own employees as per their recruitment from the time to time.



V. RESULTS

FIGURE 1. Correlation

Correlations			
		Age	Overall Satisfaction
Age	Pearson Correlation	1	.057
	Sig. (2-tailed)		.546
	N	115	115
Overall Satisfaction	Pearson Correlation	.057	1
	Sig. (2-tailed)	.546	
	N	115	115

FIGURE 2. Chi Square

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.084 ^a	4	.395
Likelihood Ratio	4.299	4	.367
Linear-by-Linear Association	1.558	1	.212
N of Valid Cases	113		
a. 3 cells (30.0%) have expected count less than 5. The minimum expected count is 1.81.			

FIGURE 3. One Way Anova

ANOVA					
Responsiveness [The executive search firm promptly responded to our inquiries and requests for information.]					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	.738	3	.246	.124	.946
Within Groups	216.129	109	1.983		
Total	216.867	112			

VI. CONCLUSION

In conclusion, by partnering with a reputable executive search firm, you gain access to a specialized team with the experience and resources to navigate the complexities of high-level recruitment. Their in-depth understanding of the executive landscape, combined with a meticulous search process, ensures a shortlist of qualified candidates perfectly aligned with your specific needs and company culture. This targeted approach not only saves you valuable time and resources, but also significantly increases the likelihood of finding the transformative leader who will propel your organization towards its strategic goals. With a successful executive placement, you lay the foundation for long-term growth and solidify your competitive edge in the market.

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