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A STUDY ON THE RECRUITMENT CHALLENGES IN NET AXISIT SOLUTIONS PVT .LTD., CHENNAI

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ABSTARCT

Recruitment is one of the most critical human resource functions in the Information Technology *industry, as the success of IT organizations largely depends on skilled and competent employees .In the present competitive environment ,IT companies face numerous challenges in attracting and retaining qualified talent. This study focuses on identifying and analyzing the recruitment challenges faced by Net axis IT Solutions Pvt. Ltd., Chennai .The study mainly examines issues such as skill mismatch between job requirements and candidates' competencies, high salary expectations, lengthy recruitment processes, candidate dropouts, and difficulties in evaluating technical skills during interviews.*

A descriptive research design was adopted for the study. Primary data were collected through structured questionnaires from 100 respondents including HR executives, recruiters, and IT professionals .Secondary data were collected from journals, books, company records, and websites.

The collected data were analyzed using statistical tools such as percentage analysis, weighted average method, and correlation analysis. The findings reveal that long hiring cycles, shortage of skilled candidates, and ineffective communication significantly affect recruitment efficiency. The study suggests the adoption of modern recruitment tools, skill-based assessments, and improved communication strategies to enhance the overall recruitment process.

Keywords: Recruitment Challenges[1], IT Industry[2], Talent Acquisition[3], Skill Gap[4], Hiring Efficiency[5] .