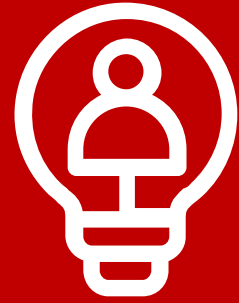




ANAAMALAI
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Recruitment and Selection in the Automotive Industry



Course Information

Purpose: To enhance your recruitment processes and improve your selection decisions within the automotive industry.

Access: Important hacks to perform your job with excellence.

Benefits: You will have a deeper understanding of effective recruitment strategies and selection techniques specific to the automotive industry.



Course Learning Outcomes

By the end of this course, you will be able to:

1

**Understand
the
Automotive
Industry**

2

**Develop
effective
Sourcing
Strategies**

3

**Enhance
Screening
Techniques**

4

**Best Interview
Practices for
Informed
hiring
decisions**



Best Interview Practices for Informed hiring decisions

Define Interview Objectives



Identify Competencies

through behavioural-based questions



Determine Desired Skills

through technical assessments or practical exercises



Set Evaluation Criteria

include factors like experience, knowledge, and cultural fit.

Best Interview Practices for Informed hiring decisions

Pre-Interview Preparation

Review Candidate's Application

Qualification and experience

Research the Candidate's Background

Identify their accomplishments, career progression, and alignment with the company's values

Create Interview Plan

structured and organized interview process

Prepare Interview Questions

assess the candidate's skills, knowledge, and fit for the role

Best Interview Practices for Informed hiring decisions

Conduct successful Interviews

Behavioral Interview

problem-solving abilities and decision-making skills (Customer – Centric)

Technical Interview

practical exercises or technical questions relevant to the automotive industry

Cultural Fit Assessment

values, work style, and interpersonal skills align with the company's culture

Best Interview Practices for Informed hiring decisions

Reference Checks



Verify Employment History

contacting previous employers to confirm the candidate's job titles, responsibilities, and dates of employment



Consider Reference Feedback

reaching out to provided references to gather insights into the candidate's work ethic, skills, and overall performance

Best Interview Practices for Informed hiring decisions

Final Decision and Offer

Evaluate Overall Fit

with the job requirements, company culture, and team dynamics

Consider Interview Performance

reviewing the candidate's skills, qualifications, responses, and overall impression during the interview process

Select Preferred Candidate

based on a comprehensive evaluation of their qualifications, skills, experience, and potential to positively impact the organization's objectives



In the hiring decision stage, HR faces a fierce competition for top talent. Rival companies were vying for the same skilled individuals, making it tough to attract the best candidates.

HR can revamp the

- company's employer branding,
- highlighting their unique company culture,
- opportunities for growth, and
- competitive compensation packages.

By offering attractive benefits and showcasing the company's values you can create a compelling proposition that set the company apart.

Key Takeaways

- Understand the unique characteristics of the automotive industry and the specific skills required for different positions.
- Develop effective sourcing strategies, leveraging online platforms, partnerships with technical schools, and employee referrals.
- Implement screening techniques and assessments to ensure candidates possess the necessary technical skills and knowledge.
- Apply best interview practices, designing structured interviews and using behavioural-based questions to evaluate candidates' abilities.
- Make informed hiring decisions by thoroughly evaluating candidate's performance, conducting reference checks, and considering cultural fit.



Thank you

