

# On the prowl

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*The degree of head-hunting in the young executive segment is low, mainly because of the youngsters' lack of experience.*

**T**he one trend that defines the new corporate ethos is the tendency of the executive to hop from job to job in search of a better deal. This pattern is perhaps more prevalent among young executives, and is facilitated by head hunters or placement consultants as they prefer to be called.

The overall level of head-hunting among young executives is, however, quite low with just 28 per cent receiving a call from a placement agency. This is not at all surprising, says A.L. Ravikanth of Dimensions, a Chennai-based human resource consultancy. He says this is so because most firms are not interested in such young executives, especially those with less than a year's experience, exactly because of that – their lack of experience. He adds that there may be some 'head-hunting' among those with a little more experience, say five years.

One surprising feature is that the level of head-hunting seems to be higher in Chennai, with 42 per cent claiming to have been approached by head hunters. According to Lakshmi Ravikanth, a trainer and psychologist, of Dimensions, one reason for this is the fact that young executives based in Chennai are less satisfied with their jobs than

their peers in other cities. She adds that because of this they are more willing to move around in search of better opportunities.

However, she adds that even in Chennai the trend is more likely to be of young executives going to placement firms than the other way round. According to her, this is because of two factors: First is the fact that no company will be interested in head-hunting a person with little experience and second,

the young executive believes that placement consultants have the contacts and the standing to land them the kind of job they want.

And, often enough, those on a job hunt perceive that the consultant is better placed to position them well in a new job. Also, rather than themselves proclaiming their virtues, this could be better done by a consultant. The other factor, points out Ravikanth, is that it is often found that candidates, especially from the infotech industry, while being eminently well-qualified and experienced, lack the communication skills to impress a prospective employer. That too, draws prospects to placement consultants. ■

