



Recruitment Amid The Great Resignation: How To Overcome The Unique Challenges Of Hiring IT Professionals During The Pandemic And Beyond



The Great Resignation Is Real — And It's Hurting The IT Sector

“Due to the skill gap, talent shortage continues to prevail and it has become increasingly difficult for companies to find and hire the right talent.”

— Sandeep Gulati, Managing Director
ManpowerGroup India

Korn Ferry [warns](#) that “the United States faces one of the most alarming talent crunches of any country.” In August 2021 alone, [more than 4 million American employees](#) left their jobs.

The same trend had also been noticed in other parts of the globe. In Europe, employers reported that it became more challenging to find developers, security professionals, and data engineers, among other IT skills. The average time it took to fill an IT position [increased from almost 15 days in 2020 to more than 20 days in 2021](#). That's almost a month of costly and exacting search for talents.

In India, the situation was reported “not as dire as” in other countries, but “gradually becoming alarming.” [India Today](#) reported that “the IT industry witnessed a record attrition rate in 2021, [leading] to a hiring overdrive among Indian IT firms in 2022.”

Experts call this mass employee exodus “The Great Resignation.”

But why do employees quit? What should businesses do to minimize the Great Resignation's impact on their organization?

The ‘Deeper Problem’

According to a Zety survey (as cited by [The Indian Express](#)), employees left companies that offered low salaries (67%) and limited career opportunities (66%). [Another survey](#) revealed that workers, particularly Millennial and Gen X, quit their jobs mainly because they wanted better opportunities and an environment that was good for their mental health.

These concerns, however, are just a result of an underlying problem. Adrian Wooldridge [wrote](#) that the “deeper problem is that the talent model that has served America so well, especially since World War II, is breaking down.”

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— Adrian Wooldridge, Financial Advisor

The Great Resignation is both a sign and a spur for companies to seriously rethink how they manage talents.

How Execs Are Addressing The Problem

To deal with the talent shortage, companies across the globe are trying different strategies, including providing talents [with higher salaries](#) and [more company perks](#). Apple Inc., for example, surprised high performers with “[unusual and significant stock bonuses](#)” ranging from \$50,000 to \$180,000 to prevent defections to its tech rivals including Meta. [Walmart Inc.](#) and [Amazon.com Inc.](#) pledged to cover full college tuition and book costs for some of their employees.

But providing employees with higher salaries alone may not be a surefire way to keep them.

Attract And Retain Talents With Cost-Efficient Innovations

Regardless of how well-compensated employees are, if their work environment does not fit their lifestyle or support their unique needs, they might still quit. This is why Intel, aside from increasing compensation, adopted a “[hybrid-first work model](#).”

At dotSolved, we also think that improving the work environment can help attract and retain talents. dotSolved helps staffing organizations innovate their business processes and infrastructure to overcome recruitment challenges during the Great Resignation and beyond.

Many of our clients have gained significant improvements after we supercharged their offices with cutting-edge technologies like Robotic Process Automation (RPA) and Enterprise Business Suite. One of our clients told us that the smart bot we implemented enabled them to automatically apply for payments and eliminate mundane and repetitive tasks.

“Off the charts, the activation case closure rate has risen by 14X since Halloween, from 50/wk to 700, thanks to RPA 38.2. Today the Digital River/Webstore BOT successfully completed applying the January payment on my behalf [...] the time and repetitiveness of not having to click 1000 lines each month is phenomenal.”

— Mark Homan, ChargePoint

A [leading staffing company](#), on the other hand, sought dotSolved's innovation expertise to upgrade its Enterprise Business Systems. After thoroughly assessing the organization's current capabilities and the capabilities it requires in the coming years, dotSolved helped implement specialized staffing tools to innovatively manage the company's complex business processes.¹³

The project resulted in various business benefits — including reduced administrative costs; improved employee, manager, and admin productivity; extended maintenance and support; ability to support HR best practices; and key new functionality and technology.

“Their knowledge of business systems and processes was above and beyond. dotSolved was instrumental in our Business Process Engineering (BPR) efforts from Order Entry to Cash and from Procurement to Pay on Oracle's E-Business Suit platform.”

— Brian Alikhaniy,
Sr. Director/GM, Lexar Media

But are these options — providing higher compensation and implementing digital solutions to attract and retain employees — financially feasible and economically viable for small to medium enterprises and startups?

Overcome the Talent Shortage With A More Subtle, Cost-Effective Technique





Wooldridge underscored in his article that the options to raise employees' wages and improve their work environments are "plainly available more to fat incumbents than to scrawny startups." Businesses that are also struggling financially due to the crisis may not be able to match what tech giants and other financially capable companies offer to talents.

This is why at dotSolved, we offer affordable yet reliable solutions and services to empower companies to address recruitment challenges while keeping costs to a minimum. We help companies of all sizes bridge the talent gap using what Wooldridge called "more subtle techniques" to find and manage human resources cost-effectively.

dotSolved's DT-Twin solution

Leveraging our DT-Twin solution, we help companies plan effectively for the required people skills and talent pools to carry out their initiatives. We empower our clients to engage talents — including those who belong to underrepresented groups such as ethnic minorities, women, and people who live in out-of-the-way places.

dotSolved's solution empowers businesses to:

-  Identify the right functional, technical, and domain expertise required at every stage of transformation roll-out.
-  Analyze internal talent and availability as well as skills and bandwidth gaps.
-  Integrate with external talent sources and build the right pool profiles.
-  Develop the right recruitment strategy for the pool.

Conclusion

The Great Resignation provides the impetus for companies to constantly innovate their recruitment strategy.

Today's employees are always in search of better opportunities, better work environments, and better benefits. To meet these collective requirements, apart from increasing wages, companies should also arm employees with innovative solutions to enable them to become more creative, efficient, and productive.

dotSolved helps businesses achieve this goal by providing them with cutting-edge and cost-effective solutions and services. dotSolved's solution is engineered to empower companies to optimize their staffing strategies, achieve their innovation goals, and overcome recruitment challenges amid the Great Resignation and beyond.

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About dotSolved

dotSolved, headquartered in Silicon Valley USA, is a leading global provider of business process automation, modern application engineering, and cloud infrastructure services. dotSolved focuses on enabling digital transformations for small, medium, and large enterprises in HiTech, BioTech, CleanTech, Energy, eCommerce, Retail, and Insurance industries.

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