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RECRUITING CANDIDATE STRAIGHT FROM UNIVERSITY, THE PROS AND CONS FROM A COMPANY PROSPECTIVE

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ABSTRACT

The aim of this paper is to explore the corporate attitude of hiring employees, in comparison with a new graduate candidate and an experienced candidate. It's getting closer to Saudi Arabia. In the Saudi markets, the demand for experienced employees is approved to be higher. Without giving the new graduate a chance to gain experience. Saudi companies favor the advantages that have been affected by the recruitment of an experienced candidate. The paper discusses the advantages and disadvantages that is impacted on the company by hiring a fresh graduate. Furthermore, five HR employees responsible for recruiting employees for the company were interviewed and asked about the qualifications they were looking for when they were hired and about the company perspective of the employees. The results of the interview showed that companies were not truly transparent and that they preferred to work with experienced employees in the working community of Saudi Arabia.

CCS Concepts

• **Information systems** → **Database management system engines** • **Computing methodologies** → **Massively parallel and high-performance simulations.**

INTRODUCTION

Companies place their competitive and growth strategies on their revenue models and human resources to drive their businesses [1]. Developing creative

revenue streams and hiring large and innovative staff to run and manage these systems tend to trigger business growth [2]. However, it is difficult to hire the right people to drive the development strategies of different corporations because the process is costly and time consuming [3].

Recruitment is becoming more difficult when companies are forced to choose between hiring new graduates or experienced candidates [4]. Organizations in different parts of the globe have high preferences for experienced candidates, as opposed to those from the university. Experienced applicants are less costly to recruit as companies believe that they spend less on training and developing their new staff [5].

In Saudi Arabia, firms prefer experienced candidates to new graduates, a trend that has left the country with a high number of unemployed university graduates [6]. Companies in the country are hiring experienced foreign workers over new graduates [7]. Conversely, the few establishments that prefer new graduate employees continue to experience the benefits that, over time, manage to offset the costs of their training and development [8].

Recruiting Candidates Straight From University: An Analysis From Corporate Perspectives

Advantages

According to Hafeez et al. [9], one of the advantages of a company that recruits new graduates is that employees bring new perspectives and business ideas to a company that stimulates its growth and creates a competitive advantage. The work of Hafeez et al. [9] maintains that candidates fresh from college have a learning mentality that complements the fresh outlook they bring. In addition, it was observed that the candidates are keen to contribute their ideas and make a difference in their new position. Therefore, Hafeez et al. [9] notes that not all employees bring such enthusiasm with them, where the aspect makes them peculiar. The work further asserts that managers must always grab opportunities to hire fresh graduate candidates, as they are passionate about products and services that their companies offer and contribute proactively towards their betterment [9]. As such, applicants fresh from the university are corporate assets.

Bogatova [10] also points out that the primary benefit of recruiting new candidates from college helps a company to strengthen its internal growth. In addition, the recruitment of new graduates also helps to establish a solid employee base. New graduates are unlikely to have worked anywhere else, so hiring them makes the company's jobs their first role. As a result, a firm is likely to conduct stronger internal promotions as it has a workforce that understands its operations both internally and externally. In addition, Bogatova [10] argues that the organization is committed to establishing a strong culture and corporate values as a result of the recruitment of new university graduates. The firm stands to benefit as new graduates perform at their peak, given that the company offers them attractive career paths.

McCracken et al. [11] also argued that the recruitment of new university graduates is advantageous to the company as they increase the efficiency of the company's operations. The authors point out that a significant number of new graduates are more knowledgeable about the latest technologies. Organizations are therefore more likely to see increased productivity as a result of recruits from a university that incorporates technology into most of their work. McCracken et al. [11] further notes that candidates from the university are more interested in acquiring information and in keeping up-to-date with the latest trends and news within their profession in order to remain competitive in the company, resulting in productivity and increased efficiency within the firm.

Cabellero and Walker [12], believes that new graduate recruits are enthusiastic learners. As a result, companies can register impressive performances, as such employees can learn a lot and boost the performance of the organizations. As a result, firms need to understand how to capitalize on this aspect of recruits coming straight from the university to get the most out of them. The author also suggests that a corporation can end up developing employees who are all-around, multitasking, and work in multiple departments by taking advantage of recruits' eagerness to learn about anything and everything. The author notes that this practice leads to greater efficiency and continuity of operations even at a time when a company is experiencing a shortage of staff.

According to Rehman and Mazhar [13], it is beneficial for a company to hire candidates from college as they are affordable. Start-up companies and small businesses, in particular, are more likely to benefit from hiring new graduates as they demand or are willing to demand lower wages in line with business budgets. The authors further argue that start-up companies and small businesses can not afford the demands and higher salaries that experienced candidates would like to have, even though they need their expertise to grow their businesses. However, the authors further argue that specific situations determine whether a company should recruit experienced or new graduate candidates. The firm should hire candidates directly from the university if the job they are required to do involves small risks, has limited budgets, and the establishment has internal expertise that is willing to train and nurture new talent.

Disadvantages

Tóth-Téglás et al. [14] argued that a company that plans to hire candidates directly from the university is likely to wait some time to benefit from the expertise and talents of the new staff. The lack of experience of the new graduates means that they can not dive directly into C-suite meetings or make sales pitches, thus limiting the capacity and productivity of the organization. The authors also note that the recruitment of experienced candidates helps organizations to add individuals who will not be strangers to boardrooms and other business activities, such as sales pitches. As such, a corporation that recruits experienced candidates will immediately benefit from their expertise and skills, making an immediate impact as opposed to new graduates who take more time and are gradually introduced to the company's operations.

According to Zarei and Wong [15], companies that recruit candidates directly from the university are more likely to spend more on account of their fluctuating interests. The authors argue that applicants who are hired directly from the university are often unaware of their capabilities, strengths and weaknesses, which means that they do not know the exact role they should play in the company's operations. The authors therefore note that recruits tend to shift to areas and departments that they feel will perform better, a fact that may frustrate the company's operations. In addition, the authors argue that candidates coming directly from the university can easily be swayed by lucrative offers from competing firms. In addition, organizations spend significant amounts of money on training and nurturing their new employees to help them work better. However, such workers are always on the lookout for better opportunities within and outside the company to address these issues.

Plantilla [16] notes that recruiting individuals directly from universities is detrimental to a company, as candidates tend to ask for higher salaries, but want to do less work. The author further discloses that firms are likely to lose significant sums of money due to the lower productivity rates of the applicants recruited directly from the university, as they tend to yield less than the targets set, as they remain determined to make efforts that match their pay. Plantilla [16] stated that it is likely that the firm will find itself in a trap of recruiting, training and firing candidates directly from universities due to their lack of productivity. As a result, the organization incurs unnecessary costs as a result of hiring a new graduate.

Serhan et al. [17] argue that candidates directly from college lack the skills and experience needed to perform their duties effectively. As a result, companies are forced to set aside significant sums of money to train and nurture new staff in order to increase their performance levels. Also, it is unlikely that a candidate who is recruited fresh from the university will hit the ground because of a lack of appropriate skills and trust. In addition, young recruits require additional training and coaching in areas such as workplace communications, labels, punctuality, office protocol and workload management. Such initiatives and undertakings may prove costly and time-consuming by the company. While it is necessary for companies to train and coach their new staff recruited directly from the university, higher costs and a significant amount of time spent on training and nurturing them may ultimately affect the profitability of the organization.

The Case Of Saudi Arabia

According to Khan [18], the recruitment of university graduates by different companies in Saudi Arabia is worryingly low as firms choose experienced candidates. Major corporations within a country that have financial resources would usually be able to hire experienced candidates from the global labor market. The author presents statistics that indicate the disturbing trend of Saudi organizations to sideline new graduate candidates in favor of experienced ones. As Khan [18] put it, 81% of recent university graduates

choose to pursue entrepreneurship in hopes of sustaining their lives as a result of the numerous refusals they face from large corporations. Khan [18], also noted that about 59% of recently graduated students at Saudi universities believe that their education has adequately prepared them to face challenges within their professions. However, fresh graduates and university students still feel that it is almost impossible to get a job without experience in Saudi Arabia. Even university graduates in professions such as engineering and design, information technology and medicine, who traditionally employ candidates while still university students, also experience difficulties in recruiting new graduates in Saudi Arabia [18]. As such, approximately 40 per cent of new Saudi graduates seek employment outside the country to gain experience and increase their chances of employability [18].

University Recruits Advantages

Almutairi et al. [19], suggests that Saudi companies employing university graduates are more efficient. The author notes that, due to the increased demand of organizations for experienced candidates in Saudi Arabia, the applicants have higher wages and benefits, considering that they are few in the labor market. As a result, corporations are set to pay more to experienced candidates to protect them from being snatched from their rivals, who may offer them higher salaries to lure them to their companies. In addition, the author argues that hiring expatriates in the name of the search for experience is even more expensive as establishments are forced to train them on Saudi culture and take care of most of their individual expenses while working in the country. The author also maintains that new graduates demand lower wages and are willing to work under the terms of a company [19]. Organizations should consider hiring new graduates to enable candidates to gain experience and compete with those who have been in the field for a longer period of time.

Iqbal and Zenchenkov [20] stated that recruiting candidates from university will help improve the diversity of the workplace and improve the performance of Saudi companies. The authors take the view that candidates from the university have new ideas that they can implement, which may increase the efficiency of corporations.

Serhan et al. [17] also agrees with Iqbal and Zenchenkov [20], that university candidates are adequately prepared to face specific challenges in the Saudi working environment, making them more effective than their experienced counterparts recruited from different countries that may take some time to understand Saudi work culture.

University Recruits Disadvantages

Aldossari and Bourne [21] noted the lack of work experience among newly recruited candidates from the university and points out that it might be extremely expensive for firms to train them. Companies that hire new graduates tend to set aside significant amounts of resources to facilitate their training and development. As such, firms are likely to experience reduced profitability by hiring applicants directly from the university. As such, establishments are likely to experience reduced profitability by hiring

applicants directly from the university. Also, new graduates may not understand the professional codes associated with their professions; therefore, recruitment may prove costly, especially if their role involves meeting clients. A slight mistake can easily cost a business worth millions of dollars by canceling contracts and agreements.

Naser et al. [22] are also wary of the lack of experience among candidates recruited directly from the university and of the high costs associated with their training. The authors note that companies require a significant amount of time to invest in the training of their new graduates, which leads to a reduction in revenues and a loss of business opportunities. Moreover, the majority of Saudi enterprises compete on regional and global platforms, which means that they have to reduce the costs of promoting their products on regional and international markets through aggressive marketing. As a result, firms spending large parts of their budgets on training and nurturing their new graduates may end up weakening their market competitiveness.

Meccawy et al. [23] argue that the recruitment of new graduates may be a disadvantage to some Saudi multinationals due to their lack of experience. A significant number of new graduate recruits are unable to perform multiple roles, making them inefficient and expensive to maintain. The lack of knowledge and expertise in other areas of operations means that the firm must train and be patient in order to be able to manage the business. As a result, the longer a recruit takes to learn, the more a company will lose. On the other hand, Meccawy et al. [23] recommended that organizations in Saudi Arabia should adopt online recruitment methods to assess the skills and talent of candidates and to select only those that meet the criteria of the companies.

Interview With Hr

METHODOLOGY

Method used in this paper is qualitative research approach It is a form of research that sees the depth of the dilemma surrounding this issue in the Saudi market. The authors of this paper wanted to know the company's point of view when hiring candidates and to see the HR opinions and reasons for not wanting to hire new graduates. The participants were asked six questions related to hiring matter. Participants were HR staff from five different local Saudi companies. They were three females and two males The Participant was interviewed by phone calls and personal meetings, depending on the employee's convenience. Certain aspects of this issue are considered to be sensitive information for the company, such as the disclosure of information related to finance and nationalism.

Findings

While examining what companies are looking for when recruiting from the five participants, three of them said that their companies are not really mindful of the candidate's status in terms of experience or a fresh graduate. What is important for these companies is that the candidate has to be with a certain mentality that goes a long way towards the culture of the companies and the

vision of the company as a whole. One participant said that the company is usually looking for an experienced candidate when the company is looking to fulfill a specific job position, such as senior management positions. However, it depends mostly on the industry itself, because, as one of the participants said, the experienced candidate is usually already trained or has knowledge of the systems and programs that must be implemented in order to fulfill the duties of the job.

HR staffs were asked what is the difference between experienced and newly graduated staff, and their answers were that work behavior is pretty much a personal matter. The code of ethics of the person, the work he / she has done to develop him / herself out of the workplace, is really what determines the behavior of the employee. Employees who take the time to train in areas such as the development of ethical codes, time management, and office etiquettes are certainly evidence of employee work behaviour. However, one of the participants said that the experienced employee will often have more time to adjust to the culture of the new company because he / she already has some kind of commitment to his / her old work place culture. If, in the case of a new graduate, the employee is a blank worker in the work culture, it will be easier for him to adjust to the work place culture.

In responding to the allegation that the new graduates of this generation have the same qualifications as the experienced staff, four out of five people interviewed reveal that the statement is totally wrong because the market is changing so quickly that the educational institution can not compete with it. They say that the educational institution is too slow to keep up with market changes, in particular the management environment (finance, human resource management, etc.). In addition, two participants say that the main issue is that educational institutions provide students with the theoretical knowledge that most of the time can not be applied, without discussing the fact that it is difficult, especially in a conservative environment such as the Saudi environment, to give students a practical task. However, one participant says it depends on the field of work itself.

The HR employee was asked to compare the loyalty, commitment and punctuality of fresh graduates and experienced staff. One participant said that there is a number of meanings between the work environment to what loyalty could mean. At the end of the day, however, these three characteristics are quite a personal trait. Perhaps punctuality is the one that could be learned, and it is also a major difference between an experienced employee and a new graduate worker. Furthermore, one of the participants said that the case in Saudi Arabia is that experienced staff are actually more punctual than the new graduate worker, and that is obvious because of the lack of professional experience prior to graduation.

All participants agree that the main advantage of a new graduate candidate is that they are more excited about a new life "work life" than an experienced candidate, who is usually looking for a high salary rather than a job experience. In addition, three participants agree that young graduates are an advantage to them. In a market like the Saudi market, where there is the

highest young population. The prospective young employees also have value, especially if they can take up their own decision-making positions. Overall, the characteristics that value the new graduate candidate over the experienced candidate in the eyes of the recruiter are excitement, curiosity and youth.

All research participants agree that the main disadvantage of the new graduate worker is the knowledge he / she has of a theoretical type of knowledge. In addition, the main issue with theoretical knowledge is that it can't often be applied in practical situations. Furthermore, the fresh graduates lack practical knowledge, which is essential for them to participate in a specific work process. Although two of the participants said that their company has a special program to train its new employees, regardless of their professional background, they know that it is not the case for all companies in Saudi Arabia that makes the fact of the type of knowledge countable.

Discussion

Certainly, the findings of the literature review and the confessions of the interviewees are pretty much the same. Out of the advantages. The company's biggest advantage in hiring a new graduate is that they bring a new prospect to the company. That being said, this is not the case at the newly graduated level in Saudi Arabia. Generally speaking, the interviewees said that the new Saudi graduate is a lack of passion and they want to do as little as possible. Furthermore, the new graduate also has a learning mentality, a point where the founding of literature and interviews has come across. In addition, the HR interviewees found experienced competitors are usually committed to their previous job and culture behaviors compared to new graduates. From a behavioral point of view, both the literature and the research participants were of the opinion that the experienced staff had some kind of commitment to their old work place, which would make it difficult for them to melt into a new work place as easy as a new graduate. Disadvantage wise, the literature indicated that the company was wasting time and money training the candidate came straight from the university, but most of the research participant said that the new employee would be trained from the outset, regardless of his professional background, which would logically make this disadvantage not specified for the new graduate. In addition, the HR participants said that the in terms of Saudi fresh graduate case, the lack of experience and professional performance of those candidates, is a key factor in excluding them from being selected.

CONCLUSION

Companies in the Saudi market prefer to recruit an experienced candidate over a new graduate candidate. They are leaning towards the advantages of an expert staff on the challenge of a new employee. However, there is a movement in some Saudi companies to recruit new graduates. For future works, the authors of this paper recommended that further studies should be conducted in this area, specifically in the Saudi market.

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