Criteria to hire a candidate as an employee in corporation

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Abstract— **In this paper we will discuss what are the measure to hire an employee in corporation with why. Then we will prioritize the measures. Then we will define the measures for numerical value. Then we will calculate a Candidate's efficiency for hiring. The candidates with more efficiency will get hired. We will also discuss the role of corporation for employee satisfaction in** *Italic* **inside square bracket [ ].**

Index Terms— **the measure to hire an employee, employee satisfaction in.**

I. INTRODUCTION / CONTENT

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II. WHAT IS PURITY?

Purity is the best choice a man can make given two bundles without affecting other's ethics. In a two player game purity means one can make best choice without hurting his opponent's ethics.

Steal is pure if it is not caught because if it is not caught then the opponent's (company's) ethics is not hurt and it is unconsciousness of management. Consciousness is a measure of Employee evaluation. (See my paper published on 31st December, 2013, Paper name : Removal of History table from Database & Update Command from SQL & Edit option from GUI, published in International Journal of Engineering and Technical Research Volume 1 Issue 10, Published by Engineering Research Publication). So according to definition of purity it is pure if it is not caught. If caught then also it is pure because the man who has stolen will face the consequences and in this case also opponent's ethics is not

hurt. We have spoken here from the view point of a corporation.

III. WHAT IS SMARTNESS?

Smartness is the best choice a man can make given two bundles of choices without worsening anyone. In a two player game smartness means the best choice one can make without worsening his opponent and also himself.

Steal is not smart because it is worsening the opponent irrespective of it is caught or not caught. But in larger case when small amount of something is stolen from big amount of that thing and the small amount is negligible with respect to the big amount then it is smart because from infinity if we subtract a finite number it stays infinite and mathematically they are same. The role of management is to find a cause of that finite thing that is being subtracted from infinity to make debit and credit equal.

IV. ILLUSTRATION VIA AN EXAMPLE :

Let's take an example. There is a work room in the floor of ABC company. John is an employee of that company. John needs to take print-out of his holiday tour train tickets. John can take a print-out from his office work room or he can do the same from a nearby cyber cafe. Now the Business Conduct Guidelines say the printer should be used for business purpose only. Obviously John's ticket is not for his business purpose. So, if he takes the print-out from office it is not impure as it is equivalent to stealing. This is smart also because the company is huge and there are more than 500 pages being printed per day. 1 is a negligible number with respect to 500 so it is smart but 1 is counted. So, the work of management is to find a cause for John's ticket print-out. So, John has two choices : 1. He will take a print-out from office or 2. He will take the print-out from Cyber cafe. In first case he doesn't need to pay any money but if caught he will have to pay more than his second choice. As a professional John would like to pay less money. So he will go for choice 1 as far as no security concern and he will go for choice 2 if there is any condition of getting caught in choice 1. So the pay-off matrix goes as below :

		ABC Company	
		Security	No security
John	Office printer	-2000, 2000	0, -5
	Cyber cafe printer	-10, 0	-10, 0

If John gets caught during taking print-out from office then he needs to pay $2000. So John losses $2000 and company gains $2000. If John takes print-out from office and not caught then he doesn't need to pay anything but company loses it's cost say $5. If John takes print-out from Cyber Cafe then he needs to pay 10 and company doesn't need to lose or gain anything. So, the pay-off Matrix.

John will never take a print-out from office if it is secured otherwise John will obviously take print-out from office printer because if his he is pure. So, honesty is not a parameter to measure an employee to be hired in a big company (Note down here "big" is important). Smartness is obviously a measure of an employee to be hired. And an employee should be smart rather than honest. Because if he is smart then he will not take print-out from office and this reduces company's loss though it is negligible in a "big" company.

V. WHAT IS PERFECTION?

Perfection is doing a work without defect. So, an employee who is perfect will never take print-out from office because there is a chance of getting caught by security and he will not take chance because there is probability of defect. So, perfection is a measure to hire an employee.

What is management?

Management is to keep business ethics and perfection clear.

Why Management was invented ?

To find a cause for finite losses that occurs in a big company. Or in other words to find the finite things in the equation $(infinity) \pm (finite) = (infinity)$.

Sex is pure but rape is impure. Sex is also smart but rape is not smart. Sexual harassment is not pure and also not smart, not perfect too. If an employee sexually harasses an employee then the employee will face the consequences according to Business Conduct Guidelines. So, the victim employee's ethics is not hurt again. So, honesty is not a measure to hire an employee from sexual harassment point of view.

Objective of management :

Objective of management should be to track the imperfection because this is the way they can reduce imperfection in making debit = credit at the end of the year. To find a cause for a defect a manager should be a problem solver.

[It is better to put an employee at work room. We will discuss why via pay-off matrix as below :

Let, a print-out costs $10 at Cyber cafe and $5 at office and office gains $2 per print-out if office allows print-out (i.e. cost of office is $3/Print). So, if the employee takes a print-out from office he gains (10-5) = $5. So, the pay-off matrix for gain goes as below :

		Company	
		Allowing print-out	Not allowing print-out
Emplo-yee	Taking print-out from office	5, 2	X, X
	Taking print-out from out	0, 0	0, 0

We see that, if office allows print-out and employee is taking print-out from office then both are better off. Obviously (5,2) is Pareto efficient with respect to other blocks of the pay-off matrix. Let's say per day there are approx 100 pages get printed out. So, per day office gains 100*2 = $200. In a month the gain is 200*30 = $6000. Now, if we put an employee (blue boy) to take care of the work room with salary $6000/month then company is not losing anything with respect to existing system. Employees are getting better off. A man is getting job (the supervisor of work room). Management pressure is getting reduced. So management is getting better off. So, there is a Pareto improvement that is occurring in our existing system. So, it is better to put an employee at work room.

P.S. This analysis is for non-business purpose prints.

Another point : As per the above discussion company's aim should be to take care of every needs of an employee viz. his holiday tour, his conveyance allowance of home-office and office-home etc. i.e. either company should have a tour & travel business or it should work as a partner with any existing tour & travel company. Company's aim not to gain but not to lose anything (existing system) and making employee better off. Then employee satisfaction is getting taken care of by the company and company is not losing anything. This invention is efficient as we see there is a Pareto improvement can be made in the existing system.

Now let us see the pay-off matrix for ABC company and tour & travel company. Let's say there are approximately 50 employees from ABC company who travels. Now, they if ABC company is working as a partner with a tour & travel company then the tour & travel company will get all the 50 employees from ABC company as per the below pay-off matrix :

		Tour & travel company	
		Partner	Not partner
Employee	Partner of ABC company	500, 55000	-500, -55000
	Other tour & travel company	-500, -55000	-500, -55000

Let a customer needs to pay $4000 for a tour. An employee who is from partner ABC company needs to pay $3500 for the same tour. Now, if they are not partner with ABC company then he gets say 30 employees from the company as customer. In this case the tour & travel company's gets 30*4000 = $120000. Now, if he does the partnership with ABC company then the tour & travel company will get all the 50 employees + some added employees who were also not willing to go for a tour will be interested due to less money they have to spend. So, minimum income of tour & travel company in this case is 50*3500 = $175000. We see that the income increases for the tour & travel company by (175000 – 120000) = $55000. Employees are also getting better off as they need to pay $500 less. ABC company also making the employees satisfied. So, three of the player viz, employee, ABC company and tour & travel company everybody are getting better off. So, the discovery is efficient as in the existing system Pareto improvement can be made.

Note : Now, the question comes, how many employees are now travelling without making partnership with ABC company? This is the data needed to be worked on to understand if making partnership is better or not. Another point to mention, tour & travel company's advertisement cost will get reduced as they are getting a fixed number of customer from the ABC company if they work as partner with ABC company.]

VI. DISCIPLINE :

Discipline means the practice of training people to obey rules or a code of behaviour, using punishment to correct disobedience. Mathematics is nothing but composed of rules (i.e. formulas). So we can say Mathematics is the theoretical representation of discipline. So, a problem solver also disciplined which is very much necessary criteria in corporation.

The criteria to hire a candidate as an employee :
From the above discussion we can see the criteria to hire an employee as below :
1. Smartness.
2. Perfection.
3. Problem solving ability.

A. *Measure of smartness :*

Give him two bundles of choices and see what he picks. If he is making anyone (either himself or opponent) better then his smartness is 50%. If he can make both better then his smartness is 100%. If he cannot make anyone better then his smartness is 0%.

B. *Measure of Perfection :*

Find number of defects in his Curriculum Vitae. Now, if you are hiring say 20 people from 50 candidate then an employee's perfection ={1- (number of defects in his Curriculum Vitae/Total number of defects in 50 candidate's Curriculum Vitae)}*100%.

Note : Why we have chosen this definition to measure perfection? Because in this world nothing is perfect, so we make it relative. From the definition it is very clear that it is a relative measure with respect to other candidate's perfection.

C. *Measure of problem solving ability :*

Give everybody say 5 problems and see how many problems one can solve. If you give an employee n number of problem and out of them he can solve m number of problems then his problem solving ability is simply = (m/n)*100%.

VII. PRIORITY :

Obviously, problem solving ability is most prior because it should be in a manager. It can help him to see himself as a manager in next five years. Also he can help his manager in doing work.

Then comes smartness because according to above discussion we have seen that perfection of an employee reduces cost to company. Now, perfection is also important because it helps to make a defect-free system and also it talks about his documentation perfection. And we know how important is documentation in IT industry. So, perfection is also as important as smartness. So we give equal priority to both smartness and perfection.

So the priorities are as below :

1. Problem solving ability.
2. Smartness and Perfection.

Calculation of Candidate's efficiency for hiring :
Candidate's efficiency = [2*(Problem solving ability)+(smartness)+(perfection)]/4
The candidates with more efficiency will be hired.

Program in C to calculate Candidate's Efficiency :

```
/* Determination of Candidate's efficiency to hire in corporation */
#include<stdio.h>
#include<conio.h>
void main()
{
 int a,b,c,e;
 float d,f,g;
clrscr();
 printf("Enter Smartness efficiency : ");
 scanf("%f",&d);
 printf("Enter number of defects in CV : ");
 scanf("%d",&a);
 printf("Enter all candidate's defect in CV : ");
 scanf("%d",&b);
 printf("Enter number of problems solved : ");
 scanf("%d",&c);
 printf("Enter number of problems given : ");
 scanf("%d",&e);
 f=1-a/b;
 f=f*100;
 g=c/e;
 g=g*100;
 g=2*g;
 g=g+f+d;
 g=g/4;
 printf("%f",&g);
 getch();
}
```

REFERENCES

Shubhankar Paul, Passed BE in Electrical Engineering from Jadavpur University in 2007. Worked at IBM as Manual Tester with designation Application Consultant for 3 years 4 months. Worked at IIT Bombay for 3 months as JRF. Published 2 papers at International Journal of Engineering and Technology Research Vol1 Issue 7. There title is 1. Title : Generate Electricity While Cycling ; 2. Title : Generate Electricity Without fuel or any raw material.