



Career Hunters: Business Analysis and Implementation of Training Programs for The Companies and Job-Seeking Customers.

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For the Nusantara Project it has been decided to look for a company who provides and connects people with companies. This company is Career Hunters Kuwait. The company is helping different organizations in recruitment matters, mostly, its Mission is to provide the highest quality tailored services in all stages of the recruitment process with an emphasis on customized consultancy services for the recruitment of staff in all disciplines, at all levels, both permanent and temporary” (Career Hunters Kuwait, 2018). The company seeks to connect the most talented employees with different organizations according to their demand. It collects data from previous companies and investigate about the specifications and the employer requirements and then sets on finding the perfect candidate according with these requirements.

Although it has been offering important services for the customers, there is a new idea brewing for this organization. This idea it's about proving training facilities, along with the recruitment facilities for the organizations. It has been analyzed that there is a need on the companies for trained employees as it has been hiring employees from all over the world according to the required talent. Training is a crucial need for the organizations to have focus on. The benefits that Career Hunters will achieve with the implementation of this new service lay on the capacity of the company to provide highly talented employees for the companies according with their needs and will charge fees, which it also comes from the demanding professionals of its clients. It can also offer these services at an international level.

In this investigation, there is a finished talk about the objective market for this new idea in the business and there will be an examination of financial, social, political and natural impacts of this new business idea. As per the innovative condition, it is examined in this investigation that these are additionally positive as the enrollment needs in Kuwait are extraordinary.

With this uncharted territory there are variables and risks that need to be addressed; dangers such as: it incorporates the risk for disappointment and the low agreeableness on the client side, reluctance to pay a higher fee only for trained candidates. There is a hazard of losing a tremendous amount of capital which is an extraordinary misfortune to the organization. This idea is reasonable as it is in the interest of the clients, there will be a expand fascination as the clients don't have to go and try to find a new company to do the training for their future employees, because that service will be included in the Career Hunters contract.

Background Story about Career Hunter's activities

Career Hunters is an organization compromised with providing both, employees and employers, the best quality service they can; in order to provide such a high-quality service, they work closely with their client corporations to determine corporate requirement, employees' characteristics to provide the best talent in today's competitive marketplace. But not only do they worry about the corporate client, they also wish to improve executives' careers direction or seek lucrative opportunities in today's fast pace of life.

They specialize in Job analysis, which in return allowed them to determine corporate requirements, towards employee characteristics which include, mental, physical and educational capabilities. In



short, they surpass corporate requirements, in providing complete HR consultancy from Employee selection to Implementation and fallback.

Being based in Kuwait, gives us the immediate knowledge of the region, the labor laws & ultimately the cultural background. Thus, giving us the upper hand in providing.

Key Words: Training facilities, technological improvement, competitive society, Job Hunters, Unemployment, competitive employees.

INTRODUCTION

First, we need to get familiar with the company, so that we can learn all about its processes, values, mission and vision. Therefore, we provide basic information about the companies' activities and its core values and philosophies

Career Hunters Kuwait

Career Hunters works intimately with all of its customer in partnerships to offer the best professional labor force, considering the ferocious and aggressive commercial center. By setting administrators who wish to improve their profession course or look for rewarding open doors in the present quick pace of life. Its valued offer is that they're specialized in Job investigation, enabling them to determine corporate prerequisites, representative qualities which incorporate, mental, physical and instructive capacities. So, it is outperforming corporate necessities, in giving total HR consultancy from Employee determination to Implementation and fallback. Being situated in Kuwait, it is giving the prompt learning of the local necessities, the characteristics of the labor force, laws and eventually the social foundation. Therefore, giving the high ground in providing appropriate and attractive outcomes(Metle, 2001).



Career Hunters is always keeping in mind the well-being of the other companies, its clients. In this globalized and technological present, there is a necessity from companies to have the best labor force, people who can add value to the company. It has a limited number of employees; it includes 10 employees who focus on the recruitment of the new labor force destined to be localized in the client's company. This organization has specialized employees in the recruitment and the HR facilities because it is providing the consultancy services to the different companies in the same country(Ghabra, 1997).



Vision of career hunters

Vision is the statement which incorporates a wide range of the objectives. It contains the importance of the company and the objective of organization in a proper way. It has focus on the broad range of purposes as mission statement is the only part of the vision to achieve the vision of organization.

Its vision is clear about enhancing the “career hunters” providing a comprehensive and professional recruitment services for all businesses in Kuwait which will be recognized as the personal services of organization.

Mission of career hunters

Its mission statement is very attractive as it includes the interest of all the stakeholders who take part in the organization. The mission statement of the career hunters is to provide highest quality services of recruitment at all of the stages related to the recruitment process and it has emphasis on the customized consultancy according to needs of the companies. It is also focus on the recruitment of staff according to different discipline needs at each level based on permanent staff and the temporary staff in the organizations.

Values of career hunters

- The philosophy of the company which is about to maximize the benefits for businesses is its value
- Integrity and respect to all customers
- The assurance for the strong relationship with clients and the individual consultancy
- A temporary and strong services based on high quality

BACKGROUND OF IDEA

There is a range of important factors related to the idea analysis and the implementation of the processes required for this idea. The new added value we think Career Hunters can benefit form is by providing training for the future employees of their clients. There are many companies that provide the linkage between employee and employer, not many provide training packages to the companies. Also, companies may do it on their own, just post the position on internet; This presents a problem for Career Hunters, if not now in the near future might; that's why they must focus on what else they can do for its customers; taking into account that the company prides itself about understanding their client's needs and that being their main strength, so having this understanding Career Hunters has the knowledge about what the company is seeking for, they have the chance to add value and provide trained employees.

With the training and development services, it can charge a higher tariff payment to its customers, not forgetting about the added value to the customers, making it so they can give a good review if the service and the professionals that were selected and ready to start operations in the company right away (Ali and Al-Kazemi, 2005).

It is a strong evaluation that by providing the training services to the companies, it can fulfill the demand of its customers and can focus on the new learning by hiring the new trainers in the organization. Therefore, we can see that there is an opportunity to enhance its business at an international level. It is currently hiring employees according to the needs of the organizations, but it is not offering the training and it is an additional expense for the companies. By providing the full train employees to the companies, there will be strong and quality-based relation with its customers. There will be new opportunities for other companies and this idea will provide positive results to the organization.

Market analysis for new idea

Recruitment industry is one of the quickest developing industry nowadays. The experts have gathered that this segment would raise the productivity and the incomes in the coming years. This is the part that is winning the most astounding income. This is where the utilization of web and the web related gadgets are all around generally utilized. There are as of now numerous organizations that are giving preparing administrations. The preparation that isn't normal in the market is extremely favored by the clients since it increments the alternatives for the organizations. It has been broken down that right now clients are utilizing the propelled type of preparation. Presently clients dependably request improved and propelled type of administrations (ALI and AL-KAZEMI, 2006).

For the achievement of every plan to be executed, there needs to be requirement for the market opportunity investigation that there is a space in the market or not for the implementation of such idea. Because of this, there needs to be an extensive examination of market. So, we focused on the enlistment of business of this nature to collect data about the practicality of the thought. The collection of data from the enrollment organizations in Kuwait as the gathering information by the arbitrary testing. In this overview there is center to made inquiry about the need of the transport by this association from its clients and as indicated by the reactions, it has been broke down that the majority of the clients which are getting preparing administrations from various preparing and advancement associations So it has demonstrated that transport administration is required in the market by this association and this thought is plausible to work.

PEST analysis for new idea

Political analysis

Political analysis is based on the political conditions in Kuwait for the services industry. As of now the plummeting costs of oil and the usage of expanded expenses has diminished the purchasing intensity of clients. The unemployment rate is getting higher and the quantity of unemployed youth is increasing. The endowments that were being given to the power division had begun to diminish. The legislature has expanded the duties on the pay and the rate of extract obligation. The charges on the utilization of information and the other portable administrations has likewise expanded. The

expanding assessment would have an additional weight on the media transmission area. Political clashes are expanding step by step affecting worldwide markets. The locale is as of now confronting a clear statistic weight, identified with the dispersion of pay difficulties and the disappointment of financial advancement (Salem and Mourtada, 2012). The interest for the change and numerous changes in various circles isn't satisfying numerous districts. This circumstance of political clashes which cause trouble for the media transmission organizations yet in addition gives a chance to furnish creative items with sensible costs. As per this examination, it has been determined that political condition for the new improvement in the business idea of Career Hunters regarding the preparation and advancement business is good and necessary to improve the chances of the employees, to live to the expectations of the companies and more.

Economic environment

Economic environment based on the monetary investigation, depends on the numerous changes in the monetary standards in present time. Taking into account (Abdalla and Al-Homoud, 1995) this impacts any business while working all inclusive. In any case, as of late the monetary environment is getting steady. Training and improvement administrations couldn't be affected by the money variances as the idea would be ideally presented in the nearby market. The normal little misfortunes caused by monetary variances in the organizations in different nations would likewise be secured by the incomes produced via preparing administrations. This factor is likewise positive for the gazing to new thought regarding the preparation and improvement administrations.

Social environment

Profession seekers depend on the enlistment administrations which are ideal and interesting for the company to provide for its clients. It has not been managing the individual clients but rather it has been concentrating its efforts on the organizations as the clients. It has completely created a brand in the market of Kuwait, it has vigorously contributed to the advancement and improvement of the brand. It is very outstanding and acknowledged by the client brand. So, the presentation of the new administration could never create any additional sum or ad. The number of inhabitants in the district is quickly expanding that would likewise be truly amazing for the enrollment organizations. The ever-increasing number of individuals are being instructed. The quantity of organizations and the people that are utilizing the preparation administrations which has been considered the ideal and constructive reaction from the social factor.

Technological environment

Technology is based on the development of new strategies and advancements in the training and development industry. It has been recommended to Career Hunters that it must focus on the training and development with the utilization of new technology and the internet facilities by the online training and development of employees. According to the technological advancement in Kuwait, it has been highlighted that the technological factor is also favorable in this country for the new business idea for Career Hunters.

JUSTIFICATION OF IDEA FOR CAREER HUNTERS

A vital and critical study that to analyze the viability of the new business idea is reasonable or not. For this reason, there is a defense of the thought is most essential on the grounds that with the avocation of the thought, there is center around the acknowledgment and dismissal of thought that

possibly it has been working appropriately or not. So the profession seeker has been working with the clients in an universal dimension (Nasiri and Hamelin, 2018).

It has been investigated as indicated by its profile and client audit that it has an extraordinary positive relationship and believable connection with its clients so it is conceivable to receive a positive response of the new idea on the client side. It also has positive relationships with the financial specialists and different partners so it is an imperative to indicate that there is plausibility acceptance for this idea. It is also important to consider the point of view not only of the organizations as clients, but also the individual parties who are seeking new jobs opportunities; they are being offered a new selection of skills that will help them land a most deserving job, considering the new set of abilities they'll be acquiring if this new idea is developed by Career Hunters.

It can get criticism from its clients in the immediate time. It is really important that before making any progress on behalf of the implementation of the idea, the company first surveys about this idea with its clients identified with new business for more elevated amount of acknowledgment. It is another point to legitimize the thought and it has been dissected that the majority of the business the executives is energetic and the majority of the administration is working for the development in the association (Simintiras and Al-Hajji, 2018). It has the more elevated amount of acknowledgment by its administration to begin the new business. The larger amount of energy prescribe to this association to begin the new business which will improve the profitability of the association. This energy is critical to begin the new thought and this preparation administration will likewise give the positive advantages to the administration by expanding number of clients and larger amount of fulfillment from client side. The aptitudes are essential for any business.

It has been dissected that for the preparation benefits by this association, there is requirement for the particular abilities to enlist. It has been broken down that in the nation, there are numerous coaches which are accessible to run the instructional meetings consummately. So it has been examined that this thought has no trouble to discover the abilities to begin the new business. It is another positive factor which is appropriate to begin this new business via profession seekers in the Kuwait. It has been investigated that there is have to break down that either the organization has legitimacy to begin the new business so it has been broken down by the vision and mission of this association as it is encoring its administration to take starts in the association (Nawang et al., 2016). So the organization is in the support to begin the new business with the market opportunity that there is opportunity in the market to enter in the preparation and advancement division as it has larger amount of market position and confided in an incentive in the market. As indicated by the monetary position of this association, this thought is doable and reasonable that association can begin another business identified with the preparation administrations. This market acknowledgment is urging to the organization to concentrate on the new thought and begin the preparation administrations to get fascination of its clients and to give simple ascending to its everything clients in the association.

There is no money related issue for the career hunter to begin this new business. Career hunter is now functioning as the expansion of its administrations. It has been giving differentiated administrations to its everything clients. So it is workable for this association to get the larger amount of preferred standpoint by the enhancement in the market. With the new thought application, there is a chance to improve its market position and begin the business as the expansion and get the higher position in the administration area of the Kuwait which is as of now requesting by the nation and by

its clients (Athar et al., 2016). In the above part of this investigation, it has been break down that there is expanding size of the market in the preparation division which is encoring this association to begin its business sin this area. With this new begin, there will expand the benefit of the organization. It is additionally investigate that this association has the higher open door in the market for the new start up and with the interest of clients, there is likewise open door for new business.

The majority of the clients are in the support of this new business as it is immediate advantage to them for preparing. Profession seekers has been giving extraordinary quality in its administrations. It has been examine that with the market opportunity and quality interest in the administration area, there is chance to begin the preparation benefits by the organization and this administration will give the expanding number of clients. It is a fascination for the clients that they can get the preparation and advancement administrations at the one spot and they no compelling reason to discover the new preparing administrations and need to pay them independently.

APPLICATION OF NEW IDEA BY CAREER HUNTER IN KUWAIT

Analysis for the application of idea is most important part in this project which has been based on different factors. There is a clear evaluation of the application of new idea. The achievement of any innovative idea is a period taking procedure and relies on the basic leadership and endeavors of the group that is behind the implementation process of it. Vocation seekers could actualize the thought by following the straightforward advances. The organization could roll out certain improvements in the means whenever required.

Discussion of idea with all stakeholders

Career hunters need to right off the bat examine the thought with the supervisory group and the group of the engineers and think about the likelihood of the thought execution. By this talk they would get a pool of prompts that could be useful for the improvement and screening of the most suitable thought. In the thought dialog the money related attainability could likewise be talked about to more reinforce the thought. It is most huge piece of thought application. After the choice and rolling out the required improvements in the thought the following stage is that the organization ought to likewise examine basically the various part of the thought usage. They ought to investigate that the required staff and mastery they as of now have or they need to contract some expert to chip away at the thought (Hussaini, 2019). Who might be the potential focused on clients for the administrations, how the administration would be propelled and at what scale. Where to dispatch the item toward begin and the market reasonability. Market feasibility is the examination of the genuine need of the item. Every one of these things must be broke down before continuing.

Data collection about responses of discussion

In the wake of breaking down the inward practicality the thought must be talked about with the general population of a similar field to comprehend the outside circumstance. The organization can talk about the thought with the specialists, advertise investigators and the potential clients to get the input of them. This would be extremely useful for the improvement of the thought. This criticism accumulation would likewise assist the organization with knowing the agreeableness of the item. Subsequent to getting and gathering the criticism from every single imaginable mean the following stage is to consider the input. What's more, endeavor to build up the ways by which the thought could be improved and changed by the input (Abbasi et al., 2018).

The react to the input is as essential as the gathering of the criticism. Rather than the dispatch of the completed item greatly the best and suitable methodology is to dispatch an example creation. The organization ought to set up a fixed and pre-arranged number of gadgets and offer it to some business clients and individual clients. The organization could likewise utilize the gadgets in the distinctive divisions of itself and gather the criticism from the representatives, note all the expected changes to make the last dispatch impeccable. The other alternative is to give the example item to certain experts of the field and some end clients to use for a time for testing and offer the experience for the improvement. This progression would improve the odds for the achievement of the item.

Analysis of the demand related to training and development services

After the testing and improvement of the item the following stage to rapidly dispatch of the improved item to the market. On the off chance that there would be a postponement in the enormous dispatch the contender would exploit this time hole and dispatch some comparable item to the clients. After and before the dispatch of the item the organization must need to make mindfulness and get the consideration of the clients. The enormous utilization of ad instruments would be advantageous for this reason. After the last dispatch the most ideal route is to gather the client criticism and utilize numerous compelling approaches to gather it and roll out the required improvements in the following adaptation of the administration.

RECOMMENDATIONS

There are some recommendations to the career hunters and these all of the recommendations are based on the evaluation of new idea and analysis of market.

- It has been recommended to the career hunters that it should focus on the development of training session to fulfill demand of the customers
- It has been recommended need to focus on the new marketing opportunities for the implementation of the training idea and to keep stakeholders aware of the implementation of processes for the new service.
- Expand their connectivity with future job-seekers, because should they invest in the idea it would be unproductive to do it for just a handful of people.
- Career hunters should focus on the new customers by expanding its services at an international level (western) and to strengthen its interactivity with digital marketing, so they can find customers (both of them) and create awareness of the brand.
- Career hunters should focus on the new training sessions and must focus on each level of talent to fulfil the demand of the market.

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