

Employment and trilogy



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Trilogy Software is a fast growing software company with a unique and highly unorthodox culture. The case provides a framework for discussing issues related to person company fit and the role of recruiting in that process.

1. Identify some of the established selection techniques that underlie Trilogy's unconventional approach to hiring? Trilogy actively recruits potential employees early in the hiring cycle. Their techniques include reviewing resumes (over 15, 000 in one year), attending job and career fairs, conducting on campus interviews (over 4, 000), flying in prospects for interviews, and having more personalized procedures for handling top recruits.

2. What particular elements of Trilogy's culture most likely appeal to the kind of employees it seeks? How does it convey those elements to job prospects? A number of company characteristics many appeal to programmers, including: no dress code, no regular work schedule, self-directed scheduling, workers with similar interests and technically challenging work.

3. Would Trilogy be an appealing employer for you? Why or why not? If not, what would it take for you to accept a job offer from Trilogy? Students may answer this either way. Students who require more structure may want to know about career paths, mentoring and measures of success. They may want the company to make some sort of symbolic comment to them.

Ros - People in Trilogy experience a fast track career growth, where big responsibilities are given very early in the career. Trilogy also provides the opportunity to work with the best minds in the industry - the stringent

recruitment process ensures that only the best people are hired in the company. Compensation is also pretty good, and comparable to the best in the industry. The company has a very open culture - in-fact we have a online forum where people in the company and raise concerns and ask questions to the senior management, and the senior management promptly answers the questions/concerns.

Cons - The high amount of responsibility given at Trilogy comes with a price - long working hours. Also, rapidly changing priorities and direction make it a challenge to work here.

Advice to Senior Management - The senior management should make more efforts to retain people.

Yes, I would recommend this company to a friend