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Answer: Option D When A =

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ITES (Information Technology and Information Technology-Enabled Services) industry in India which requires high quality and highly skilled labour force to cater to the rapidly increasing global demand for software services

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but is currently facing an increasing shortage of skills supply. Moreover, due to shortages of skilled workers, high turnover rates, and rapid business growth in the service sectors, it has been noted

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that recruiting, selecting, and placing applicants are among the top three priorities of human resource professionals. Since the IT industry in India is faced with these three challenges, recruitment and selection

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comprises an important human resource practice in this industry. Further, in this industry, human resources comprise both the raw material and the 'technology', and are therefore of prime

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importance. As India completes the transition from being an agrarian economy to being a full-fledged, first-world economy, operating at the leading edge of contemporary technology, the IT sector is

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emerging as major driver of the economy. The Indian IT industry comprises of domestic software and services firms as well as foreign firms looking to consolidate their presence in India owing to the

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increasing cost pressures in US and Europe. This has increased the need to setup in-house development centers or outsource to third-party service providers in low cost countries such as India. IT and IT enabled

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services include a wide range of services from back-office data entry and processing to customer contact services, corporate support functions, knowledge support functions and research and design

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activities. As per the latest Forbes Research, India now controls 44 per cent of the global offshore outsourcing market for software and back office services. As per Nasscom estimates, it is projected

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to grow to 51 per cent. If this growth is sustained, Nasscom has estimated that there will be a potential shortfall of above 2, 10,000 IT and ITES professionals in India by the year 2012 and demand will out-pace the

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supply. Though the Indian IT industry is in a strong position to leverage this global software opportunity (as India currently has one of the world's largest, most qualified pools of scientific and engineering

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manpower), this growing global demand is not only for numbers but also for appropriately skilled, industry-oriented professionals as companies are further scaling their operations and offering high

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value-added services which involve higher levels of technology and more specialized, higher-end services. Hence, firms which want to maintain their competitive advantage have to carefully recruit and

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select the most suitable out of the large pool of available manpower.

Moreover, according to a recent study by McKinsey & Co., although the potential supply of talent in low wage countries such as India is

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large and growing rapidly, only a fraction of the job candidates could successfully work at a foreign company on account of their limited suitability i.e. though there are many candidates with the

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technical skills to fill a position, they may not have the cultural skills to "fit in" with the organisation. The same issue is also faced by large globally competitive domestic Indian firms who are competing for

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the same pool of talent and skills as their foreign counterparts to remain competitive and survive in global and domestic markets.

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This volume contains the proceedings of the 21st international conference on the Foundations of Software Technology and Theoretical Computer Science (FSTTCS

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2001), organized under the auspices of the Indian Association for Research in Computing Science (IARCS). This year's conference attracted 73 submissions from 20 countries. Each submission was reviewed by at

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a physical meeting of the Program Committee (PC). Since the PC of FSTTCS is distributed across the globe, it is very difficult to have a meeting whose time and venue is convenient for a substantial fraction of the

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PC. Given this, it was felt that an electronic discussion would enable all members to participate on a more equal footing in the ?nal selection. All reviews, scores, and comments were posted on a secure website,

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was very positive, so we hope to continue this in future years. We had ?ve invited speakers this year: Eric Allender, Sanjeev Arora, David Harel, Colin Stirling, and Uri Zwick. We thank them for having

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readily accepted our invitation to talk at the conference and for providing abstracts (and even full papers) for the proceedings.

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postproceedings of the 4th International Workshop on SDL and MSC, SAM 2004, held in Ottawa, Canada in June 2004. The 19 revised full papers presented were carefully selected during two rounds of reviewing and

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