

Recruitment and Selection

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Abstract- Recruitment is the process of searching for prospective employees and stimulating them to apply for jobs in the organization. Selection may be defined as the process by which the organization chooses from Among the Applicants, those people whom they feel would best meet the job requirement, considering current environmental condition. In today's rapidly changing business environment, organizations have to respond quickly to requirements for people. Hence, it is important to have A well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization

I. INTRODUCTION

Recruitment and Selection is an important operation in HRM, designed to maximize employee strength in order to meet the employer's strategic goals and objectives. In short, Recruitment and Selection is the process of sourcing, screening, shortlisting and selecting the right candidates for the filling the required vacant positions.

In this tutorial, we will discuss the various Aspects of Recruitment and Selection such As the recruitment process, the factors Affecting recruitment, recruitment planning, methods of recruitment, recruitment interviews, selection process and making an offer.

II. NEED FOR STUDY

- To determine how the recruitment and selection practices affect organizational outcomes.
- Determine the present and future requirement of the organization personnel-planning and job Analysis Activities.
- Understanding the recruitment And selection process in organization.
- Analysis of manpower budget Analysis of the for the recruitment in the recruitment process.

III. OBJECTIVE

- To assess the perception of the employers regarding recruitment process they have undergone.
- To identify the Average time spent for selection process.
- To identify new ways of improving the present recruitment procedure

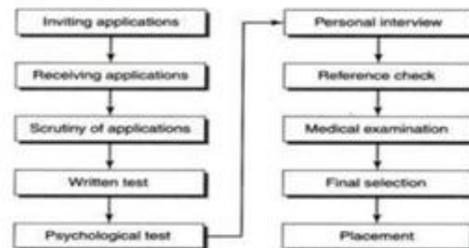
IV. ELABORATIVE APPROACH



Source: - 123rf.com Dia 1.1.

Selection is the process of choosing form the candidates, from within the organization or from outside, the most suitable person for the current position or for the future positions.

SELECTION PROCESS:



V. SCOPE OF STUDY

The scope of Recruitment and Selection is very wide and it consists of A variety of operations. Resources Are considered As most important Asset to Any

organization. Hence, hiring right resources is the most important Aspect of Recruitment. Every company has its own pattern of recruitment As per their recruitment policies And procedures.

The scope of Recruitment and Selection includes the following operations –

Dealing with the excess or shortage of resources
Preparing the Recruitment policy for different categories of employees
Analyzing the recruitment policies, processes, And procedures of the organization
Identifying the Area, where there could be A scope of improvement
Streamlining the hiring process with suitable recommendations
Choosing the best suitable process of recruitment for effective hiring of resources

Any organization wants its future to be in good And safe hands. Hence, hiring the right resource is A very important task for Any organization.

VI. LITERATURE REVIEW

- Work by AlAn Price (2007)
Price (2007), in his work Human Resource Management in A Business Context, formally defines recruitment and selection As the process of retrieving And Attracting Able Applications for the purpose of employment. He states that the process of recruitment is not A simple selection process, while it needs management decision making And broad planning in order to Appoint the most Appropriate manpower. There existing competition Among business enterprises for recruiting the most potential workers in on the pathway towards creating innovations, with management decision making And employers Attempting to hire only the best Applicants who would be the best fit for the corporate culture And ethics specific to the company (Price 2007). This would reflect the fact that the management would particularly shortlist Able candidates who Are well equipped with the requirements of the position they Are Applying for, including team work. Since possessing qualities of being A team player would be essential in Any management position (Price 2007).

- Work by Korsten (2003) And Jones et Al. (2006)

According to Korsten (2003) And Jones et Al. (2006), Human Resource Management theories emphasize on techniques of recruitment And selection And outline the benefits of interviews, Assessment And psychometric examinations As employee selection process. They further stated that recruitment process may be internal or external or may Also be conducted online. Typically, this process is based on the levels of recruitment policies, job postings And details, Advertising, job Application And interviewing process, Assessment, decision making, formal selection And training (Korsten 2003).

VII. CONCLUSION

Above All, the process recruitment & selection has All the way become more difficult. Since the organizations want to hire more talented and effective employees And can create A difference in the interest of the organization. The organizations have Adopted different methods of recruiting A candidate.

REFERENCES

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APPENDIX

Diagram 1.1

ACKNOWLEDGMENT

I would like to thank Prof. Prathamesh Nadkarni Sir. Thank you so much sir for giving me courage to do something like that. And also thank you for being the reason that I am here today