

Role of Staffing In Management

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Abstract- Staffing is a critical organizational function which consists of the process of acquiring, deploying, and retaining a workforce of sufficient quantity and quality to create positive impacts on the effectiveness of the organization. It is one of the significant functions of the management.

In an organization, it is the people which carry out the various jobs which are needed for its functioning. They are the most important resource of the organization. They supply the talent, skills, knowledge, and experience to achieve the organizational goals and objectives

I. INTRODUCTION

In a new enterprise, the staffing function follows the planning and organising function. In the case of running an enterprise, staffing is a continuous process. So, the manager should perform this function at all times. The staffing function includes recruitment, selection, training, development, transfer, promotion and compensation of personnel. Staffing is the function by which managers build an organisation through the recruitment, selection, development, of individuals as capable employees.

The staffing function of management consists of few interrelated activities such as planning of human resource, recruitment, selection, placement, training and development, remuneration, performance appraisal, promotion and transfers. All these activities make up the elements of the process of staffing. – Dalton E. McFarland

II. ELABORATIVE APPROACH

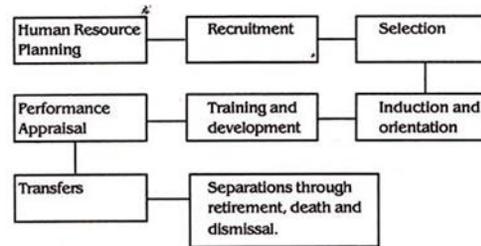
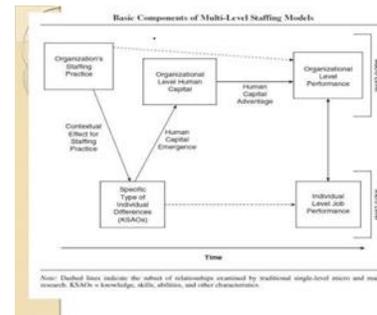


FIGURE 1: STAFFING PROCESS



III. FINDINGS

- Process involved
 1. Estimating manpower requirements
 2. Recruitment
 3. Selection
 4. Placement and orientation
 5. Training and development

- Importance

Staffing is important because it is the process by which you look for the people who best match the job description of an available position in the company.

Being able to hire the right person for the job would mean being able to maximize the potential of that person in performing his/her role in the company. The maximization of this potential proves to be a good return on investment

CONCLUSION

Staffing is the most vital asset for organization, without which it cannot move ahead in the competitive world. It can be equated with HR management. Staffing is open system approach. It is carried out within the enterprise but it is also linked to the external world.

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