

The Aim of Recruitment and Selection Report

The aim of the report is to analyze the most effective ways through which a firm's human resource department can undertake recruitment process. In addition, the report also evaluates the various selection methods used by the human resource department.

The Scope of Recruitment and Selection Report

The report is organized into a number of sections. The first section gives a comprehensive analysis of recruitment. The second part evaluates the selection process. Finally a conclusion and a set of recommendations are given.

Recruitment: Definition & Methodology

Recruitment refers to the process of identifying appropriate human resource with relevant skills and qualification to fit a particular post in an organization. Alternatively, recruitment can be defined as the process of attracting potential employee to an organization (Evers, Anderson & Voskuil, 2005, p.48).

The core purpose of recruitment and selection is to ensure that only the right person is appointed for the right job (Dale, p.1). The process is usually challenging especially in case of shortage within the labor market. Its inception and completion are marked by seeking new applicants and submission of applications within the stipulated time period.

The Need for Recruitment

There are a number needs which force an organization to consider recruiting. Some of them are outlined below.

Vacancies

Vacancies in an organization arise from various situations. Some of them include transfer, promotions, permanent disability of employees, labor turnover, termination and retirement. The resultant vacancies created require to be filled through effective recruitment (Dale, 2003, p.35).

Growth

Organizational growth is paramount if a firm is to succeed in the long term as a going concern entity. There are various strategies through which an organization can attain growth. Some of them include diversification and expansion of business

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JE Gale



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Summary of Selected FY 1974 IPA Grant Projects, Dec. 1974 United States Civil Service Commission, 1974

Summary of Selected FY ... IPA Grant Projects ,1974 **Public Personnel Management** United States. Office of Personnel Management. Library, 1979 Research and development projects United States. Employment and Training Administration, 1976 **Recruitment and Selection Process** Hans Bruck, 2014-02-26 Research Paper from the year 2008 in the subject Business economics Personnel and Organisation grade B The University of Chicago language English abstract As opined by Arvey and Campion 2010 p290 In order to increase the efficiency and retention of the employees it is essential to implement an appropriate Recruitment and Selection process Recruitment is the procedure that the organization applies to identify the human resource requirements of the organisation and attract suitable candidates Selection refers to the process that is involved in choosing a predefined number of candidates from a number of applicants to fill the available posts in the organization Barber 2009 Background on the topic Employees are considered to be the face of the organisation According to Compton and Nankervis 2011 effective recruitment and selection procedure gives the organization a unique identity in terms of competent human resource and performance Strategic human resource management involved hiring potential individuals whose skills and competencies match with the organisational goals and objectives The selection of the right person for the right job at the right time and place is essential to drive organisational performance Hiring the wrong candidates can lead to increased costs in terms of training low employee productivity and high labour turnover The study deals with investigating the recruitment and selection procedure followed by Marks Spencer U K Marks Spencer recruit internally by advertising on the notice board either in paper format or through employee account online like organizational intranet in his journals references or recommendations and word of mouth The external recruitment procedure is followed by contacting hiring agencies for graduates employment agencies for contemporary workers and accepting online application in the company s own web site Technical Report ,2000 Serving the underserved in the 21st century United States. Congress. House. Committee on Government Reform, 2004 **Resources in Education ,1994-04** **Manpower Research and Development Projects** United States. Department of Labor. Manpower Administration, Implementing Best Practices in Human Resources Management Hugh Secord, 2003 **Project Portfolio Management Strategies for Effective Organizational Operations** Romano, Luca, 2017-01-30 Continuous improvements in project portfolio management have allowed for optimized strategic planning and business process improvement This not only leads to more streamlined processes methods and technologies but it increases the overall productivity of companies Project Portfolio Management Strategies for Effective Organizational Operations is a key resource on the latest advances and research regarding strategic initiatives for portfolio and program management Highlighting multidisciplinary studies on value creation portfolio governance and communication and integrated circular models this publication is an ideal reference source for

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