RECRUITMENT & SELECTION AND CURRENT CHALLENGES

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ABSTRACT

The use of new methods of recruitment and selection has helped in managing quality of new hires in all HR perspectives and therefore it has received an increased attention of the employers who have become more cautious of the rise in their recruitment budgets. The hiring costs can be controlled by adopting a qualitative approach to hiring process and also having a special focus on competitiveness and performance of the employees in a given industry-specific environments. This paper presents a theoretical overview of qualitative assessment and analyzes that if the selection is resource-targeted and accounts for right SKAOs of the candidates matching their job requirements, such selections will contribute more positively in organizational productivity and these employees will also enjoy the confidence level of their employers.
WHAT IS RECRUITMENT?

Recruitment is defined as a process or art of finding the most suitable candidate for a new or vacant position in any commercial organization or a volunteer-based organization or community group.

WHAT RECRUITERS MUST KNOW OF THE CANDIDATES?

- Candidates having the right job/organizational fit.
- Guaranteed success in business operations to enhance ROI.
- Having sound plans for their value addition.
- Demonstrated competencies i.e., SKAOs and past behaviors.
- Complete knowledge of relevant industry & their involvement in organizational productivity.
- Job specification/descriptions for the positions to be hired for.
OBJECTIVES OF RECRUITMENT METHODS

The recruitment methods adopted shall provide the recruiters a firm foundation for accurate hiring decisions and provide the tools and skills to gather and evaluate data effectively. Candidates having the right job/organizational fit.

EFFECTIVE SELECTION SYSTEMS

Selection of a new team member is a major investment of the organization and the candidate. An effective selection systems share three goals:

1. Accuracy
2. Equity
3. Buy-in
1. ACCURACY

- It is the ability of your selection process to validly predict applicants’ job performance.

2. EQUITY

- It is the assurance that your selection system gives every qualified applicant a fair and equal chance to be selected.

1. Based on valid requirements that are applied consistently.
2. Uses the same job-related hiring standards for all applicants.
3. Screening out applicants for job-related reasons only, not because of their diversity.
3. BUY-IN

- It is the extent to which the people involved in the selection process perceive its worth. Interviewers and candidates “buy into” a selection process if:

1. Their time during the process is well spent.
2. Every one benefits the process, regardless of the hiring decision made.
3. Image of the organization and dignity of all applicants is preserved.

RECRUITMENT METHODS

- External Recruitment Methods
- Internal Recruitment Methods
EXTERNAL RECRUITMENT METHODS

- Advertizing
- Employment Agencies
- Job Fairs
- Internship Programs
- Contingency Firms
- Professional Associates

INTERNAL RECRUITMENT METHODS

- Job posting
- job bidding
- Employee Referrals
- Recruitment websites
RECRUITMENT AGENCIES

- Traditional agencies
- Headhunters
- In-house recruitment
- Passive candidate research firms

SELECTION PROCESS

- Sourcing
- Screening and selection
- Orientation
EFFECTIVE HIRING PROCESS SAVES RECRUITMENT COSTS

- Poor hiring has adverse financial impact
- Feedback improves hiring standards
- Employee retention contributes to customer satisfaction.
- OD is key to the operational success
- Diversity strengthens organizational culture.

QUESTIONS?
CONCLUSION