

INNOVATIVE METHODS OF RECRUITMENT AND SELECTION

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ABSTRACT

Recruitment is one of the most vital functions of an organization. Recruitment is the art of discovering and processing potential applicants. Recruitment involves five important elements.

All organizations small or big are required to engage in recruitment procedure. Fast developing and expanding organizations will always find it necessary to recruit people.

Defination - "The process of attracting people who might make a contribution the particular organization." By Newell and Shackleton (2000).

Objectives - 1. To attract skilled man power
2. To infuse young new blood.

There are various sources of recruitment.

1. Internal sources : a) Present employees
b) Retired employees
c) Employee referrals
2. External sources : a) Campus recruitment
b) Employment exchange
c) Casual applicants
3. Modern and innovative sources: a) Walk-in
b) Military
c) E-recruitment

All these methods are being used by various types of organization. Now a day's modern and innovative methods are being practiced by fast changing and dynamic organization in the corporate world. There are a variety of strategies HR professionals are required to consider to ensure that their organization is able to compete for innovative executives.

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INTRODUCTION:

Recruitment is one of the most important functions in an organization. Recruitment is the art of discovering and processing potential applicants for actual and anticipated organizational vacancies. The purpose of recruitment is to locate sources of manpower to meet job requirement and job specifications. Unless appropriate people are hired, best plans would not yield good results. Decision regarding work policies, compensation and corporate image have impact on recruitment.

It involves five elements.-

1. A recruitment policy.
2. A recruitment organization.
3. A forecast of man power requirement.
4. The development of man power resources.
5. A method of accessory recruitment programme.

All organizations small or big are required to engage in recruitment procedure. Here is an important factor. Geographical factors and location advantages play an important role. Organizations ability to locate and keep good people is another criteria. Pay package offered influence and attract the employees. Growing and expanding organizations will always find it necessary to recruit.

Definations-

1. "Recruitment includes those practices and activities carried on by the organization with the primary purpose of identifying and attracting potential employees." (Barber, 1998)
2. "The process of attracting people who might make a contribution the particular organization." By Newell and Shackleton (2000).

Both these definitions help to identify and attract future employees.

Objectives of recruitment –

1. To attract people with multidimensional skills.
2. To most experienced outsiders with a new perspective.
3. To infuse new young blood at all levels of the organisations.
4. To develop an organizational culture that attracts competent people.
5. To search for talent globally.