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Principles of Public Personnel Administration (Paperback)

By Arthur Procter

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Excerpt: . CHAPTER VI RECRUITING AND SELECTION
Examination as the Basis of Selection. Hiring the worker is the first step in actual employment control. It is, indeed, only a first step, which must be followed up by equally important acts of control and leadership. Hiring does, however, furnish the raw material of all subsequent employment processes, and is, therefore, of basic importance. In the field of private enterprise the selection of employees is generally carried on by more or less haphazard methods. Employees are hired on the basis of a personal interview, sometimes supplemented by an investigation of references. In the more progressive establishments, where well developed employment departments exist, refinements in methods of interviewing and formal methods of testing the fitness of applicants are beginning to be introduced. In civil service employment, on the other hand, the selection of employees has been based, for...



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Reviews

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