

Recruitment Life Cycle

The Recruitment Life Cycle, also known as the Hiring Life Cycle, is the complete process of attracting, shortlisting, selecting, and onboarding the right candidate for a job role. It ensures organizations hire talent effectively and efficiently.

Stages of the Recruitment Life Cycle

- **1. Workforce Planning:** Identifying hiring needs, understanding job requirements, and planning the recruitment strategy.
- **2. Sourcing Candidates:** Finding potential candidates through job portals, referrals, social media, and recruitment agencies.
- **3. Screening & Shortlisting:** Reviewing resumes, assessing skills, and shortlisting candidates for interviews.
- **4. Interview Process:** Conducting technical, HR, and behavioral interviews to evaluate candidates.
- **5. Selection & Offer:** Choosing the most suitable candidate and extending the job offer.
- **6. Onboarding:** Helping new hires integrate into the organization with proper orientation and training.

The Recruitment Life Cycle helps organizations build strong teams by ensuring the right candidates are hired for the right roles. A well-structured hiring process leads to higher employee satisfaction and reduced attrition.