

Effective personnel selection procedures

StaplesPress - 7 Ways to Improve the Recruitment and Selection Process

DEFINITION

1. According to IGNOU Module: "It is a process in which the right person for the right post is procured".
2. According to Yoder: "Recruitment is a process to discover the sources of manpower to meet the requirements of the staffing schedule and to employ effective measures for attracting that manpower in adequate numbers to facilitate effective selection of an efficient working force."

Description: -

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Notes: Originally published New York, by Prentice Hall.
This edition was published in 1957



Filesize: 29.19 MB

Tags: #Personnel #Selection

Effective Employee Selection Methods

It is important to note that other valid methods were intentionally left out: Assessment Centers were not described because they are not a realistic approach for many jobs and organizations.

Personnel Selection: Overview

The description and profile will also be used later for resume analysis and interviewing. Once the criteria have been developed step one , applications can be reviewed.

16.5 Effective Selection and Placement Strategies

The use of tests and other selection procedures can be a very effective means of determining which applicants or employees are most qualified for a particular job. How would you collect the money? Selection Interview : ADVERTISEMENTS: Interview is an examination of the candidate where he sits face to face with the selection body and answers to their information given by the candidate about his abilities and the requirements of the jobs. Checking References: References are generally required to enquire about the conduct of those candidates who have been found suitable in the interviews and tests.

16.5 Effective Selection and Placement Strategies

Pathological tests of urine, blood etc. These personal preferences are not an indication of whether a person has the ability to do the job. Public policy has compelled management to demonstrate the effectiveness of selection practices.

7 Ways to Improve the Recruitment and Selection Process

When a candidate accepts the job offer a.

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