

DIFFERENCE BETWEEN RECRUITMENT AND SELECTION

Basis	RECRUITMENT	SELECTION
Meaning	The process of attracting potential candidates for a job vacancy and encouraging them to apply for jobs is known as Recruitment.	The process of choosing the most suitable candidate from a pool of applicants for a job is known as Selection.
Nature	It is a positive process as it stimulates people to apply for a job.	It is a negative process as it eliminates more people than selecting them.
Purpose	It aims to create a pool of applicants.	It aims to ensure that competent candidate is selected for a job.
Process	It is a simple process as there are not many steps or hurdles.	It is a complex process as there are many steps or hurdles.
Stage	It starts before the selection process.	It starts after the recruitment process.
Step	It is the first step towards the hiring process.	It is the second step towards the hiring process and comes after recruitment.
Economical/ Expensive	It is an economical process.	It is an expensive process.