ISBN: 978-93-5396-164-0



NEW INDIA @75 STRATEGIES FOR TRANSFORMATION AND GROWTH

Approved by AICTE, Ministry of HRD, Govt, of India

HUMAN CAPITAL MANAGEMENT: AN ANALYSIS OF RECRUITMENT & SELECTION PROCESS

Dr. Ishpreet Virdi

Assistant Professor, Mata Sundri College, Delhi University

ABSTRACT

Every workplace is unique. It is important to understand and define the values, goals, policies, and practices that describe your organization. If the organization can clearly express the requirements of job, job description and job specification, then the recruitment efforts become more successful because prospective applicants can assess their "fit" with your needs. Use of the unique characteristics of organization to gain competitive advantage and promote the employees as a selling point in today's recruitment efforts. A solid recruitment plan, careful attention to selection and ongoing commitment of retaining the employee, results in spending less time, energy and money on the replacement ofhuman capital. This paper tries to bring highlights of an effective recruitment process and selection procedure that should be adopted in New India for the successful growth of the organization as well as for the well-being of its employees.

INTRODUCTION

Find the Talent You Need

Every organization has some objectives and every part of it should contribute directly or indirectly to the attainment of objectives. In order to achieve organizational objectives integration of employer's interest and employee interest is necessary. To integrate them right form of recruitment strategies are implemented i.e. recruitment. Selection, motivation, compensation, health etc. managers have to study the behaviour and attitude of employees and how they can retain the motivated employees in the organization.

Good recruitment begins with good planning. Take the time to find out the answers before a company

Keywords

Recruitment Process; Selection Procedure, Effective Recruitment; Human capital Management; Selection Process.