

Recruiting In Human Resource Management

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Introduction

Unfortunately, over the recent years, some HRM issues have been encountered within the business organizations including human resource planning and flexibility of labor; strategic recruitment and retention strategies; employee development, knowledge management and succession planning; performance management; employment relationships and employee involvement; motivation and reward strategies, managing cultural diversity, employee satisfaction, skill development, training and development and customer service quality, which have had a negative impact within the business as a whole (French & Rumbles, 2012).

One of the major issues that have been identified globally is the issue of effective strategic recruitment. Recruitment and selection has become progressively significant for organizations due to consistently changing economic conditions. The paper focuses on identifying recent challenges related to recruitment in HRM; and provides a review of implication strategic human resource management practices for effective recruitment which can potentially add productivity and value to the performance of an organization (Council, 2013).

Discussion

Recruitment

Recruitment is a process and function of the Human Resources that deals with the recovery of a previously defined manpower requirements. The basic task of Recruitment process is to provide the company needs and cost and workforce. Recruitment process is the set of actions that are implemented by an organization to find a candidate that meets the needs and

competencies required for a job by an organization (French & Rumbles, 2012). The process of recruitment is fundamental for any organization because it ensures that you have hired a right person, at a right place and at the right time. It is critical for a reason that the whole organizational performance is based on it. Hiring of appropriate, best suited and efficient workforce assist an organization in achieving its goals effectively and efficiently and also allow a company to enjoy the competitive edge of having a differentiating workforce (Mankin, 2011). Recruitment and Selection process of an organization depict the well being nature of the organization and its corporate image. It is therefore crucial to bring in the best, in order to stay best and competitive in the market (French & Rumbles, 2012).

Recruitment as a Key Issue in HRM

Human Resource Management plays an integral role in modern business. In HRM, recruitment plays a crucial role by helping business organizations hiring the best candidates that not only offer best combination of skills and competencies however provide organizations the future leadership as well (Newell, 2012). Recruitment has become a centre of attraction for the reason that it's of imperatively linked to employee turnover rate, employee retention, organizational productivity, business reputation and competitive advantage (Swartet.al, 2005). Since skilled and talented candidates are difficult to find and retain, it has become a major issues for HRM professionals to recruit talent which offers effective and profitable future leadership to the organization (French & Rumbles, 2012).

It has been recognized that there is a deep association between employee retention, recruitment and knowledge management as complementary strategies to retain resources (Phillips & Connell, 2003). Due to increase competitions and diminishing employee satisfaction,

high salary expectations and increased employee turnover, business organizations incites for effective and strategic recruitment (Golding, 2010). Companies that place value on employee recruitment process, thus showing that they consider their employees as their most important and valuable asset and then can act accordingly (Council, 2013).

Organization are increasingly focusing on effective recruitment practices for the reason that; according to Council (2013) mentions the SHRM's goal of recruitment measures is particularly qualified to recruit, address and retain talented, ready for binding, power-aware and employees that are particularly interesting for the company and important to maintain the skills and performance (Harrison, 2010). Effective recruitment reduces the departure of employees, that is, the fluctuation, which is mainly in management and key positions of great importance, reduced high separation costs, strengthens the working environment and the continuity of cooperation and contributes to a positive image as an employer or employer branding (Newell, 2012).

Major Implication for Effective Recruitment

According to CIPD (Chartered institute of Personnel & Development) organization should bring about the following implications that has identified as the best practices for human resource management (Harrison, 2010). CIPD identified good practices and a set of well defined procedures for encountering major recruitment issues. It has provided the best bottom line to ensure enduring sustainability based on innovative perspective of business. It identified following practices as the top most Recruitment & Selection practices to be followed in order to minimize risk and stay business savvy with brighter future (Council, 2013).

- Prepare the job descriptions because preparing the job descriptions is fundamental for developing selection guidelines. The descriptions should include the detailed prerequisites of the jobs, such as growth, reporting structures, opportunities, challenges, etc. as well as any specific qualifications such as particular skills, knowledge, experience, personal characteristics, education and expertise. Comprehensive job descriptions are the central points of a successful recruiting (Newell, 2012).
- Form a recruitment strategy. Know who your target candidates are and use the correct platforms such as job fairs, professional networking websites, recruitment agencies and websites, newspaper advertisements, etc. One of the most useful ways to expedite the screening process for applications is to make sure the job profile is streamlined and accurately describes the company environment, experience requirements, benefit packages and salary ranges (Stewart & Rigg, 2014).
- Entrepreneur or Individual involved in the Recruitment and Selection process should possess the core knowledge of the business, product, services and customers and operational activities of the business (Stewart & Rigg, 2014).
- Manager involved in recruitment process must understand the strategic objective of the business and the R&S process should be well aligned with such objectives.
- The policy design of recruitment and selection should be non discriminatory and should be legally compliant in order to offer a protective well being environment.
- The organization must have a well defined recruitment and selection criteria for hiring individual that meets the job requirements most closely.
- The R&S process should comply with the standards and benchmarks and should keep on updating along with the policy changes (Stewart & Rigg, 2014).

- The process should comply with the prescribed Employment Laws and legislation in order to ensure best practices and well being of employees as well as of organization.
- The R&S process should be focused on delivering maximum return on investment ROI on minimum possible resources and should be focused on hiring most efficient and best suited individual in order to minimize risk by simplifying the procedure where possible.
- R&S process should be developed on black & white foundations and should document every single step of the recruitment and selection in order to maintain traceability.
- The R&S process should be followed by checklist which ensures that the objective of recruitment and selection has been met (Stewart & Rigg, 2014).

Conclusion

Recruitment Process can improve organizational performance, develop competitive advantage and can sustain its business productivity by improving. Effective hiring will bring in efficient workforce that will assist in gaining market sustainability and increased productivity. Since recruitment is a major issue in global HRM, it can be effectively managed by considering the implication and the best practices stipulated by CIPD.

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