HARMONY

Connecting the human element with business..

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What makes a good recruitment process?

Have total clarification of your wants

If you don't know what you're looking for in the first place, your recruitment strategy will be ineffective. As a result, your hiring process should start with locating open openings and then analysing job descriptions, which should include the knowledge, skills, and experience needed for the role.

- Determine where your present team's gaps are. Examine whether you have any additional skill, performance, or personality criteria. Think about whether you need help with something that is currently unattended to. This signifies that additional personnel are required.
- Keep track of workload patterns when it comes to your staff. Check to discover if there has been an increase in workload that necessitates the hiring of more staff.
- Analyze performance on a regular basis and create a list of traits, qualifications, abilities, and proficiencies that your team needs. This could also imply that additional personnel are required.

- Keep an eye out for people who are leaving. This is unquestionably when hiring requirements will arise.

Like all things in life, money brings quality, so invest in a high quality Hiring Team

A good hiring team ensures that the hiring process goes smoothly. The team's role in the recruitment process is crucial because one wrong decision can damage the entire workforce's productivity.

A good recruitment team should be capable of doing the following tasks:

1. Define the qualities of an ideal candidate and make the job vacancy visible to a wider audience.
2. Write a detailed job description for candidates to understand what the position entails.

3. Make a list of the qualities you're searching for in a candidate; this will help you later in the process

Prepare a detailed job description in advance.

Once you know exactly what you need in terms of education, abilities, and experience, it's time to work out the job's duties and obligations. Preparing a comprehensive job description (JD) will help you figure out what qualities your potential employees need to match the role's requirements. More importantly, it provides a checklist or a list for your prospects to compare and contrast.

It's crucial to find the correct people.

Identifying the right talent, attracting them, and persuading them to apply are the most important aspects of the recruitment process. The job listing should be advertised both internally to generate referrals and externally on prominent social networking sites and preferred employment boards. Recruiters might host job fairs and publish job openings in prominent industry magazines to reach a wider audience.

SYMPHONY SAMACHAR

- Andhra Pradesh government dispenses with interviews for future recruitments in government service - **The Economic Times**
- Rajasthan to create over 10,000 posts for computer teachers - **The Economic Times**
- Continued to strengthen talent pool by recruiting 19,230 graduates in India: Infosys - **The Economic Times**
- Shiprocket to hire 100 people, expand to Middle East - **The Economic Times**
- Organisations align hiring to scale up for operational roles amid pandemic: Survey - **The Economic Times**
- Uber to hire close to 250 engineers in India to expand tech, product teams - **The Economic Times**
- COVID impact: Digital recruitment process to continue, say experts - **The Economic Times**
- Second wave of COVID-19 to impact blue-collar, gig jobs: Report - **The Economic Times**
- Recruitment activity logs 2% drop in March over previous month: Report - **The Economic Times**
- National Recruitment Agency to start conducting online test for govt jobs from September: Jitendra Singh - The **Economic Times**