# HARMONY

SYMPHONY TECH
Business Simplified

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# Understanding Recruitment and Building a Good Recruitment Team

**What is Recruitment?**

The Human Resource department's primary duty is recruitment. It is a procedure that includes finding, luring, screening, shortlisting, interviewing, choosing, employing, and onboarding workers. Depending on the size of a business, recruitment teams might be big or small. However, a recruiting manager is often in charge of recruiting in smaller firms.

Some businesses only use adverts, job boards, and social media to find candidates for open positions, while many corporations outsource their recruiting requirements.

Many businesses today employ recruiting software to improve the effectiveness and efficiency of their hiring process.

**What goes into a perfect Recruitment Process?**

An organization-specific sourcing model that seeks to identify the best candidate for the right position at the right time is the foundation of an effective recruitment process.
It is a methodical process for enlisting outstanding individuals who can spur business expansion.
The five main stages of an all-encompassing hiring process might differ from company to firm depending on the business vertical, organizational structure, size, operational style, and selection procedure.

## Importance of a Strong Recruitment Process

Any flawless hiring procedure is usually designed to draw in qualified candidates and encourage as many applicants as possible.

This reduces the time needed to locate applicants and fill positions for the company's existing and future requirements while enabling the development of a large pool of competent players in a competitive employment market.

The hiring team can quickly screen the correct prospects while maintaining focus on engaging the qualified candidates for the highest conversion rates with the aid of a well-planned and well designed recruitment process.

The hiring process not only displays the organization's professionalism but also aids in attracting the right applicants while reducing the time and money required for talent identification, attraction, engagement, recruitment, and retention.

### Factors That Influence Recruitment

- Size of the organization
- Salary structure
- Work culture and working condition within the organization
- The growth rate of the organization
- The current state of employment in the economy

### Curating the best Recruitment Team

A solid hiring process is ensured by a solid hiring team. Because one poor choice can have an impact on the output of the entire workforce, the team's role in the hiring process is vital.

The ideal hiring group should be capable of:

- Clearly state the position that is open and what the ideal applicant would possess.
- To help candidates understand the position and determine whether they are a good fit, create a concise job description.
- Make a list of the attributes the perfect candidate should possess; this will be useful when choosing candidates.

## SYMPHONY SAMACHAR

- Government relaxes the upper age limit for Agnipath recruitment to 23 years - The Economic Times
- EnKash looks to double its workforce - The Economic Times
- Recruiters flock to campuses to hire undergraduates - The Economic Times
- Indian job market shows highest growth of 6% y-o-y in March: Monster Employment Index - The Economic Times
- Hiring activity witnesses 3 percent uptick with end of third wave: Report - The Economic Times
- IITs see more global offers, Rs 1 crore-plus packages than ever before - The Economic Times
- Citi to hire 80 commercial bankers in India in 3 years - The Economic Times
- Hiring will not be impacted by any new coronavirus variant: Survey - The Economic Times
- Automotive industry sees mushrooming demand for talent - The Economic Times
- Hotels and restaurants upbeat on hiring, salary increments - The Economic Times