

HARMONY



Connecting the human element with business



What makes a good recruitment process?

Be clear about your desires.

Your recruitment approach won't work if you don't know what you're looking for in the first place. Since job descriptions should include the information, abilities, and experience required for the position, finding open positions and then analysing them should be the first steps in your hiring process.

- Identify the holes in your current team. Check to see whether you meet any extra performance, personality, or skill requirements. Consider whether you require assistance with something that is not being handled right now. This indicates that more workers are needed.
- When it comes to your workers, keep an eye on the patterns of workload. Find out if the workload has increased to the point where extra employees has to be hired.
- Regularly evaluate performance to compile a list of the qualities, skills, knowledge, and proficiencies your team requires. This can also suggest that more staff is needed.
- Be on the lookout for anyone departing. Undoubtedly at this time will hiring needs materialise.

Money = Quality

1. A competent hiring staff makes sure that everything runs well. The team's involvement in the hiring process is essential because one bad choice can undermine the productivity of the entire staff.
2. The following duties should be able to be performed by a competent recruitment team:
3. Specify the requirements for the perfect applicant, and make the position more widely known.
4. For candidates to grasp the requirements of the role, create a thorough job description.
5. List the traits you're looking for in a candidate; this will be useful to you later in the selection process.

Prepare a detailed job description in advance

It's time to determine the duties and responsibilities of the position once you are clear on the qualifications you require in terms of education, skills, and experience. Making a thorough job description (JD) will enable you to determine which skills prospective employees must possess in order to fulfil the role's criteria. More significantly, it gives your prospects a checklist or list to compare and evaluate.

It's crucial to find the correct people

The key components of the hiring process are finding the right people, attracting them, and getting them to apply. Both internally, to encourage recommendations, and externally, on well-known social networking sites and favoured jobs boards, the job posting should be marketed. To reach a larger audience, recruiters may arrange job fairs and post job openings in well-known trade publications.



SYMPHONY SAMACHAR

- To overcome shortage of cops, Haryana to recruit 2,000 special police officers - The Economic Times
- Nearly 30,000 recruited in public sector in J&K since 2019: Government - The Economic Times
- AMFI to launch mutual funds distributor recruitment campaign - The Economic Times
- Army recruitment rallies for 'Agniveers' to begin from Aug 19 in Uttarakhand - The Economic Times
- BFSI, travel & tourism, chemical industries ramp up hiring in June, shows Monster Employment Index - The Economic Times
- Uber to hire close to 250 engineers in India to expand tech, product teams - The Economic Times
- NHM Maharashtra Recruitment 2022: Applications invited for 420 Medical posts, check details here - The Economic Times
- EnKash looks to double workforce - The Economic Times
- Recruiters flock to campuses to hire undergraduates - The Economic Times
- National Recruitment Agency to start conducting online test for govt jobs from September: Jitendra Singh - The Economic Times