SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107
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Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade
Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai

DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA315 STRATEGIC HUMAN RESOURCE MANAGEMENT

II YEAR /III SEMESTER

Unit II – EHRM

Topic 3: Recruitment and Selection

E- RECRUITMENT

- E-Recruitment is the process of recruitment through internet.

- E-recruitment simplifies this process by providing a sophisticated web-based solution that manages the process of recruitment from start to finish.

PROCESS OF E-RECRUITMENT

◄ Identify the recruitment need

◄ Write an effective job advert

◄ Research the online recruitment advertising space

◄ Document the application process

◄ Get help when placing the advert

◄ Consider how applicants are to apply

◄ Acknowledge all applications.

◄ Keep process consistent

◄ Devise an efficient feedback system

◄ Measure ROI

METHODS OF E-RECRUITMENT

- Job boards
- Employer website
- Professional website
- Virtual job fair
- Weblogs (Blogs)
- General employment websites
- Career websites
- NACElink
- Contract workers' sites
- Niche job boards (Search Engines & Database)
- E-recruiting application service providers
- Hybrid recruiting systems

E- SELECTION

Advantages:
- Saves money
- Saves time
- Reduces paper work
- Aids to reach large numbers of applications
- Generate talent pool
- Improves corporate image

Disadvantages:
- Employers may get unqualified applicants
- Creates additional work
- Limited access
- privacy

RECRUITMENT VERSUS SELECTION

RECRUITMENT	SELECTION
Recruitment is the process of advertising for vacancies, attracting, interviewing, selecting, and hiring employees	Selection is the process where a company picks the best candidates out of the hundreds of applicants received
Involves everything from the identification of a hiring need to filling	Involves choosing the right candidate from the applications received
Occurs first	Follows recruitment
The main objective is to encourage a large number of candidates to apply for a post	The main objective of recruitment is to select the right candidate for the post

Visit www.PEDIAA.com

E-selection

E-Selection is the process of picking individuals with requisite qualification and competences with the support of internet to fill job in the organization.

PROCESS OF E-SELECTION

◂ Connect to examination web server.

◂ Authentication to the examinee's workstation

◂ Selection of questions and publishes examination web pages

◂ Server connection to examinee through internet

◂ Examinee's web browser renders examination

◂ Examinee answers the questions using radio button, text boxes etc.

◂ Examinee response to server

◂ Examination web server scores the information and signifies the completion of the test.

◂ Complete record of examination, web server scores the examination.

E-TESTS

Types of tests:

- Cognitive tests
- Sample job tasks
- Medical inquiries examinations.
- Personality test & integrity test
- Logical and aptitude test
- English proficiency tests.

CHALLENGES

◄ Security

◄ Measuring complex skills and problem solving tasks

◄ Integrating modern item selection and test assembly algorithms

◄ Storing and processing all relevant examinee response data

◄ High-bandwidth tests

◄ Optimal ergonomic design

◄ Not useful for psychometric tests

◄ Skill sets like body language, mannerisms cannot be tested

ADVANTAGES OF E-SELECTION

◄ Reducing the time needed to fill job vacancies

◄ Providing a wide array of information

◄ Increasing organization's ability to evaluate the validity of inferences made in the selection process.

DISADVANTAGES OF E-SELECTION

◄ De-personalise the selection process

◄ Applicants not able to control the types of information disclosed in the hiring process

◄ Negative inferences about the job candidates ability

◄ Do not lead to applicants resentment which may preclude them from accepting jobs.

◄ Need lot of efforts to provide a substantial ROI

◄ Don't work well for higher-pay-ban employees

RECAP

QUESTIONS???

THANK YOU