

RECRUITMENT & SELECTION: A LITERATURE REVIEW

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ABSTRACT

Darvin's Theory of Natural Selection i.e. "struggle for existence and survival of the fittest" can be seen in the true sense of words all around us and organisations are not an exception to this. The organisation operating across sectors needs to succeed, survive and compete effectively in the in this era of globalization. The employers for the very same reason must be in the position to propound and practice recruitment and selection of employees in the best possible way as they are the only source of competitive advantage in the constantly changing business environment. The success of a business or an organization is directly related to the performance of those who work for that organization and there for a poor concern for productivity and underachievement can be detrimental for the enterprise. It is essential that organizations select people with the precise knowledge, skills and attributes that are indispensable for continued success in the turbulent economy. The only means of achieving this success is by ensuring that the right set of people are employed through a proper recruitment and selection practices.

KEYWORDS: Recruitment, Selection, Productivity & Employee Performance