

A SYSTEMATIC REVIEW OF LITERATURE ON RECRUITMENT AND SELECTION PROCESS

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Purpose of the study: The main purpose of this study is to provide a new, macro-level model of strategic staffing to bridge the gap in the knowledge regarding how practices within recruitment and selection systems can work to provide a competitive advantage among various sectors. This study identifies the various methods of recruitment and selection process through a systematic review of literature, which would be the right fit for attracting and selecting employees in an organization.

Design/methodology/approach: Content analysis method is adopted to review the literature and subcategories were formed to analyze the research. Literature was collected from 40 articles of a reputed journal from 2010 to 2018.

Main findings: The review of literature revealed that the recruitment and selection process is carried out in organizations by adopting latest technologies like online portals, outsourcing, job fair, campus interviews, and mobile recruitment applications. The representation of this practice is to find the best candidate for an organization. Besides adopting the latest technology, consideration of the expatriate factor would lead to an effective way of recruitment practices in finding out the right candidate for the right job and thus create a healthier work environment. The expatriate factors have not been considered well in the Indian context, but have been given importance in the global context in the process of recruitment and selection.

Social Implications: Highlighting the significance of various recruitment practices results in the selection of the right person in the right job, which enhances a healthier working environment in organizations, in turn rendering high quality products and services to the society.

Originality of the study: Prior research has studied various factors that influence internal recruitment, external recruitment, and selection process. This study is an attempt to analyze the expatriate factors and other factors through the content analysis method.

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