



# SNS College of Technology

Coimbatore - 35



23BAT612- Human Resources Management

Unit III- Recruitment , Selection and Training

# Topic...Guess...???

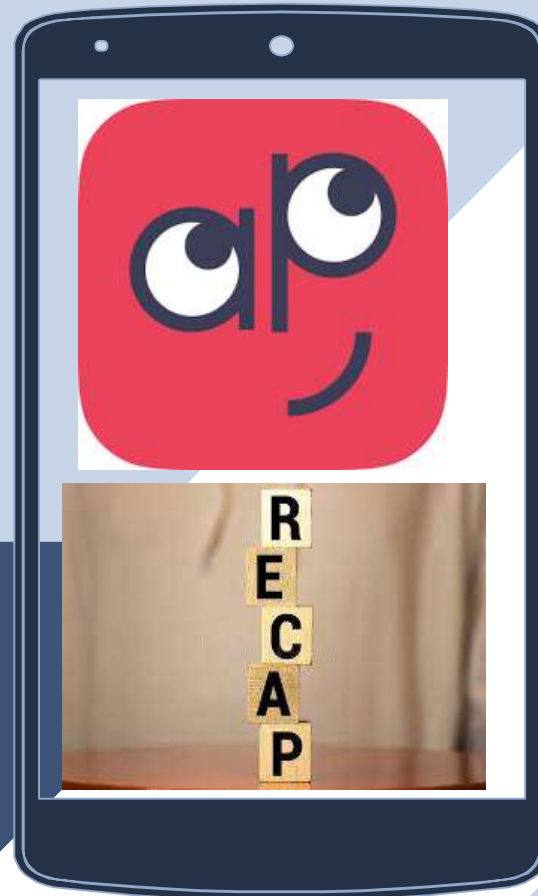
Presented by  
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Assistant Professor

**1<sup>st</sup> Indian Institution to Implement** Design Thinking Curriculum  
Redesigning Common Mind and Business Towards Excellence



# What is sparking in your mind...?





# RECAP



# Selection

- The selection of the right applicant for a vacant position will be an asset to the organization, which will be helping the organization in reaching its objectives.





# Objective of Selection

- To **weed out** ineligible employees from the list of potential hires.
- To **sort out** candidates who have the likelihood of success on the jobs.
- To **staff** the organization with qualified and high calibre candidates.
- To **reduce** the burden of interviewing every single candidate and reduce cost of recruitment.
- To **evaluate** the success of recruitment process.



# Process of Selection





# Types of Selection

- Aptitude Tests
- Achievement Tests
- Situational Tests
- Interest Tests
- Personality Tests.



# Important of Selection

- Helps to get a proper candidate.
- Help to increase success rate of individual & organization.
- Help to reduce the probability of turnover
- Helps to get organizations legal and social obligations.
- Helps to increase organization and individual effectiveness.





# Difference Between Recruitment and Selection

| <u>Basis</u>     | <u>Recruitment</u>  | <u>SELECTION</u>   |
|------------------|---|--|
| <b>MEANING</b>   | It is an activity of establishing contact between employers & applicants. | It is a process of picking up more competent and suitable employees. |
| <b>OBJECTIVE</b> | It encourages large number of candidates for a job.                       | It attempts at rejecting unsuitable candidates.                      |
| <b>PROCESS</b>   | It is a simple process.   | It is a complicated process.   |
| <b>HURDLES</b>   | The candidates have not to cross over many hurdles.                       | Many hurdles have to be crossed.                                     |
| <b>ECONOMY</b>   | It is an economical method.   | It is an expensive method.   |
| <b>APPROACH</b>  | It is a positive approach.  | It is a negative approach.   |



# Assessment



The Job enlargement changes the jobs to include more and/or different tasks

True or False





# Summary

- Selection
- Objective of Selection
- Process
- Types
- Important
- Difference Between Recruitment and Selection





# Reference

- <https://www.iedunote.com/selection-process>
- <https://corehr.wordpress.com/recruitment/selection-method/>
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- <https://www.toppr.com/guides/business-management-and-entrepreneurship/human-resource-management/selection-process/>
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*Thank  
you*