

Analyzing the recruitment process

Business



Analyzing the Recruitment Process Table of Contents Introduction 3

Vodafone Recruitment Process 3 5 References 5 Introduction Recruitment is defined as a process by which a company attracts screens and selects the eligible person for a particular job (Aswathappa, 2007, p. 132). In general the steps of a recruitment process include analysis of job and developing a specific vacancy, sourcing the candidates, screening the candidates, and finally selecting the candidate for the suitable position. Recruitment is basically of three types namely planned recruitment, anticipated recruitment and unexpected recruitment (Singh, 2011, p. 150).

In the context of the study the recruitment process of Vodafone will be used for the purpose of analyzing the recruitment strategy. Vodafone is a telecom company and is headquartered at London, UK. The reason behind choosing Vodafone is that the recruitment process is very simple as compared with other multinational companies. The recruitment process of Vodafone is presented below.

Vodafone Recruitment Process

The recruitment process of Vodafone is very simple. The company mainly follows 3 ways to recruit new candidates. They are as follows:-

Direct Recruitment

Through the process of employee referrals

Hiring from reputed institutions

The company recruits on the basis of experience as well as academic background of the candidate. However in some of the vacant positions the company only hires on the basis of prior experience. The company is hugely focused towards the recruitment of diverse work force. It is a rule in the company that the recruitment of the candidates should ensure diversity. This

<https://assignbuster.com/analyzng-the-recruitment-process/>

can be cited as one of the business strategies of the company. The company strategically recruits diverse workforce keeping in mind about the diversity in their customer base.

The company also pays competitive pay packages to its employees in order to make sure that the attrition rate remains minimal. However the company also uses several other techniques in order to retain their present employee strength. In this context the company carries out various employee retention programs. Also the company pays on the basis of performance.

Apart from paying competitive packages the company also offers a whole lot of other benefits to the employees. Some of the evident employee benefits are as follows:-

1. Employee Recognition: - The company hugely values its employees. It has various measures for recognizing the employees.
2. Pension Scheme: - The company also thinks about the employees after their retirement from the company. In this context the company offers pension to them. Also the company has been awarded with the 'Pensions Quality Mark Plus' in the United Kingdom.
3. Holidays: - The company offers 28 holidays in a year apart from the regular and national holidays. The company also has the policy that states that if an employee gets older in the system he/she is entitled to get more leaves.
4. Miscellaneous: - Also there are various other employee benefits such as medical benefits, and insurance benefits.

References

Aswathappa, K. (2007). Human Resource and Personnel Management. Noida: Tata McGraw-Hill Education.

Singh. (2011). Industrial Psychology. Noida: Tata McGraw-Hill Education.