

# Recruitment and selection

Business, Human Resources



Recruitment and selection lead to interviewing potential employees and getting to understand their abilities and skills. It also means that the employer will seek recommendations from the referees and hence chose the one with the best recommendations and skills (Roberts, 2005). With an employee who is on the 95th percentile, there is even no need for a supervisor or many other employees because this employee performs all the roles effectively and efficiently as long as they are well compensated for their hard work so that they do not leave.

Investing in an employee on the 95th percentile is worth the money, time and effort of a recruitment and selection process. This is so because this employee will work harder and way better than the others and soon enough the employer will recover the money and get more customers due to the good customer service and service efficiency in the workplace. The recruitment and selection may take long but in the end, it will be worth it.