

Employee selection process

[Business](#), [Management](#)



The paper "Employee Selection Process" is an excellent example of an essay on management. The most critical decision in the selection system for hiring the bank tellers is the evaluation of the selection system. The reason why it is very significant is that evaluating the system helps to identify its effectiveness. The evaluation process appraises how appropriate and useful the methods created will be in picking the best candidate. It helps to determine if the technique has articulated the skills and qualifications that the team is seeking correctly. Once the process is evaluated, the team can discover issues or gaps and then they can go back to the drawing board. Subsequently, the team can incorporate the deficiencies identified in the assessment within the selection system. Through that, the system is enriched and becomes more efficient. Therefore, evaluation is critical in improving the selection process. It helps ensure that a well deserving and qualified candidate is hired. The organization I work for did not employ a comprehensive employee selection when hiring. The candidates are required to submit their resumes and motivational letters. Later evaluation of the documents takes place, and the best candidates for interview are selected. After the documents evaluation process, the organization only conducts one on one interviews to assess the employees' qualifications and personal attributes. Since the interview is used to gauge everything that the job is seeking it is not enough. For instance, it is impossible to justify the math skills and verification knowledge and writing skills painstakingly. Thus, giving the candidates aptitude tests will help complement the results of the interview. The organization should have adopted a selection approach. The interviews alone are not well rounded to capture all the attributes of a

candidate. It is difficult to know the technical and practical capacity and capabilities of the candidate. Consequently, the candidate can lie and say that they can use a particular software for instance while in the real sense they cannot. Hence, administering of a practical test using the software can give a more accurate answer. The interviewer can get the actual ability of the candidate in that capacity and pinpoint the weaknesses in which to provide training. The advantage of an employee selection approach to hiring is that it measures all dimensions of the job skills required. It has a high level of accuracy because, for each ability that involves testing, a specific method of measurement is applied. Therefore, it is distinctive and answers all the questions needed without generalizing. The disadvantage is that it is more time consuming as compared to undertaking one interview to evaluate the candidate. It requires a lot of time because the candidate has to take a different kind of tests. Then, later, the candidate needs to have a one on one interaction with the interviewer to assess the interpersonal skills. All these steps can exhaust the candidate and affect their confidence and performance. We would recommend the employee selection process for hiring candidates for virtually any job. The reason is that the process is holistic. Its all-inclusive nature makes it an effective and efficient method to interact with candidates. The all-rounded interaction gives better results because, after the interview process, one is not left with any questions or doubts. It provides clarity of the competencies and proficiency level without biases, misconception or lies. Therefore once the consultation is done the hiring team is sure who is best suited for the position.