

Importance of choosing appropriate methods research paper example

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



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Introduction

Success of any organization is based on its ability to choose suitable methods to select, hire and develop potential employees. This is because the kind of employees a company develops or hires are the ones that determine the organization's productivity. Therefore, organization must emphasize on comprehensive methods of selecting, hiring and developing potential employees.

Organizations must know the kind of employees they want to hire, develop or select. This would help in determining the most appropriate methods of identifying the right people. The methods chosen by the organization should focus on individual qualities of potential employees, their abilities, talents and suitability to the jobs available. Suitable methods will ensure that the potential employees are properly selected, developed and competent to carry out their duties efficiently. This will in turn lead to the organization's success and optimal productivity.

Previous research

Previous research must be used when determining the appropriate methods of employee selection, hiring and development. The management must consider research where certain methods of employee selection and development were used successfully. The organization must also understand the conditions under which the methods can be best applied. The past research also helps determine which method of employee selection and development suits the objectives of the organization.

Accuracy in job the description

Job descriptions are important because they provide important details used to identify suitable individuals for a job. Job descriptions include the duties a potential employee will undertake. One can also determine the abilities, skills and knowledge that an individual requires to competently do that job.

Conclusion

Methods of selecting, hiring and developing employees determine whether an organization succeeds or fails. Organizations must consider previous research on methods of employee selection, development and hiring in order to select methods that fit the objectives of the organization. Job descriptions help in selecting suitable individual for jobs because they give details of the skill, abilities and knowledge required to perform that job.

References

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