

Discussion board reply

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



I do not believe that target recruitment is right. In the pluralistic society, diversity has become an intrinsic part of social structure. Moreover, diversity and equal rights have become crucial paradigms in the recruitment processes which necessitate that all types of jobs are open to all type of people (Beardwell & Claydon, 2007). Thus, recruitment officers have legal obligations to ensure that racial discrimination or biases in recruitment are not applied. Target recruitment violates the fundamental tenet of constitution that promotes diversity and equal opportunity across people coming from different race, color, culture or physical limitation. Hence, if the applicant is eligible and fulfills all the vital criteria of recruitment of the job, he or she should get the job, irrespective of class, race, culture or nationality.

Another important issue raised is the role of advertising in recruitment. Indeed, advertisement promotes inclusion as people coming from diverse background become aware of the job opportunities and they have the option to apply for the advertised jobs. Moreover, internet has become a powerful medium of communication that greatly facilitates direct interaction between people or between the organization and the people. Thus online applications for recruitment not only saves time and money but it also helps recruitment managers to vet the applications and gives opportunities to job seekers to apply for the job online. The recruitment officers can then whet the applicants as per the job specifications and call only those who fulfill the basic job criteria. Thus, open advertisement for job should be favored against target recruitment and provide people from different background with equal opportunities to apply for the job.

(words: 269)

Reference

Beardwell, J., & Claydon, T. (2007). Human Resource Management: A contemporary Approach (5th ed.). NY: Prentice Hall.