

Human resources



An important function of human resources is recruitment. Recruitment can be defined as the organizational activities that influence the number and types of applicants who apply for a job and whether the applicants accept jobs that are offered (Ivancevich). Recruitment is important for both private and public organizations. The public sector often is at a disadvantage in terms of recruiting in comparison with the private sector due to the fact that private companies have the ability to offer higher compensation packages than governmental entities. Recruiting new employees has an impact in the budgets of public entities. Governmental institutions have to be efficient and effective in their recruiting efforts. There are various recruiting strategies that governmental institutions can utilize to recruit new personnel.

One of the best sources of recruiting new personnel is to recruit new graduates from college. The reasons that recruiting new college graduates is such a great idea is because college graduates earn less money than people with several years of experience in the workplace. The low salary offers that sometimes governmental institutions offer are visualize as great offers for new graduates due to the fact that these people typically have never had good paying jobs, thus any salary that takes into consideration their educational credentials is visualized by them as a relatively high offer. To recruit college graduates governmental institutions must attend the job fairs that colleges organize each semester. Another way to recruit these college graduates is by placing job ads at the job placement offices of the universities.

In today's fast pace global environment an effective way to recruit new personnel is by taking advantage of technological advances such as the internet. Online recruiting is a cost effective way to recruit new employees. “

The real strength and power of online recruitment, when done properly, lie in harnessing internet technology to not just attract candidates but to deal with them too” (Price). Online recruiting enables a governmental institution to reach candidates that are live outside their geographical area. Another advantage of online recruiting is that it provides fast results. Online job websites such as Monster. com have millions of people that are looking for jobs in the United States and abroad.

Governmental institutions should use traditional methods of recruitment such as placing ads about the job position in the written press. Advertising in the media has always been a good way to find job applicants. Placing ads in places where people gather such as train stations, community centers, and malls is a cheap way to get the word out about the existence of the job opening. Governmental institutions should stay away from advertising their job openings in expensive mediums such as television and radio due to budgetary constraints. Another way to recruit personnel is by seeking the assistance of an employment agency. One of the benefits of recruiting personnel using the services of an employment agency is that these professionals have a lot of experience at selecting personnel. Governmental institutions should use these types of services to recruit people for managerial positions or technical positions in which there is a low amount of qualified applicants available.

Work Cited Page

Ivancevich, J. Human Resource Management (8th ed.). Boston: McGraw-Hill Irwin. 2001. Print.

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