Recruiting source choices internal vs. external

The article is about recruitment source choices. The author was studying internal and external recruitment methods to find out which one is appropriate and in which situation it is applicable. The recruitment source selection is a course step, which is mostly about the combination of the cost and the speed of the selection of the new worker. The major issue for the human resource recruiter is about the preference between the internal and external recruitment.

The tool used in was use examination of secondary information. The population studied was the employees. Internal recruitment offers the opportunity to the workers of the organization; however it is not appropriate for all the job vacancies. External recruitment is costly, it takes longer time and the new worker does not know the organization moreover the learning curve is not complex. Internal recruitment is the best tool for the job vacancies, this is because the experience is available within the organization furthermore; it enables the use of human capital competently as the employees shift to the job positions, the employees' value added for the company is maximized (http://yourhrmguide. com/content/recruitment-source-selection-internal-or-external-recruitment).

External recruitment is appropriate for the job vacancy where the company needs to improve its competence for the external know-how and for the job positions, which are private and they cannot be declared internally to employees. The external recruitment is mostly used when the organization needs stability and the employees cannot shift from the job position to another. Internal recruitment is the best recruitment tool when the organization improves its processes and services given to the other divisions

in the organization or to the external clients. The external recruitment ought to be used when the company wants to introduce a new field of the corporation and it needs to increase an expertise and knowledge quickly.

Section 2

How does having multiple recruiting means help enterprise establish its brand?

Having multiple recruiting means help enterprise establish its brand because it offers variety of choices to all clients. By doing this it expands the range n which the firm reaches its clients. For instance since the company has an MTV show, an online game and other recruitment methods, clients choose the method they like most. The MTV show is very interesting and it has attracted many candidates. The contenders were asked questions and were judged in relation to their answers, since three out of four candidates were offered jobs, this has attracted many contenders and as a result there were many referrals.

The variety of activities in the firm has helped in enterprise recruitment which has accordingly assisted its strategic goal of launching its employment brand. This is because the program combines all of enterprise recruitment resources and advertisement its website as well as other recruitment efforts. The television show and the online games were attention getters but what has made the enterprise expand the most is from employee referrals. The enterprise workers who refer candidates are heavily rewarded to up to $500 to $1, 500 and additionally get permanent employment. It is an advantage since the referrals check out the firm and mention the enterprise to others

thereby expanding the pool of potential recruits. This has really helped the enterprise8 in establishing its brand.

Go to the enterprise website (www. erac. com/recruit) and the click on tab " About Enterprise." Check out the online game, career opportunities and other components. Then evaluate how effective you feel the website is an employment branding and recruiting

The company's website " give me the business" is very popular. The game lets people have an experience of a customer service corporation. It is virtual marketing of enterprise and its fun culture as a result; it is an employment branding and recruiting resource. The graphics, web contents, and designs bring credit for the firm.

The company's website is scalable and of high quality hence very effective. It is a specialized website since it offers the most-valuable messages, services such as games and specific products to his clients and since any one can browse and scrutinize about the services profoundly and independently it is an employment branding and recruiting resource.

Section 3

What are some advantages and disadvantages of recruiting internally versus recruiting

externally?

Advantages of internal recruitment are that; it is less expensive since it does not involve paying external agency for recruitment. It improves the morale of

existing employees; there is recognition and reward of the excellent performance of internal employees. Internal recruitment reinforces and supports the organization's succession planning strategies. Internal staffs have existing information accessible about their skills.

Disadvantages of internal recruitment are that it can reinforce existing negative behavior; there will be the risk of in breeding. Employees that are not promoted can become unhappy. In internal recruitment a strong performance management structure is required and it can promote political infighting amongst internal employees.

Advantages of external recruitment are that; it avoids the risk of forming resentment by endorsing the favorites from the inside. The employees from the outside introduce fresh ideas, skills and knowledge. External recruitment forces internal staff to update their skills and education; it helps to facilitate change in mores.

The disadvantages of external recruitment are that; new employees may not fit the existing customs within the organization. It might affect the morale of internal employees who have been over-looked. It needs a longer period of orientation and induction; assists to facilitate change in customs in the organization. Another disadvantage is that it may take longer to fill up the position and it may as well create resentment from existing workers (http://yourhrmguide. com/content/recruitment-source-selection-internal-or-external-recruitment).