

# External factors affecting recruitment

Business, Human Resources



In addition, budget and cost are some another factors that also affect the recruitment process in the organizations, as it is an observation that companies often do not go for identifying candidates far away from the region of their organization due to higher costs of advertising and other expenses involved in the process. However, the internet has resulted in ease of this process, and various organizations are not putting efforts to recruit individuals from internet recruitment that has eliminated various factors of the past. One of the noteworthy attributes of this article is the inclusion of different factors based on the perceptions of recruitment officers of an organization rather than focusing primarily on the theoretical frameworks of the recruitment and HR process, which has been a common practice of authors globally.

Besides sources of recruitment, the labor market is another significant factor that plays a crucial role in the success or failure of the recruitment process. In specific, the supply and demand ratio in the labor market affects the planning of recruitment officers. Moreover, analysis has indicated that countries with a higher rate of unemployment seem to affect the recruitment procedures, especially in the recruitment of entry-level staff. Lastly, the authors identified a very imperative factor that is the organizational setup and structure of the organization that is very significant and crucial to the success of the recruitment process of a company. According to the article, the small-medium enterprises are confronting bigger problems in terms of recruitment, as compared with bigger companies that are not confronting such issues due to their organized structure. Although the authors of this article have identified various external factors, however, there various

external factors that exist such as socio-legal environment, government, etc that have been missing in this article.