

Free essay on what are the advantages and disadvantages of using and employee ref...

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Introduction

Employee referrals campaigns are one of the options for recruiting people from outside sources. In such campaigns the organization posts the job opening announcement on Wallboards, Intranet Website and in bulletin etc. However, there are several advantages and disadvantages associated with the employee referral campaigns that are described in detail below.

Explanation

In employee referral programs the applicants are referred or introduced in the organization by the employees currently working in the organization. The advantages of employee referral campaigns for recruitment process are that employees introduce high caliber and competent people in the organization because the employees that are referring people are the stakeholders of the organization.

The current employee also provides correct detail and information of the applicant they are referring because it is the matter of their own reputation. So, chances of uncertainty in the applicant's information are low. Moreover, referrals are cost effective program of recruitment process. Further, such programs can speed up the process of workforce diversification.

The disadvantages of employee referral programs for recruitment are that in such campaigns success depend more on the morale of employee. The campaign can however go wrong if the referral is not accepted and this lead to dissatisfaction and discontent of the employee. This may create discrimination, such as in the cases where current employees are male and their referrals are also males.

Conclusion

In nut shell, employee referral programs are the most effectual source in order to recruit new individuals. They can be beneficial for the recruitment process of organization as well as may create problems in the process. It enables to introduce capable individuals through employees who try to provide the best candidate in order to maintain their good repute. Such programs are effective in terms of cost and enhance the diversifying process of employees. But, in case of referral rejection it may create disappointment and may become cause of gender inequality.