

Recruitment and organizations

Business



The following are research findings from selected recruiters from different companies about their business objectives that drive their recruitment objectives. The research methodology used was interviewing the target groups face to face. On the first recruiter interviewed it was noted that the objective of the company was to make profits.

This aspect is from an economic view that the business is outcome-oriented and that any move is geared towards rewards; profits. From the managerial level down to the subordinate staff, such companies instill apt skills in ensuring that business activities are directed towards maximization of profits, (Billsberry, 2007). The shared slogan is ‘business is entirely about profits making’. In researching such companies, quantitative methods of data collection and analysis is proposed to determine such values as turn over, debenture values, profit margins e. t. c The next recruiter engaged in the interview said that their aim is to create a strong customers’ base.

This is a social-economic approach to labor. The argument backing this approach is that in order for a company to have a good and successful transaction ground its customers must have ought to be in good terms with the company, (Billsberry, 2007). Companies of this kind strive to deliver goods and services for customer satisfaction. Recruitment activities are geared towards both efficiency and sociologically motivated performance. According to Henderson, (2008), an employee can be relieved off duty once his/her reputation among clients is tainted regardless of their high productivity.

Researching such companies will require qualitative methods since it is not easy to have quantitative values of credibility, customer trust as such factors. The aim of the last group involved in the interview was to fight world hunger. This kind of an objective is social in that it directly deals with humans and nutrition. Focus of such companies is global and calls for sure-fire frameworks that appreciate the diversity existing among different people and nations. The above discussed findings, though different, are somewhat geared to one similar aspect of profit related benefits.

It is worth noting that though different the three types of companies have their recruitment activities directly or indirectly geared towards profit making. This is so because it's every businesses aim to get the best returns in terms of benefits.