

The unsolicited
applicants: persons in
search of



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The prospective candidates evaluate themselves against the requirements of jobs before sending their applications.

Management gets a wider range of candidates for selection. The flood of applications may create difficulties in the process.

2.

Employment Exchanges:

Exchanges are a suitable source of recruitment for filling unskilled, semiskilled, and operative posts. The job-seekers and job-givers are brought into contact by the employment exchanges. Private agencies also help in recruiting qualified and experienced persons. These agencies remain in contact with employees and persons seeking change in jobs.

3. Educational Institutions:

The employers maintain a close liaison with universities and technical institutions. The students are spotted during the course of their studies. Junior level executives or managerial trainees may be recruited in this way through campus interviews.

4. Unsolicited Applicants:

Persons in search of employment may contact employers through telephone, by post or in person. Generally, employers with good reputation get unsolicited applications.

If an opening is there or is likely to be there then these persons are considered for such jobs.

5. Casual Callers:

Management may appoint persons who casually call on them for meeting short-term demands. This will avoid following a regular procedure of selection. These persons are appointed for short periods only. This method of recruitment is economical because management does not incur a liability in pensions, insurance and fringe benefits.

6. Labour Contractors:

When workers are required for short periods and are hired without going through the full procedure of selection, etc., contractors or jobbers are the best source of getting them. The persons hired under this system are generally unskilled workers.