

9.6: Introduction to Recruitment and Hiring

What you'll learn to do: discuss how organizations can effectively recruit and hire employees

Human Resource personnel play a critical role in building organizational capacity and that often starts with candidate recruitment and selection. Achieving a diverse workforce is generally considered the Holy Grail, but it can also be a point of confusion and friction. In this section, we will present a working definition of diversity, highlight why diversity matters in terms of business performance and outline what responsibilities Human Resource personnel have in managing the overall diversity of the organization. We will also address some of the challenges of achieving workplace diversity. Moving into the recruitment process, we will discuss common recruitment strategies, outline the hiring process and highlight the importance of measuring recruitment and selection effectiveness.

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