

report

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Human Resource Recruitment and Selection Process

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4 Human Resource Recruitment and Selection Process

3 The discussion focuses on the human resource recruitment and selection process by the “Beauty and the Beach” company. The discussion further analyse the kind of testing that will be needed in choosing the best persons who can help the company meet its goal of offering quality services to the customers of the company. Appraisals are also considered as a means that the company is going to better and motivate the employees they have. The key target of the company remains to be customer satisfaction by meeting the customers at their point of their need.

The company being in need of employees to offer beauty service such as hair, nails, and eyelash extensions needs to bring the information to the public and the internal employees to apply for the job. The first information is creating an internal memo for the internal employees to be aware of the vacancy in the organization so that they might apply. The internal memo gives the openness for any job application and reduces the chances of the employees feeling like the management is hiding some information from the employees. The other place to advertise the job vacancy is through the open social media accounts of the company to ensure that the public is aware of a vacancy and the qualified persons can apply for the job. The advert should contain the exact required qualifications of the person needed for the work. The public and interested parties apply for them to be considered for the job. The resumes should be sent through the company's email (Danilova, 2019).

The selection process will be done in a manual way by the human resource personnel by considering the best of the best in relation to how they express themselves in the resume. The best from the few selected will be taken through an interview process which will affirm the reality of the person compared to the resume written. The questions in the interview will include

the person telling the recruiter about themselves and giving their historical achievements related to the job vacancy. The best in relation to how they express themselves impressing the interviewer will be considered for the job. The few who are considered for the job will be taken through a rigorous training by the current employees who will serve as trainers of the companies culture and operations (Edgar, et al. 2018).

References

Danilova, A. (2019). The Relationship Between Employee Motivation and Customer Loyalty.

Edgar, A. D., Iglehart, D. C., & Yeager, R. B. (2018). *U.S. Patent No. 10,016,046*. Washington, DC: U.S. Patent and Trademark Office.

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