

Strategic Recruitment and Selection

Name

School

Instructor

Course

Date

This article delves into the emerging trend in human resource management where the functions of the HRM have come to be accepted as integral part of organizational growth and development. The narrative in human resource management has seen the integration of HRM activities as a part of the overall strategic planning in the organization giving rise to the concept of strategic human resource management. The recent trend has seen the strategically driven recruitment and selection that is not only based on the current needs of the organization but also on the future needs.

The findings of this article are in line with my organization's strategic recruitment practices. As a training organization, my organization takes strategic planning into the core of its operation. In line with the changes in the business environment where strategic planning has become a pivotal engagement in pursuit of organizational success, my organization has adapted strategic recruitment and selection practices as part of the strategic planning process. As outline in this article, there are specific aspects of strategic recruitment that are also reflected in my organization. First, there is the strategic integration of recruitment and selection into the overall organizational strategic plan. This means that human resourced planning is now considered as an integral part of the organization planning. Second, my organization also carries out human resource planning from time to time. The organization carries out a needs analysis from time to time to plan its human resource needs. Third, my organization also takes a long-term perspective in human resource planning. This means that the personal specification and job descriptions all reflected the future needs of the organization. Fourth, my organization also uses rigorous evaluation of the recruitment and selection process. This evaluation usually assesses the contribution of strategic human resource planning to the organizational strategy. Fifth, the

organization uses a sophisticated selection method. This means that the organization uses highly reliable and valid methods of selection. As a training organization, my organization needs the best human resource skills and uses multiple methods to get the best. In addition, there are multiple stakeholders who are involved in the selection methods.

The findings of this study can be implemented in my organization because they use the same recruitment and selection model. The strategic recruitment and selection recommendations made in this article are application my organization because there are already structures in place to support their implementation. The most important recommendation is the need to use multiple recruitment methods and involve different stakeholders in the recruitment process. This means that in my organization, the recruitment process should involve all the stakeholders rather than being taken up by the HR department alone. All the features of the strategic recruitment process outlined in this article are already in place in my organization although some may need to be reworked again to make them more effective.

Based on my experience, the conclusion of the article is sound. As the article concludes, one cannot give a clear stand on where strategic recruitment and selection stands. This is more like a rhetoric that is running ahead of reality. Although there are many organizations that are aware of the effectiveness of strategic recruitment and selection most have not put the concept into practice. There is still a long way ahead before strategic recruitment and selection becomes a dominant strategy in human resource management.