A CRITICAL STUDY ON RECRUITMENT AND SELECTION WITH REFERENCE TO AUTOMOTIVE INDUSTRY

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ABSTRACT:
In an environment of rapidly escalating competitive challenges, every company has to invest across the value chain to achieve world-class competitive capability in each of the businesses in its portfolio. These strategic interventions result in progressive transformation of traditional organizations into internationally competitive organization, where the focus is superior value for all stakeholders. Each business within portfolios continuously engaged in upgrading competitive capability to effectively address growth challenges in the fast globalizing Indian market, and over time in the world markets. The vision of every company is now apparently is the creation of unique business models that foster international competitiveness of not only its business but also the entire value chain of which it is a part.

The success of any organization depends upon the efficient manpower working in it. Recruitment and selection procedure plays a very important role in the present business concept. Since the company’s functions start with recruitment and selection, if it is not done in a systematic and effective way, all other functions will get affected. Recruitment forms the first stage in the process which continues with selection and betterment with the placement of the candidates.

Human resource management believes in the growth of the firm as well as the employees and having effective communication by ignoring differences with the employees and giving them information regarding the company’s progress. Their plans and strategies are integrated with the business objective of the organization.

KEYWORDS: environment, business, organizations.

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