

Human Resource Management

Dr Mohammad Nur Azhar Mazlan

Faculty of Cognitive Sciences & Human Development
Universiti Malaysia Sarawak



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Recruitment

- Is the process of attracting individuals on a timely basis, in sufficient numbers, and with appropriate qualifications to apply for jobs with an organisation (Mondy & Mondy, 2014).



Alternatives to Recruitment

- Outsourcing
- Offshoring
- Onshoring
- Overtime



External Environment of Recruitment

- Labour Market Conditions
- Active Job Seekers
- Passive Job Seekers



Task 1

1. What is Promotion from Within (PFW)?
2. Give THREE (3) advantages of practising PFW in organisation.
3. Give THREE (3) disadvantages of practising PFW in organisation.

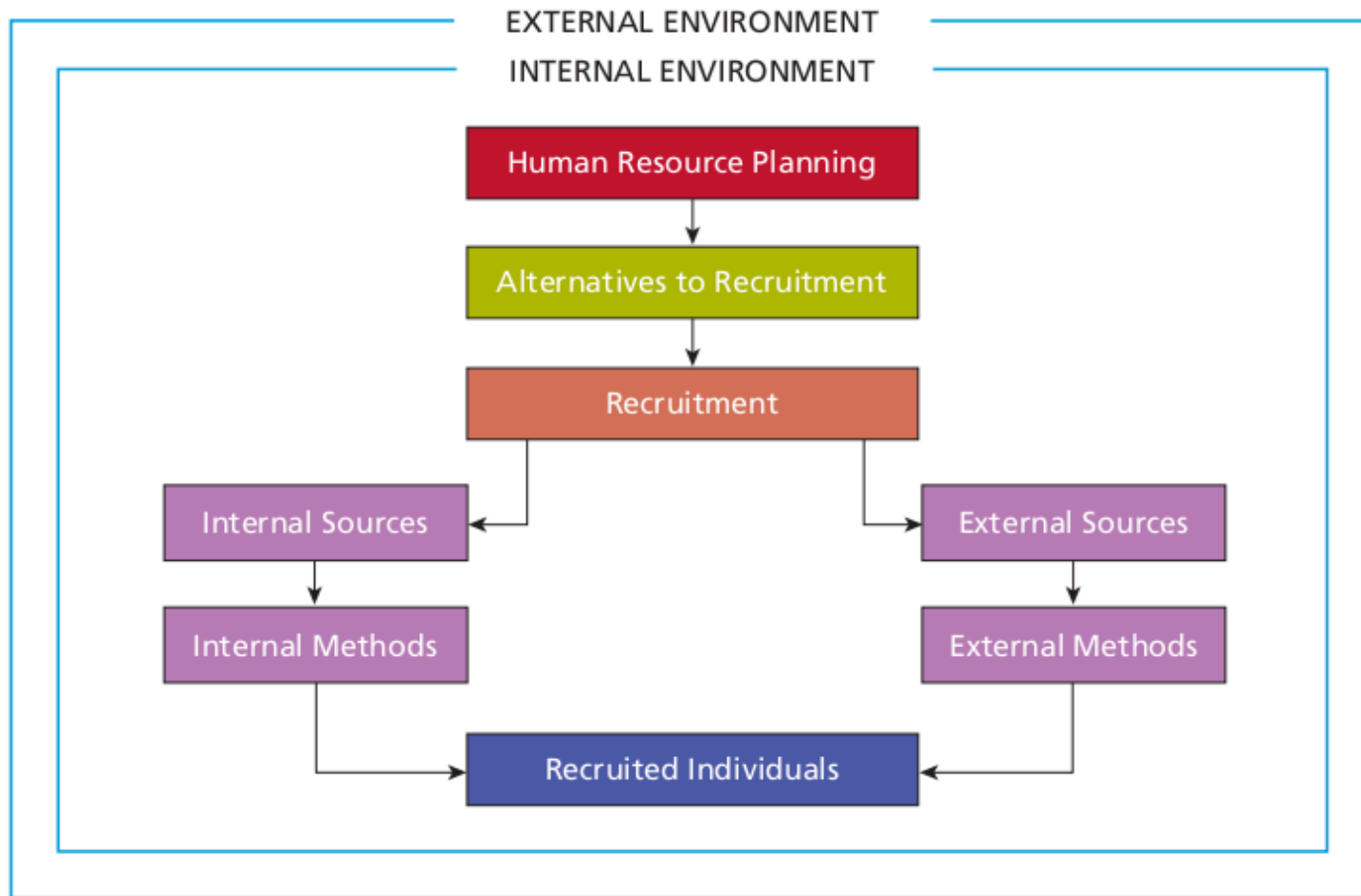


Recruitment and Technology

Social Media Recruiting



Recruitment Process



Mondy & Mondy (2014)

Contemporary and Forward Looking



Internal Recruitment Methods

- HR Database
- Job Posting
- Job Bidding
- Employee Referrals



External Recruitment Sources

- High Schools and Vocational Schools
- Community Colleges
- Colleges and Universities
- Competitors in the Labour Market
- Former Employees
- Unemployed
- Military Personnel
- Self-Employed Workers
- Ex-offenders



Technology-Based Recruitment Methods

- Mobile Recruiting
- Online Recruitment
 - Internet Recruiter
 - Virtual Job Fair
 - Corporate Career Web Sites
 - Weblogs (Blogs for short)
 - General-Purpose Job Boards
 - .Jobs



Traditional External Recruitment Methods

- Media Advertising
- Private Employment Agencies
- Public Employment Agencies
- Job Fairs
- Internships
- Professional Associations
- Competitive Games



Thank You



References

Main Reference

- Mondy, R. W. & Mondy, J. B. (2014). Human Resource Management, 13th Ed. England: Pearson Education Limited.

