

## Human Resource Management

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# Selection

- Is the process of choosing from a group of applicants the individual best suited for a particular position and the organisation (Mondy & Mondy, 2014).

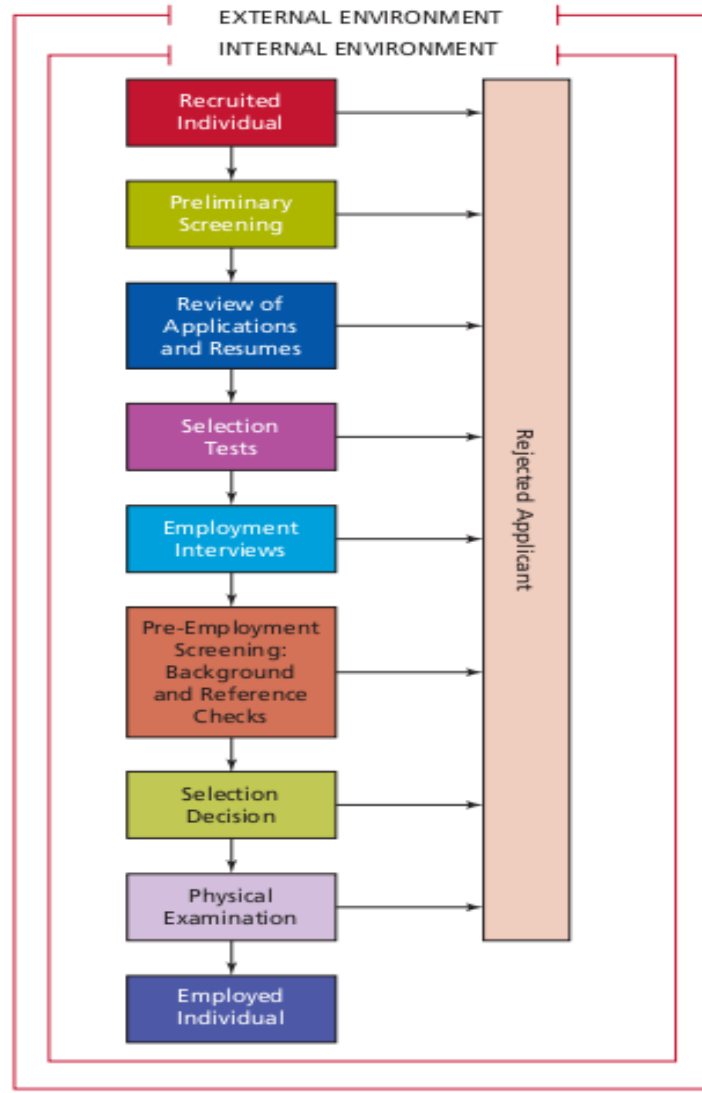


# Environmental Factors Affecting the Selection Process

- Legal Considerations
- Speed of Decision Making
- Organisational Hierarchy
- Applicant Pool
- Type of Organisation
- Probationary Period
- Organisational Fit



# Selection Process



Mondy & Mondy, 2014)



# Nine (9) Steps to Selection Process

1. Recruited individual
2. Preliminary screening
3. Review of applications and resumes
4. Selection tests
5. Employment interviews
6. Pre-employment screening: background and reference checks
7. Selection decision
8. Physical examination
9. Employed individual



# Thank You



# References

## Main Reference

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

