

Topic 2: Pa
Introduction

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Strategic HRs move practice, bringing HR in to get input on the potential impacts of important decisions in the recruiting or hiring process, discussing the employee feedback for important positions, or develop succession planning are just a few examples of what strategic HR is, as a whole, core and contributor to organizational and business goals.

Personnel selection is a complicated and resource-consuming process. Recruiters could make time, money, effort, and other investments to ensure you are making the best decision possible. This is one of the most important processes that HR conducts. You must give time or post the job to attract applicants. This is an important step in the process because it impacts the type of applicants you may get. You can post on general job boards like CareerBuilder or Monster, or on ones that cater to more specific audiences—such as The Ladders, Indeed, or Dice. You can also post jobs on job boards associated with the industry that represents the field for which you are hiring.

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Selection phases	Sequential order of interviews
Recruiting and screening	1. Read applications as you receive them.
	2. Review the applications and determine who you will interview.
	3. Screen the applicants.
	4. Determine who will become candidates for phone interviews.
Interview and selection	5. Conduct phone interviews using behavior-based interview questions.
	6. Conduct in-person interviews for in-person interviews.
	7. Conduct in-person interviews for in-person interviews.
	8. Select final candidate for the job.

This ends the prescreening process and begins the selection process.

The onboarding process typically includes an orientation, but expands beyond that to include touch points with the new employee up to 90 days post hire (time can vary widely, depending on the organization and/or the position the employee holds). Sometime prior to orientation, a new hire may be asked to take a psychological test in the form of a personality or behavioral style assessment.

- Videos (10)
- Articles (6)
- Annotations
- All Topics (1)
- Current Documents (1)

[All Topics \(1\)](#)
[Current Document \(1\)](#)

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