

Role of Leaders in Organizational Recruitment and Selection

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ABSTRACT

It is to be exclusively stated that, any organization is having a real meticulous paradigm to lead their best occupational standing in a befitting manner. On the other hand, it largely depends upon the sound manpower, which shall have to be entirely first-rated right from their professional desire to their execution within a short while. Therefore, leaders do take the very significant initiative for recruiting people do drive the organization for the comprehensive culmination of success in deed. Strategic management plays a very vital role out here. But as per my occupational inkling "Plan Management" is the ultimate principal to drag the organization towards different professional milestones as of now. No matter what is the exact volume of an organization. At the same leaders do have the chart of assessment about the entire recruitment process and accordingly all the willing candidates can have the opportunity to serve.

Keywords: Leader's role for recruitment, need of recruitment, recruitment process, prospect of recruitment

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INTRODUCTION

It is a vast procedure of an organization, where a number of efficient leaders are involved to enrich the process by recruiting a bunch of diligent candidates for an organization as per their need and the real organizational requirement. This is a very successful parity, when both the need of a candidate and the organization shall match with each and other. So that, it shall be undoubtedly possible to reach the organizational goal with words and wisdom, respectively.

As per the detailed study of [1] it has been highlighted in The Impact of Recruitment and Selection Criteria on Organizational Performance, European Centre for Research Training and Development. It has really proved about the comprehensive training and development from the perspective of organizational recruitment and selection.

Leaders do focus the following points, which are as follows:

- **Realization of Needs:** It is one of the vital considerations at all. Because without the prior need how it is possible for a leader to recruit a person. Moreover, both the needs of a candidate and the organization shall have to match with each and other. So, it shall be truly in a highest standing to have best performance from a candidate.
- **Aim of a Candidate:** Leaders do have the authority to identify the absolute aim of a candidate. So that, it shall be decided accordingly that, which position he/she should be opting for.
- **Qualification of a Candidate:** It is really very important. Because any candidate must perform through their depth of qualification only. Otherwise organization shall not be having the desired output at the end of the day.

Therefore, it has the high-end importance in all the regards.

- **Ability to Approach:** Leaders do emphasize upon this and they have the authority to judge that very ability of a candidate always. Because any decent professional approach of a candidate brings out the indispensable success of an organization. Any candidate can be really refined through this pivotal practice as well.
- **Skill of Presentation:** This quality is having an infinite scope of organizational advancement. Candidate should have the compelling skill of presentation, which is truly conducive for them to represent their appointed organization right from day one.
- **Presence of Mind:** It derives the promotional benchmark within a short while. So, leaders do evaluate that, whether a candidate is having that exquisite instinct to manage any occupational situation in deed. So, the candidate is recruited accordingly.

ESSENTIALITY OF ORGANIZATIONAL RECRUITMENT

As per the rapid organizational paradigm recruitment is the most high-priced process not only to appoint someone but to project a person to full fill the best organizational need in deed. Because any organizational achievement means the substantial reflection of team work, which is the ultimate asset for their undying professional future.

- **Refinement of Work:** It is indeed true that, organization aims for the superior manpower to accomplish the task. So, in this regard each individual should not only be sounded but they also need to realize about the present day happening of an organization. So, it shall be undoubtedly fascinating for them to drive their selves accordingly. This is how organizational

accomplishments can have the paramount refinements in a befitting manner.

- **Availability of Time:** It is a very important factor. Leaders do have the utmost propensity to recruit that bunch of efficient candidates, who are conceptually very prompt and understandable. As a result, organization shall be able to save time and they shall be able to enhance the output very shortly.
- **Satisfactory Output:** Leaders do have the real intensity to appoint candidates, who do have the promising desire to learn and have the great adaptability as well. It is really conducive for a leader to ensure the handsome output and that shall be the momentous procedure for an organization to enhance the global goodwill forever.
- **Depth of Team Building:** Appropriate recruitment of employees is the winsome backbone to construct a team. In other words, leaders are really concerned to extract the quality performance from each member of that team. As a matter of the fact is each competent member shall be performing in a team and they shall be inspired enough to put the highest effort for an organizational brilliance without any second thought.
- **Occupational Understanding:** Any organization looks at the same. Because understanding is such an everlasting attribute, which can assure the strong community and the worthwhile team performance in deed. Though leaders have been given the authority to judge a person through their different psychological evaluations.

It is indeed significant that, according to the study of [2] has been focused Implication of Recruitment Policies and Procedures for Employee Productivity in

Enugu State Civil Service. It shall definitely be appreciated in enriching the great process of organizational selection.

PURPOSEFUL PROCESS OF RECRUITMENT

Leaders are already trained to drive the process, which may be equally effective for the top-rated occupational outcome. So, leaders have to focus upon certain methodologies, which are as under:

- Usage of Advertisement Portal: It is an elementary platform to recruit people. Leaders provide the entire glimpse of their advertisement in their portal and they approach to all the candidates for applying through the candidature.
- Scope to share objective: Leaders should give an exclusive scope to those candidates to share their occupational aim. It shall be really easier for a leader to understand that, what exactly candidates are looking at.
- Useful Online Evaluation: After the entire submission is over leaders do evaluate the entire testimonials. Moreover, they decide their exact opportunity of recruitment as per the vacancy of that organization and their acquired academic qualifications, respectively.
- Screening: Leaders do screen the testimonials and evaluate their academic credentials, which is absolutely fittest for the organization at all. They do invite the candidates for the interview accordingly.
- Free Invitation: Leaders are having the responsibility to refer candidates as per the organizational needs in deed. It is absolutely easier for them to understand that, whom they are referring to for the job. Leaders do train them and include them in the invaluable interview process as well.
- Question and Answer Session: It is very essential in deed. Because leaders do ask questions and they evaluate

answers. So, it is easier accordingly to judge a candidate, weather he/she is suitable for the organization or not. On the other hand, leaders do look at their viability of answers, weather those are related for organizational elevation or not.

It is indeed true that, in the study of [3] has been focused in the Use of Social Network Sites as an E-Recruitment Tool, Journal of Transnational Management. E-Recruitment tool is playing a sheet anchor role in our global selection process in a befitting manner.

OCCUPATIONAL INTERVIEW PARAMETERS

- Personality: Interviewers/Leaders do look at the personality of a candidate. Smart candidate with presentable approach can have the best preference to get the job as per the organizational need.
- Sincerity: It is one of the chief factors for a candidate to appear for the interview. As per the great occupational introspection of a leader sincere candidates shall be able to pull the organization towards the unfading milestones.
- Quality: Candidates who have applied for a job must have some exceptional qualities to convince their interviewers in such a manner. So that, it shall be really easier for the entire interview panel to utilize that candidate for the best occupational activities in deed.
- Discipline: It is such a magnificent quality, which takes a candidate through for a towering margin of success in all the regards. So, leaders do emphasize upon this right from the beginning. This is how they do screen the fittest persons for the organization at all.
- Polite Approach: This is an exclusive quality at every phase of life, which an

interviewee should always have. Otherwise he/she shall not be able to project their ethical importance in an organization. Leaders are absolutely concerned about the same.

- **Communication Skill:** It has the infinite value not only to be approved for an organization but to establish the exact standing of a performer and to represent in a befitting manner. So, candidate must have this quality to get a job and they should drive this quality up to the last minute just due their sustainability.
- **Writing Skill:** It is exclusively essential for a candidate to crack the interview. Leaders do evaluate their skills through different wrings and different assignments as well.
- **Loyalty:** It signifies the culture and the upbringing of a candidate. So, candidate should pay the highest loyalty not only to their interviewers but their organization. Because organization is one of the massive resources to earn money.
- On the other hand as per the study of [4] has been explained in Applicant Perspectives during Selection: A Review Addressing “So what?” “What’s New?” and “Where to Next?” Journal of Management. It is worthwhile already in this context.

CORPORATE SOCIAL RESPONSIBILITY

It is one of the most pivotal movements from the end of leaders for their organizations. Leaders do ensure the CSR for the immortal occupational welfare of each employee at all. So, they should concentrate upon following points, which are as follows:

- **Work Culture:** Best work culture should be provided for the employees, where they can have the glorious environment to contribute for their esteemed organization.

- **Training Opportunity:** Leaders should arrange the spectacular opportunity for professional training. So that, it shall be really easier for the candidates to flourish them in a comprehensive manner.
- **Occupational Recognition:** Leaders should give the needful professional recognition to each employee, which is the utmost factor to motivate them and as result they can have the optimum output for the organization.
- **Noble Guidance:** Leaders should keep in their mind about the best guidance to the selected employee. So, after the interview process is absolutely over leaders have to guide them right from to refine their performance to enhance their occupational involvement. It is absolutely easy for both the ends to touch the top-rated organizational culmination in deed.

CONCLUSION

Leaders are the key for recruiting people, who are the unstoppable resource for an organization after their selection through interview. Leaders are authorized to invite people for a job. On the other hand, they have the massive responsibility to judge candidates from the perspective of psychological assessments and most notably they are the undeniable chief to promote those rising candidates through their destined organizational promotions. So, leaders are the evergreen combination of motivation, elevation and professional acceleration for an unbeaten organizational vertex forever.

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