

WRONG RECRUITMENT AND SELECTION PROCESS AND ITS SOLUTION

BY

RAJA HASNAIN TAHIR



BAHRIA UNIVERSITY
ISLAMABAD

Supervisor
Dr Arif Khattak

Dedicated to My Loved Ones & Family

ACKNOWLEDGMENTS

First and foremost, it gives me great pleasure in acknowledging the support and help of my supervisor. I take this opportunity as I'm very indebted and grateful to him and express my profound gratitude, appreciation and deep regards for his exemplary guidance, monitoring and consistent encouragement throughout the course as well as the help and guidance.

I would also thank and express deep sense of gratitude to the organizations AIR BLUE, MAGIC TECH AND PIA for their cordial support, time, valuable information and guidance, which helped me in completing this task through various stages.

Last but not least, I share the credit of my work and I thank Almighty, my parents and my friends for their constant encouragement without which this assignment would not be possible.

Sincerely,

Raja Hasnain Tahir

Abstract

The motivation behind this project is to discover the issues of recruitment and selection practices in PIA, AIR BLUE and MAGIC TECH. This study is to discover the difficulties connected with Recruitment and selection and discover approaches to help and show signs of improvement in the Recruitment and Selection process in these three organizations. This study depends on 100 responses using surveys, interviews and observation. The Results indicated that methods used in recruitment and selection process were ineffective. Representatives are confronting inconvenience in the enrollment and choice procedure. These three organizations also think that their recruitment and selection processes are not the best one for selecting the right candidate. Organizations are confronting inconvenience while they want to enroll the best and most accommodating employee for their organization. According to the research and results, it was found that due to some reasons organizations are unable to use the effective recruitment and selection process. If the organization wants to become successful in future they have to hire the best candidates. Because if right kind of applicant is decided for right occupation it might be costly however the result will be higher.

"The key for us, number one, has always been hiring very smart people." (Bill Gates)

Key Words: Recruitment and selection, Improvement, Confronting, Effective, Successful

List of Contents

1. List of Abbreviations
2. Introduction
3. Literature Review
4. Research methodology
5. Questionnaire analysis
6. Interviews
7. Recommendations
8. Conclusion
9. Annexure
10. References

LIST OF ABBREVIATIONS

- HRM(Human Resource Management)
- HR (Human Resource)
- HRD (Human Resource Development)
- PIA (Pakistan international Airline)
- R & S (Recruitment and Selection)
- R & D (Research and Development)