Student’s Name

Professor’s Name

Course Code

Date

**Complex Selection Process**

The long selection is the process of selecting the right candidates based on qualification, skills and experiment. The long process entails preliminary interview, receiving applications, screening of application, employment test, interview if the candidate is found to be suitable and reference checking,. After these have been done, the medical examination and final selection is done. The process of long selection takes much time and it involves several stages.

Most applicants view this type of selection negatively not because of anything else but due to the time it takes. It involves several stages, which many occasions some applicants opts out of the selection process by failing to turn up for interview. According to Chand (15), the negative perception is because of requirement and it takes before the process is completed. Though it is one of the transparent processes of recruiting employees, it is regarded negatively by applicants and therefore, most applicants do not prefer the process. It is the reason some candidates decide to get out of the process midway before the final selection is done.

However, long selection process is the best method to select qualifies candidates for specific job. As stated by Gatewood and Fields (5) several stages are involved and by the time a candidate is selected he or she might be the best candidate for that position. The process involves testing of credibility, skills, experience and general knowledge of a candidate and in most cases, the right candidate is obtained. It is the best method because it is very transparent. The process can attract the best and skilled candidates because it is regarded as the most transparent and open process of recruitment and therefore most qualified and good candidates would prefer it instead of other process of recruitment process.

# Works Cited

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