Selection and Staffing

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**The Use of Long and Complex Hiring Process**

Careful employee selection is an important and significant task for every employer. In some organizations, the hiring process is a long and complex one. There are various reasons that the employers give for having such a lengthy process. A complex process depicts that the employer wants to select an individual who meets all the requirements of that specific post he has applied for. It symbolizes that the employer wants to take time to select a new employee. He wants to make sure he is selecting the most appropriate candidate for his organization. In a long and complex hiring process, the candidate has to go through several steps that obviously take time. Some organizations conduct a telephonic interview, a written test, a verbal interview, and then select the candidate for the required post. It helps the employer to identify the best candidate and choose him for the workplace.

**Effects on the Organization’s Ability**

A complex and long hiring process affects the organization’s ability to attract the best candidates because there is a lack of communication that makes the candidates feel that they have been misled or dropped out. Job seekers apply in more than one organizations; they have other options as well. However, in all this long process of hiring they feel like hanging in between with no feedback at all. An expanded hiring process also affects the economic condition of the organization. The vacant seats are unfilled for a long time causing economic damage to the employer. The first impression of employers and their organizations are very important for the candidates. They assume the experience they may have working with those employers through the first meet up. The stretched process of hiring would make them believe that the employers are slow decision makers, thus, the business decision making would also be slow. There is no doubt that selection of inappropriate candidates would cause damage to the future of the organization. The employers should also try to take necessary steps that would lead to a quick and appropriate hiring so that the top-talented candidates would be selected.

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