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## Recruitment and Selection

# Employee Recruitment and Selection

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- Recruitment is required for organisational sustainability, growth, diversification, development, or where organisations seek to replace leavers. It is the initial activity undertaken to attract a pool of suitable applicants for vacancy. Sourcing candidates is the first step in the recruitment and selection process.
- Selection is the process shortlisting and selecting the most competent individual.
- Recruitment and Selection represents two sequential but separate processes, considerations in one process ultimately shape activity in the other.

