

THE IMPORTANCE OF HAVING A SCREENING PROCESS DURING RECRUITMENT

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ABSTRACT:

In contemporary organizational contexts, the screening process during recruitment emerges as a critical determinant of organizational success. This paper delves into the multifaceted significance of screening processes, elucidating their pivotal role in securing suitable candidates who align with organizational objectives, culture, and values. By examining various screening methods, from resume reviews to interviews and assessments, this research underscores their efficacy in mitigating risks, enhancing employee retention, fostering diversity, and promoting organizational growth. Moreover, it explores the evolving landscape of recruitment technologies and their integration into screening processes, paving the way for efficient and data-driven decision-making. Through a comprehensive analysis of scholarly literature and empirical evidence, this paper advocates for the strategic prioritization of screening processes as a cornerstone of effective recruitment practices.

KEYWORDS: Screening, Selecting, Implement, Rigorous, Administering.

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