

## Project Report

Topic: Recruitment & Selection process

Submitted To

**Amitava Bose Bapi**

Assistant Professor

Department of Business Administration

Uttara University

Submitted By

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Batch No: 39<sup>th</sup>

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**Submission Date: 31-08-2020**

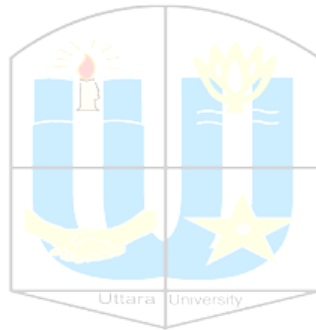
## RECRUITMENT & SELECTION PROCESS

# Uttara University

## Recruitment & Selection process

### **Project Prepared by**

**Lotfunnessa Lipy**  
ID: 2161011189



### **Project Submitted To**

**Amitava Bose Bapi**  
Assistant Professor

**Submitted Date: 31-08-2020**

# RECRUITMENT & SELECTION PROCESS

## LETTER OF TRANSMITTAL

September 2, 2020

Amitava Bose Bapi  
Assistant Professor  
Department of Business Administration  
Uttara University

**Subject:** Request for the approval of Project Report

Dear Sir,

I am a student of Uttara University here by submitting my Project Report, which is a part of the BBA Program of our university. It is a significant privilege to work under your continuous support and supervision. My report is based on **Recruitment & Selection Process** ". I have gathered adequate information to make the report for more logical and trustworthy. I have tried my best to accomplish the objectives of the report.

Consequently, it would be a great honor for me if you are kind enough to enlighten me by giving your valuable judgment regarding my report. Furthermore, if you find this report informative and useful, it would also be a huge pleasure for me. Thank you very much for your kind cooperation, concentration and patience.

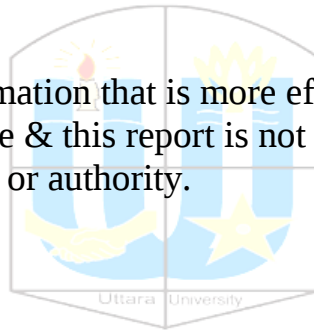
Sincerely Yours,  
Lotfunessa Lipy  
ID: 2161011189  
Batch No: 39<sup>th</sup>  
Department of Business Administration  
Uttara University

# RECRUITMENT & SELECTION PROCESS

## STUDENT'S DECLARATION

I am Lotfunnessa Lipy, **ID: 2161011189**, 39<sup>th</sup> Batch, Department of Business Administration declare that the presented Project report on “Recruitment & Selection Process” is submitted as a requirement for degree awarding of Bachelor of Business Administration at Uttara University is prepared by me.

I tried my best to collect information that is more effective neither part of the report is copied from elsewhere & this report is not submitted for any other degree or purpose to any organization or authority.



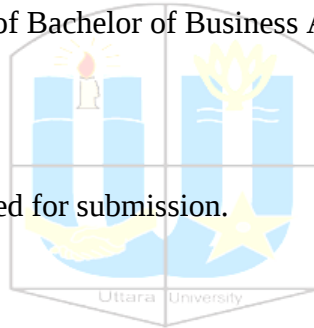
Sincerely Yours,  
Lotfunnessa Lipy  
ID: 2161011189  
Batch No: 39<sup>th</sup>  
Department of Business Administration  
Uttara University

# RECRUITMENT & SELECTION PROCESS

## SUPERVISOR'S DECLARATION

I, hereby certify that, Lotfunnessa Lipy is a student of BBA, Department of Business Administration, Uttara University, bearing ID No: 2161011189, 39th Batch, Department of Business Administration has prepared the Project Report on “Recruitment & Selection Process”. I am very much delighted after seeing the report. This project is adequate in terms of scope and quality for the award of the degree of Bachelor of Business Administration.

So, the report is highly recommended for submission.



---

Amitava Bose Bapi  
Assistant Professor  
Department of Business Administration  
Uttara University

# RECRUITMENT & SELECTION PROCESS

## ACKNOWLEDGEMENT

My acknowledgement begins with thanking the Almighty for all His blessings. First of all, I want to thank my Project Supervisor **Amitava Bose Bapi** for giving me the opportunity to do my report under his supervision and support & for providing the necessary help for the accomplishment of my report. He gave me the chance to make a paper like this one. Thanks to him for believing me that, I could do this. He made it possible for me by encouraging me in every single moment and without her constant guidance, advice and helpful nature throughout the paper it would have been near impossible to complete this so smoothly and in the allocated time. A special sign of appreciation to the people who have helped a lot during the project and I also acknowledge all the published report and papers in websites, which were required for completion of the project.

Finally, I got all necessary guidelines, cooperation and advice from my Supervisor to complete this complicated task.

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# RECRUITMENT & SELECTION PROCESS

## ABSTRACT

This report is prepared on Recruitment & Selection Process .This report help me to know the details process, Procedure and Practice of Recruitment & Selection System. I collect various/lots of Articles & Journal and then from where select few Articles and published Journal on different topics. I have prepared this report based on my experience and observation gathered from various Article & Journal. I am very much delighted that I can get lots of knowledge from these Article & Journal.

The main purpose of this report is to get knowledge about Recruitment & Selection Process from different types of Articles and Journal, which will help me in real life and in my career also. I discuss here about Online Recruitment Process and the effectiveness of online recruitment in Bangladesh. I also discuss here current recruitment scenario of Bangladesh in Public and Private sector. I also discuss here the obstacle of fair recruitment Policy.

Here I try to focus on Recruitment & Selection process with a recommendation and conclusion to improve the Process of Recruitment & Selection.

# RECRUITMENT & SELECTION PROCESS

## SECTION 1: JUSTIFICATION OF THE STUDY

Project submission is a part of BBA Program in Uttara University. This Project is required as a part of BBA Program. The main purpose of this project is to get the student exposed to the job world. Being an intern the main challenge was to translate the theoretical concepts into real life experience.

Recruitment & Selection Process has a vast area of gathering knowledge, which motivated me to choose this topic. I am interested on this topic because here I can learn the System, Process and developmental focused area of Recruitment & Selection Process.

Finally, I can say the real purposes of the Project are:

- Practical knowledge about the job responsibility.
- To experience the real corporate world.
- To compare the real situation with the lessons learned in the Academy
- To fulfill the requirement of BBA Program.

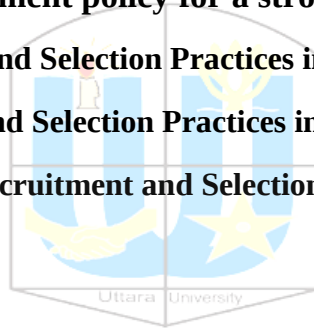
This report is prepared as a requirement for the completion of the BBA program of Uttara University. As a result, I need to submit this report based on Recruitment & Selection Process.

# RECRUITMENT & SELECTION PROCESS

## SECTION 2: OBJECTIVE OF THE STUDY

The purpose of this report is get adequate knowledge about Recruitment & Selection Process. However, I have selected 5 articles for this report whereas the main objective of this report and the objective of that articles are in same level i.e. given below :

- To know about **Effectiveness of Online Recruitment and Selection Process**
- To know about **A fair recruitment policy for a stronger government**
- To know about **Recruitment and Selection Practices in Public Sector Organizations**
- To know about **Recruitment and Selection Practices in Private Sector Organizations**
- To know about **Discovering Recruitment and Selection Practices in Bangladesh**



# RECRUITMENT & SELECTION PROCESS

## SECTION 3: METHODOLOGY

The study is conducted in a systematic procedure starting from selection of the topic to final report preparation. **For this report, I have collected more than 10 articles and from which selected five best fit articles, which is related with my topics,** the overall process of the methodology followed in the study is explained further.

## LITERATURE REVIEW

Recruitment is the procedure of creating a pool of proficient applicants applying to an organization for employment. Most carefully associated to job specifications may ultimately be selected for the job with candidates' job specifications. Any organizations become worried when it made a mistake in recruitment. According to Armstrong (2006) the number of appropriate and capable applicants to satisfy the needs of the organization at the tiniest cost which is the ultimate aim is to acquire. By the meaning of classifying, assessing and using the most suitable foundations of applicants, the organization invites applicants. According to El-Kot and Leat's (2008) statement is that recruitment initiates with advertising current vacancies. It is the action that associates the employees and the job seekers. It can also be well-defined as a procedure to determine the foundations of manpower to meet the obligation of the employment plan and to employ actual measures for fascinating the manpower in satisfactory numbers in order to simplify the actual selection of a well-organized working force (Edwin B Flippo, 1980)

This report is prepared on Recruitment & Selection Process .This report help me to know the details process, Procedure and Practice of Recruitment & Selection System. I collect various/lots of Articles & Journal and then from where select few Articles and published Journal on different topics. I have prepared this report based on my experience and observation gathered from various Article & Journal. I am very much delighted that I can get lots of knowledge from these Article & Journal.

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# RECRUITMENT & SELECTION PROCESS

Here I try to focus on Recruitment & Selection process with a recommendation and conclusion to improve the Process of Recruitment & Selection.

## SECTION 4: DISCUSSION

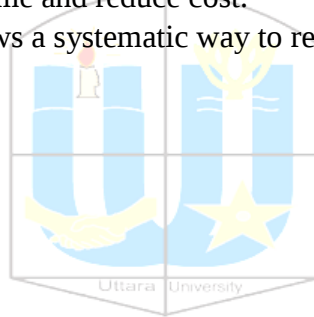
I am discussing here different types of articles on Recruitment & Selection Process based on objective.

### **Objective 1: To know about Effectiveness of Online Recruitment and Selection Process**

1. Online Recruitment & Selection Process is a vast area of learnings. I have learnt many new things from this article.

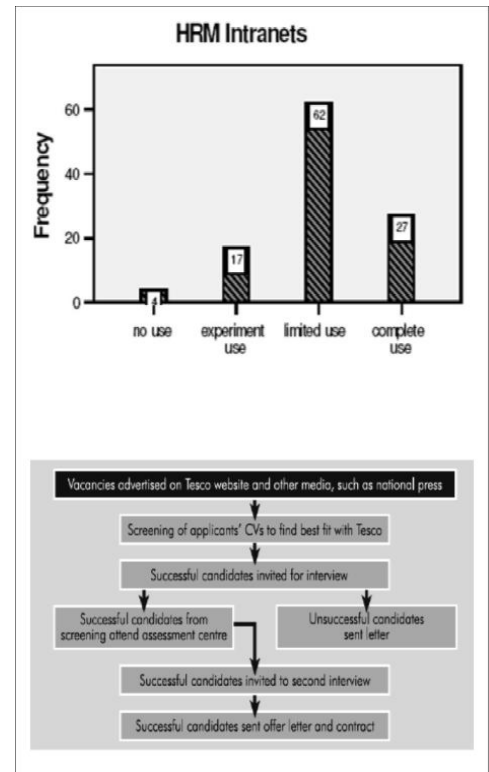
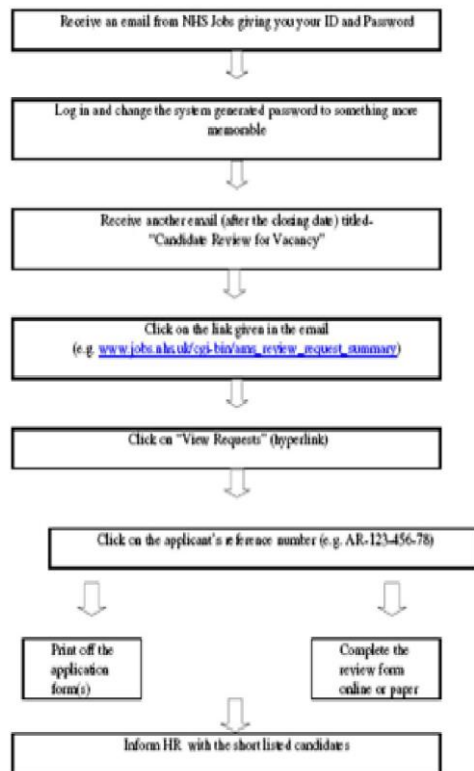
I learnt here:

- Effectiveness of using Internet to Recruit & Select People.
- Online Recruitment saves time and reduce cost.
- E-recruitment process follows a systematic way to recruit people on the basis of Recruitment Guideline



## RECRUITMENT & SELECTION PROCESS

- The purpose of this paper is to give an overall assessment of effectiveness of using internet to recruit and select people. For this research paper, exploratory, theory-building approach is used. Online recruitment is effective in terms of saving cost of recruitment and selection. Case exploration about the effectiveness of online recruitment and selection depicts that it saves time to hire and reduces recruitment cost. Other firms



working in different industries can use effectiveness of online recruitment and selection process,

Here described- There are two forms of online recruiters that can be categorized as corporate recruiters and third party recruiters. The difference between these two categories is that in third party recruiting, jobs are not limited like corporate recruiters. Organizations have adopted several advanced modes to perform their human resource practices like recruitment, selection, training and development, performance appraisal etc. Online recruitment is effective in terms of speedy information collection of applicant, giving detailed and uniform data; this finding is further supported by study, which argues that to speed up the recruitment process, online recruitment is considered as the best practice. Online recruitment is also effective in terms of performing talent management process.

- Analysis of the case on the effectiveness of online recruitment identifies some positive suggestion that use of online recruitment is effective. This case reveals various pros of using online recruitment and selection.

## RECRUITMENT & SELECTION PROCESS

**Time to hire:** Online recruitment saves Time to hire that is perceived in the case of Tesco. With the help of online recruitment and selection process, Tesco has attained the status of just in time hire process.

**Recruitment and Administration Cost:** Online recruitment and selection procedure also saves cost of recruitment and administration recruitment.

**Competitive edge:** It is also revealed that use of online recruitment and selection also provides a competitive Edge to the firms.

**Speedy Data collection:** Online recruitment and selection also helps in terms of gaining advantages based on speedy data collection regarding candidates.

### **Objective 2: To know about A fair recruitment policy for a stronger government:**

1. In this journal, mainly discussed on fair recruitment policy and the various barriers of a recruitment process. Here I learnt how Quota and Viva Voce creates the barriers for a fair recruitment.
2. From this Article, Writer focused on Say “No to Quota”

**In Bangladesh,** quotas and viva voce are the two main barriers to fair recruitment in the public services. The number of vacant positions is already severely disproportionate to the size of the population and more specifically, the annual number of new entrants to the workforce, which is more than two million. The system of quotas, which occupies more than 50 percent of the public-sector jobs, is ruining the spirit of competitive hiring under Bangladesh Public Service Commission (BPSC) I think the percentage of job quotas should be reduced to, say, 10 percent for the sake of competitive recruitment. According to the Constitution, all citizens of the country should get equal treatment in all areas of public services.

From a theoretical perspective, quota-based recruitment is not conducive to labour productivity. The production function in economic theory is composed of three major things: labour, capital, and technology. Labour with medium quality cannot help develop high-quality capital and fails to invent or adopt the best technology for stimulating growth. A poorly trained doctor cannot perform surgery efficiently. A half-educated dentist is likely to extract the wrong tooth. We see these symptoms of inefficiency when government administrators, once selected through quotas, cannot execute a project skillfully and in a timely fashion. Our economy cannot afford this type of system loss in the name of favouring multiple segments under the quota system in an

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otherwise homogenous society. It is simply unfair, and let us get rid of it gradually to ensure a purely talented administration.

Of course, the system cannot be eliminated. Keeping some quotas for the candidates from aboriginal or indigenous communities is a universal practice. We should also honour that practice. Additionally, keeping a reasonable number of quotas for women is also imperative to ensure greater participation of women in the labor force and thus to foster women's empowerment. All other quotas, frankly speaking, are unnecessary and quite unjustified. An outright elimination of all quotas may not be a practical decision, hence the need for gradual elimination. Some quotas will also have proved unnecessary over time. Women, for example, will occupy better positions in the future as their academic results in recent years signal so.

After independence, the quota for freedom fighters in government jobs was justified, but its wholesale extension to their next generations has done more harm than good. There have been a number of reported incidents in which job applicants resorted to dishonesty to manufacture the freedom fighter identity, which is disturbing, to say the least. The relevant ministry's main job now seems to be focused on stretching out the list of freedom fighters. Moreover, we will not be surprised if the list one day engulfs the entire population. The freedom fighters fought for the nation in 1971 without any expectation of having quota advantages after independence. They did so because they loved their motherland. We owe a great debt of gratitude to them, but a bundle of salaried jobs cannot pay back that debt.

Secondly, the provision of giving too much importance to viva voce breeds nepotism, favoritism, and bribery, and ultimately fuels corruption to take a permanent seat in the public recruitment system. Viva voce may have a small allocation of marks, say, 10 percent, but passing the viva separately should not be made mandatory for the job seekers. The meritorious candidates from poor backgrounds or from disadvantaged groups don't have their “uncles” to make fortune-changing phone calls to the members of the viva boards. There is no one to stand beside those “unlucky” jobseekers. Let us change these institutional systems that breed corruption and inefficiency in the public-sector recruitment process. We cannot expect a strong public administration until we go for a selection model almost entirely based on merit.

3. In an economy where the number of unemployed people is over 70 lakh, the public sector has to play a pioneering role in ensuring a fair and scientific recruitment system and set an example for all others—banks, corporations, private enterprises—to follow. This reform will

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make the young generation less frustrated, and motivate them to strive for the best by dint of merit and hard work, not by the unfair grace of quotas or “uncle-influenced” interviews.

### **Objective 3: To know about Recruitment and Selection Practices in Public Sector Organizations**

1. In this Article, Focused on Current Scenario of Recruitment & Selection Process in HRM Practices in Public Sector Bangladesh based on secondary sources. Here explained the institutional contexts of the four main generic HRM functions: recruitment and selection, training and development, pay and performance appraisal and industrial relations practices. Here, also highlighted recent developments and future challenges with regard to HRM practices.
2. This report mainly focused on the current state of HRM practices is far below the level Bangladesh needs to achieve. Empirical research on HRM in Bangladesh is still rare, and only a few studies have been published, usually on specific issues of HRM practices, in recognized and credible journals The highlights of the survey are presented in the following (Box 1) which could help to illustrate a partial scenario of HRMin Bangladesh.

The Bangladesh Public Service Commission (PSC) conducts all recruitment and selection activities for public sector organizations on behalf of different government ministries, departments and divisions, as well as different individual enterprises (Karim, 2007). Civil service officials in Bangladesh are categorized horizontally into 29 cadres and vertically into six ranks in different ministries and departments (PSC Annual Report, 2013). The competitive examination conducted by the PSC is known as the Bangladesh Civil Service (BCS) examination and it assesses applicants' knowledge on various compulsory and elective subjects, a psychological test and an interview. Then, the scores in each of these components are combined to indicate an applicant's overall performance from different perspectives (PSC Annual Report PSC, 2013). The recruitment rules formulated by the Ministry of Establishment prescribe the method of recruitment, qualification of candidates, age limit, syllabi for examinations and other aspects of the selection process of BCS cadre officials.

However, civil service recruitments in Bangladesh have been characterized by irregularities, inconsistencies and political intervention. Furthermore, political leaders have tried to control bureaucrats by recruiting similar ideological applicants into the civil service (Bhuiyan, 2011;

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Ehsan, 2008; Karim, 2007; TIB, 2007). Now, the PSC has become an instrument of political patronage and is blamed for anomalies and unfairness in the civil service recruitment process. Civil service officers recruited in different years are labelled by some as “Political Cadres” because of the direct influence of political leaders in the recruitment process (Haque, 2011; TIB, 2007). In fact, the selection process in the civil service examination left considerable room for political leaders to influence recruitment, because these leaders selected members of the PSC based on the members’ ideological orientation. The formation of interview boards, appointment of psychologists, the subjective judgement of applicants’ suitability (either a pass or a fail) and the importance placed on oral interviews all provide opportunities to manipulate the selection process (Sarker, 2006; TIB, 2007). The recruitment of non-managerial employees is usually within the jurisdiction of unit or plant managers. These managers, in consultation with the corporation or ministry-level personnel officers, determine the educational requirements, grading, pay structures and other aspects of jobs. Public sector organizations need to advertise regular or permanent jobs in the newspapers and maintain a formal selection procedure. However, in most cases, unsolicited employees are recruited on a parttime or job-sharing basis after recommendations from existing employees and other pressure groups, and are later absorbed into permanent posts or vacancies within the government guidelines (Jacobs, 2009). The selection procedure for non-managerial

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employees usually involves a written general knowledge test and an interview, which explores their basic ideas about the relevant job. However, whilst there are formal, specific policies guidelines in the government departmental recruitment and

selection procedure, in practice, organizations recruit employees without necessarily having vacancies (TIB, 2007). In addition, when vacancies do exist, they are filled on ad hoc basis before being advertised externally. In reality, it is impossible to secure employment in public sector organizations without having contacts within the organizations or with influential people of the ruling government party (Haque, 2011; TIB, 2007).

3. First, it revealed some changes or evolution of new HRM practices in public sector organizations in Bangladesh. Managers need to be aware of such developments and should reform their HRM department. Otherwise, they will suffer competitive disadvantage due to old-fashioned HRM.

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### **Objective 4: To know about Recruitment and Selection Practices in Private Sector Organizations**

1. In this Article, Focused on Current Scenario of Recruitment & Selection Process in HRM Practices in Private Sector Bangladesh based on secondary sources.
2. Private sector owners and managers consider the recruitment and selection of employees a personal matter and use informal recruitment channels. Private sector organizations are not bound by legal requirements to advertise jobs in the press or to maintain any formal recruitment and selection process (Absar, 2011; Mia & Hossain, 2014). They recruit as and when they feel it necessary, and appoint those whom they consider suitable after personal consideration. Friendship and kinship tend to take precedence over qualifications and skills as owners/managers fulfil their social obligations to support relatives and friends (Chowdhury & Mahmood, 2012).

- About 33 per cent of organizations used internal referral and word of mouth in the employee recruitment process. Use of social media and mobile applications are very limited (i.e., less than 10 per cent) in the recruitment process
- Around 40 per cent of the organizations use formal background or reference check in the selection process.
- About one-third of the organizations indicated outsourcing recruitment process
- Sometimes in the past to recruitment managerial employees.
- More than 25 per cent of the organizations do not conduct training need analysis and do not provide training to employees on regular basis.
- Performance appraisals indicators include mostly functional achievements rather than behavioral aspects of the jobs. However, IT and telecommunications
- Sectors are leading to introduce structured performance appraisal system and employee training need identification process.
- More than 55 per cent of the organizations do not have any defined employee reward and recognition programme. However, 66 per cent organizations of first moving consumer goods, pharmaceuticals sectors and telecommunications sectors reported to have short-term incentive programmes.
- About 95 per cent of the organizations do not provide long-term incentives to retain employees.
- About 75 per cent of the organizations have structured mechanisms to deal with employee grievances.

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3. Bangladesh is a rising country as well as its private sector is also rising. So, The management should follow the HR rules & work in a systematic way only then we will get benefit.

### **Objective 5: To know about Discovering Recruitment and Selection Practices in Bangladesh**

To remain competitive, employees play one of the most vital roles in companies. They can also be one of the most lavish burdens in a company has if they do not fit the organizational needs and requirements.

The examination investigated and outlined the different enrollment what's more, choice techniques being used in Bangladesh



## SECTION 5: FUTURE FORWARD

For fair Recruitment & Selection Process in Bangladesh we should follow below things

- Focused on Online Recruitment based on merit
- Quota & Uncle influenced Viva voce should not consider in future
- In Public Sector, All Recruitment & Selection should be free from political influence.
- In Private Sector, Company should not be appointed based on relation
- Every Organization should follow the systematic Recruitment Policy.
- Right People should be in Right Place- This slogan should be implemented in Recruitment & Selection Process.

## CONCLUSION

## RECRUITMENT & SELECTION PROCESS

Bangladesh is a developing country. There are lots of opportunity to grow up. To grow up in all sector we have to set right people in right place. Therefore, Recruitment & Selection is a way of gate to get better result from employee. If our recruitment is wrong, we will face sufferings for a long time. In some cases for life time also.

In this report, I have implied my experience and knowledge from HR courses with real life scenario. I have tried giving my level best to identify how the Recruitment and selection process is done in Bangladesh, What is the present scenario of HR Practice in Public & Private sector in Bangladesh. Bangladesh Govt. should take best initiative for establish Recruitment & Selection Policy.

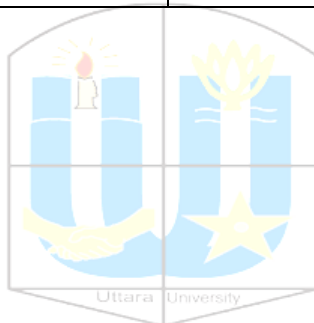


### Introducing Consulted Articles

| SL | Article Title                                                                             | Author(s)                                  | Journal Name                                                       | Volume & Issue | Year | Publisher                                          |
|----|-------------------------------------------------------------------------------------------|--------------------------------------------|--------------------------------------------------------------------|----------------|------|----------------------------------------------------|
| 1  | Effectiveness of Online Recruitment and Selection Process                                 | Aakash Gopalia                             | World Applied Science                                              | -              | 2012 | World Applied Science, 2012                        |
| 2  | A fair recruitment policy for a stronger government                                       | Biru Paksha Paul                           | The Daily Star                                                     | -              | 2017 | The Daily Star                                     |
| 3  | Human Resource Management Practices in Bangladesh: Current Scenario and Future Challenges | Monowar Mahmood & Mir Mohammed Nurul Absar | Recruitment and Selection Practices in Public Sector Organizations | -              | 2015 | South Asian Journal of Human Resources Management, |

## RECRUITMENT & SELECTION PROCESS

|   |                                                                                           |                                                     |                                                                     |                                                                |      |                                                                      |
|---|-------------------------------------------------------------------------------------------|-----------------------------------------------------|---------------------------------------------------------------------|----------------------------------------------------------------|------|----------------------------------------------------------------------|
|   |                                                                                           |                                                     |                                                                     |                                                                |      | sage Publications                                                    |
| 4 | Human Resource Management Practices in Bangladesh: Current Scenario and Future Challenges | Monowar Mahmood & Mir Mohammed Nurul Absar          | Recruitment and Selection Practices in Private Sector Organizations | -                                                              | 2015 | South Asian Journal of Human Resources Management, sage Publications |
| 5 | Discovering Recruitment and Selection Practices in Bangladesh                             | Md. Manik Hossain Saiful Kabir Rezwanul Islam Rezvi | Discovering Recruitment and Selection Practices in Bangladesh       | ISSN (Print): 2222-7426, ISSN (Online): 2222-8412 Vol 10 No 02 | 2017 | British Journal of Business Design & Education                       |



### Appendix 2

Compilation of Objectives/ Purposes/ Questions/Hypotheses Addressed by the Articles

| Article | Objectives/ Purposes/ Questions/Hypotheses                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | The purpose of this paper is to give an overall assessment of effectiveness of using internet to recruit and select people with the case reference to Tesco. For this research paper, exploratory, theory-building approach is used. Online recruitment is effective in terms of saving cost of recruitment and selection. Case exploration about the effectiveness of online recruitment and selection depicts that it saves time to hire and reduces recruitment cost. Effectiveness of online recruitment and selection process can be used by other firms working in different industries, |
| 2       | The objective of this journal is to identify the various barriers of a recruitment process. In Bangladesh, quotas and viva voce are the two main barriers to fair recruitment in the public services. The system of quotas, which occupies more than 50 percent of the public-sector jobs, is ruining the spirit of competitive hiring under Bangladesh Public                                                                                                                                                                                                                                 |

## RECRUITMENT & SELECTION PROCESS

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|---|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|   | Service Commission (BPSC). Secondly, the provision of giving too much importance to viva voce breeds nepotism, favoritism, and bribery, and ultimately fuels corruption to take a permanent seat in the public recruitment system. Viva voce may have a small allocation of marks, say, 10 percent, but passing the viva separately shouldn't be made mandatory for the job seekers. The meritorious candidates from poor backgrounds or from disadvantaged groups don't have their “uncles” to make fortune-changing phone calls to the members of the viva boards. |
| 3 | The aim of this study is to assess current HRM practices in Bangladesh, as well as the future challenges the country faces. Based on secondary sources, we explain the institutional contexts the main generic HRM functions: recruitment and selection. Mainly, Focused on Public Sector HRM Practices.                                                                                                                                                                                                                                                             |
| 4 | The purpose of this report is to analyze Current Scenario of Recruitment & Selection Process in HRM Practices in Private Sector Bangladesh and how to overcome from current situation.                                                                                                                                                                                                                                                                                                                                                                               |
| 5 | The paper prepared to emphasis on recruitment and selection process in Bangladesh. The key objective of this paper is to isolate wide-ranging practices which organizations usage to recruit and select employees. The procedure of searching for potential employees and encouraging them to apply for jobs in the organization is known recruitment. In addition, the procedure of an organization picks from amongst the candidates, those people whom they think would be the best encounter the job obligation, seeing present conservation circumstance.       |

### Appendix 3

#### Complication of Methods

| Article | Method                                                                                                                                                                                                                                                                                     |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | Exploratory and Qualitative research approach is selected for this research. In this research, theory building approach is followed. This research uses two methods for data collection one is Case study method and another one is literature review (Goddard & Melville, 2004). Building |
| 2       | The purpose of this report is focused on the barriers in Recruitment & Selection Process in Bangladesh. Data has been collected from various journal, Newspaper, Govt. Statistical data.                                                                                                   |

## RECRUITMENT & SELECTION PROCESS

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                 |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3 | The purpose of this article is to provide an overview of Current Status in Public Sector and future prospects of developing systematic and high-performing HRM practices in Bangladesh. Therefore, various secondary sources and materials were used to review the situations. The sources comprised of articles in academic journals, professional magazines and newspapers on HRM practices in Bangladesh.                                    |
| 4 | This article focused on an overview of Private sector Therefore, various secondary sources and materials were used to review the situations. The sources comprised of articles in academic journals, professional magazines and newspapers on HRM practices in Bangladesh.                                                                                                                                                                      |
| 5 | The examination is of a non-trial, exploratory nature with blended subjective and quantitative research methodological forms. A subjective organized interview was utilized to gather information taken after by an elucidating, quantitative information examination. Moreover, openness is constrained as not all associations in the area have organization sites on which contact particulars are distributed for inquiring about purposes. |



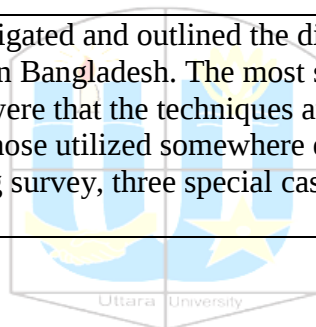
### Appendix 4

#### Compilation of Conclusions

| Article | Conclusions                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1       | This study has explored the effectiveness of online recruitment and selection process, It has been investigated that internet recruitment and selection are effective in terms of saving recruitment cost, reducing time to hire and helping companies in developing competitive edge, market image and attracting right skilled candidates. Online recruitment is also effective in terms of managing talent process that is also considered effective. It has been investigated that e-recruitment will likely to grow in coming years. |

## RECRUITMENT & SELECTION PROCESS

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|---|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2 | the public sector has to play a pioneering role in ensuring a fair and scientific recruitment system and set an example for all others—banks, corporations, private enterprises—to follow. This reform will make the young generation less frustrated, and motivate them to strive for the best by dint of merit and hard work, not by the unfair grace of quotas or “uncle-influenced” interviews. We cannot expect a strong public administration until we go for a selection model almost entirely based on merit. |
| 3 | As a review paper, this study tried to assess current scenarios and future prospects of HRM practices in Bangladesh. Based on the findings of the study, future researchers could explore the following issues for further development of HRM research in Bangladesh.                                                                                                                                                                                                                                                 |
| 4 | Effectiveness of those practices usually varies based on industry, sector, markets and competitiveness of the economy. Future research could find effectiveness of those combinations of HRM practices in different sectors or industries in the economy as well as for different levels of employees, and prescribe more specific.                                                                                                                                                                                   |
| 5 | The examination investigated and outlined the different enrollment what's more, choice techniques being used in Bangladesh. The most significant discoveries on both enlistment and choice were that the techniques and procedures utilized as a part of Bangladesh were like those utilized somewhere else around the world, in any case, according to the writing survey, three special cases were found in enrollment.                                                                                             |



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