

Recruitment Selection Tools

Following are the tools of effective selection:

1. Background check

The past of the candidate doesn't define that how they going to behave and react in the future. The main goal is often to make sure that the applicant was honest with the information provided, and honesty is very important in any position but even more so in retail oriented position

2. Personality inventory

The main thing they looking fir in this is the honesty, especially when they are directly involve in cash and physical products kind of jobs. The anger level of the employee, how they are going to handle the stressful situation. The overall stability of candidate is being tested.

3. Drug Test

This the most test in selection process. You can't handle the organizational operations to the addicted person. Their absenteeism level always remains high.

4. Behavioral analysis

In this tool we analyze the insight of the candidate. Behavior refers to the everything we do. Personality and behavior are the two different things. The way a person behaves is depend upon their personality.

5. Interviews

No employee selection process is complete an face-to-face interaction with the applicant. We cover the topics which are in the application forms and test. They ask multiple questions like:

- Why did you left your previous job?
- What are expectations for this job?
- Tell me about a time you had a disagreement with a fellow co-worker or manager.