



Challenges Faced By HR During Recruitment

Presented By- Kumari Shalinee

Roll No-0763

Guided By- Dr Monika Chaudhary

INTRODUCTION

Human resources department deals with entire workforce of the organization. Human capital forms the most important part of any organization. The Human resource department performs all the management activities related to employees like recruiting, onboarding, employee benefits, employment standards, employment terms and conditions and overall well-being of individuals working for the organization.

Research Question and Objectives

Research Question

- What are the challenges faced by the Human Resources Department during recruitment process?

Objectives of the review

- To enumerate and understand the challenges faced by the Human resources department during recruitment process.
- To understand the challenges faced by Human resources department in Healthcare sector during recruitment process.
- To identify and elaborate suitable solutions to deal with these challenges faced by recruiters.

Rationale and Limitation

- Recruitment is a process of finding most suitable candidates for a particular post.
- There is need to understand the challenges faced by Human resources department especially in healthcare sector so that proper strategies can be made to deal with these challenges and help recruiters to acquire and retain the talent required by the organizations.
- The scope of this study is limited to the research papers published and other available literature on the challenges faced by human resources department researched for the study, so extrapolation of results of this study is not possible because challenges faced by HRD vary with many factors like geographical factors, economic, political and societal factors.

Methodology

- The study was conducted at Cloudnine Hospitals Corporate crib office at Bengaluru, Karnataka. The study is a Descriptive study by design. The study was conducted from 25th March, 2020 to 25th April, 2020. The entire study consisted of 4 weeks.
- Research was carried out by studying 10 published research papers on challenges faced by Human resource department.
- The study was conducted in three phases: Planning the review, conducting the review and organising the results.

Methodology

- Planning phase included searching for published papers, articles, snippets and blogs on challenges faced by Human resources department .
- Conducting the study included detailed research and understanding of the challenges faced by Human resources department and various solutions applied to deal with these challenges.
- The final stage of the study involved organising the results in the form of major challenges faced by the HRD in each step of the recruitment process and suggesting solutions to deal with these challenges.

RESULT

Major challenges are enumerated below:

- Building a strong Employer brand
- Lack of Qualified candidates
- Expanding candidate outreach
- Tracking passive candidates
- Getting the right candidate
- Building a good talent pool for the organization
- Enhancing candidate experience
- Maintaining diversity of workforce
- Eliminating bias in recruitment process
- Ensuring team collaboration for recruitment process
- Streamlining and standardization of Recruitment process
- Outdated Recruitment technologies
- Integration among different recruitment platforms

RESULT

Study and research for challenges in recruitment especially in Healthcare sector yielded following challenges specific to healthcare recruitment:

- Race in Hiring of New graduates
- Experience Vs Education Dilemma
- Location based challenges
- Lengthy recruitment process
- Workforce Diversity problem

RESULT

After detailed research and understanding of the various challenges faced by HRD during recruitment following interventions can be taken to deal with these challenges:

- Employer Branding Strategy
- Employee referrals
- Multichannel recruitment strategy
- Talent pool development
- Candidate Relation Management
- Focus towards maintaining workforce diversity
- Bias elimination strategy