

Mr. Barmeshwar Singh  
Faculty of Vocational courses  
(B.B.A, B.COM and BCA)

D. K. College, Dumraon

Subject:- Human resources management  
Unit-01

Topic:- Nature and Importance of Selection

Although an effective recruitment programme can provide numerous job opportunities, there still remains a crucial element of selection of the most suitable human resources with a view to place them in vacant position in the enterprise. The selection procedure is concerned with securing relevant information about applicant. The objective of selection process is to determine whether an applicant meets the qualification for a specific job and to choose the applicant who is most likely to perform well in that job. Selection means rejection of candidates for a position and it is considered a negative process accordingly. According to

"Gale Yoder" → "Selection is the process in which candidates for employment are divided into two classes those who are to be offered

employment and those who are not. Selection means a process by which the qualified personnel may be chosen from the applicants offering their services to the organisation for employment. ✓