A Study on "Recruitment and Hiring"

Mohammed Fardeen, Prof. Ms. Syeda Tasmiya A, Mercy Poulian K2, Monish D

School of Economics and Commerce, CMR University, Bengaluru, Karnataka

Abstract: *The present research discusses the recruitment and hiring process within organizations and their influence on the quality of workforce and organizational performance. It dwells on the traditional and modern approaches to recruitment, the impact of technology in the hiring process, and some of the challenges including bias, talent shortages, and employee retention. The aim is to analyse how firms can improve their hiring practices to access top talent. The results suggest increasing use of digital recruitment methods, such as AI-based screenings and social media sourcing. The article ends with suggestions for enhancing efficiency and fairness in hiring..*