

The recruitment process involves several stages: receiving applications, scrutinizing them, conducting preliminary interviews, administering selection tests, checking references, conducting employment interviews, and conducting a medical examination. The selection process is crucial as it reduces the number of applicants, assesses candidates' character, contributes to a lower turnover rate, and saves time in recruitment and orientation. Placement involves assigning a specific job and responsibilities to the selected candidate, while induction introduces the new employee to the organization, provides necessary information, and fosters a sense of belonging. Both placement and induction are essential for a smooth transition into the workplace and employee satisfaction.