**ID 13767**

**DEPT BBA**

**SESSION SUMMER**

**SUBJECT HRM**

**ASSIGNMENT RECRUITMENT AND SELECTION**

**SUBMITED BY ABID ULLAH**

**SUBMITED TO SIR, WAJAHAT GULL**

**SUBMITED ON 30, SEPT, 2020**

**Apple Company**

**Recruitment process of Apple Company**

The director of human resource at apple headquarters complete the following documents before is an announcement the position:

* Recruitment request from
* Job description
* Job classification and suggested salary range
* Interview question
* Test/ skill evaluation tools
* Criteria for evaluating candidates

The human resource department announces the one position and draft advertisement. People find job through advertising. Receiving complete application/resume and begin the review process. Applicant are accepted or rejected on the basis of their qualification and experience in the field of engineering and management.

**Selection process**

The criteria for selection is determined before the actual screening take place. Once the screening is complete using the criteria of performance and experience, the hiring unit interviews at least three applicants. Committee/face to face interview, the interview include questions that are relevant to the job under focus. The interviewing panel members have to fill the interview evaluation form for each applicant interviewed which is submitted to the human resource management. The interview might last for 20 minutes and it was said that the candidate will be notified within 3 to a week span. The rejection which happen to most of the applicants will be notified either using emails or phone calls, but it was more common that it will be done through emails. Reference check before an offer can be made to the selected candidates a reference check has to be done by the hiring manager. This manger would personally contact all the reference to complete the candidate reference check.

Conclusion

The main conclusion that can be drawn is we found to be the most interesting about Apple is how they are very innovative and early adapters. Apple is usually the first company to come out with a new product line before anyone else. This is very risky but it seems to be working to Apples advantage. This shows that taking risks can sometimes make or break you and Apple has great potential and has a lot to improve. Currently, Apple is demonstrating negative aspects of TNCs, contributing to international debt crisis through exploitation of workers. In a way, Apple is promoting debt crisis in LDCs by accessing their labor and raw materials on the cheapest possible terms. If it is willing to play the role of a beneficial TNC, the global economy can certainly benefit. Furthermore, people in the least developed countries, and the environment, will benefit as well. This requires a change from all stakeholders: the company itself, the consumers, the shareholders, and the workers. It is important for a TNC to progress towards beneficial behavior because this can determine people's view on progressing towards further globalization, as influenced by neo-liberalism.

Recommendation

Apple has clearly been able to positively utilize a detailed marketing and sales strategy based around the user. While the majority of apples ideas have resulted in a success, there are a few strategies that have resulted in failures. For this, I have come up with a list of recommendations to help apple continue to expand and grow. Here is my list of recommendations:

* Place more emphasis on global expansion with consideration to price adjustment.
* Open more apple retail store location, both domestically and internationally.
* Continue to innovate and engineer new product.
* Decrease delays consumers by increasing shipment size to retail stores.
* Strengthen relationships with Google and PC industry giants.