**Question-1:**

What do you understand by the term “Global Village “. How are organizations adapting to this concept? Give example of any current organization following this trend.

**Answer:**

The concept of a global village has been brought about by the rapid development of information technology, the global media and faster lower cost travel. We now know what is happening on the other side of the world. But does that make us a ‘village’.? There are few shared values and limited intercultural understanding in today's business world. One of the challenges confronting business is how to succeed in a culturally diverse, interdependent business environment. This paper explores the significance of cultural diversity for business success and provides a framework for bringing about the necessary changes.

* **How are organizations adapting to this concept:**

The employee of the future will most probably not be sitting at a desk from nine to five. Future workspaces may be made up of meeting spaces, and the notion of nine to five might gradually disappear, with staff working ad hoc hours to fit around their home commitments.

Offices may well disappear and instead miniature business centers could spring up near satellite offices. Increasingly, people will work from home as organizations cut down their overheads on office space and use remote locations. Better technology infrastructure will make distributed working easier. All of this will have a positive impact on health and stress levels.

With this new-age worker in mind, many employers are now considering remote working and working from home as viable options in their recruitment drive.

Recruitment websites, including Remote Employment and BCSRecruit.com, will come to the fore and take the lead in recruiting tomorrow's workers. Currently, around 3.1 million people usually or regularly work from home and this is likely to double in the near future.

Flexible working practices, such as remote working and working from home, can increase business productivity and competitiveness, help to reduce transport congestion and pollution, improve worker's health, and assist disadvantaged groups.

* **Example of current organization following this trend:**

This indifference about people in foreign countries noted by Smith can be very different today, due in part to globalization (though this is clearly not always the case). Foreign policy decision-makers have discovered that press coverage on wars, famines, and other events overseas can have powerful impacts on popular opinion at home. Public outrage over atrocities or sympathy at suffering can generate significant public pressure to governments to respond.

In 1984, a British television documentary about the famine in Ethiopia led a group of pop artists in Britain to organize a charity event on behalf of the victims. Led by Bob Geldof, the singers and musicians recorded a song, “Do They Know It’s Christmas?,” and held a concert that raised nearly $15 million for relief efforts.

In 1992, the U.S. government was induced to intervene militarily in Somalia to help avert a famine. Administration officials at the time cited one of the reasons they felt that action necessary was due to immense public pressure that had been generated based on news coverage of the crisis. Similarly, the Clinton Administration, trying to resolve a very complex and bloody conflict in the Balkans, often noted that images on the news of killings there had a significant impact on their decisions.

The war in Darfur, which began in 2003 and has since displaced millions and killed hundreds of thousands, has garnered worldwide support through the media (Associated Press, 2010). More recently, the KONY2012 campaign, which was a viral phenomenon spreading information and campaigning for the arrest of Ugandan warlord Joseph Kony through on-line videos, social networking and television, received much attention due to the images it presented to the public (Grandoni, 2012).

**Question-2:**

Explain in your own words what is recruitment? How is important is planning before recruitment?

**Answer:**

Recruitmentmeans finding and hiring people to fill job openings at an organization. It involves determining the job’s requirements, attracting or [sourcing](https://recruitingsocial.com/2016/01/what-is-sourcing/) qualified candidates, screening and selecting finalists, and negotiating the terms of employment.

### Revise your job descriptions:

Job duties can change over time. [Talk to team leaders](https://resources.workable.com/tutorial/communicating-recruitment-process) and ask them how their roles, and their team members’ roles, have changed. If your sales team now performs account management, update their job descriptions.

If you don’t have formal job descriptions yet, consider conducting a job analysis – a process to determine a job’s duties and requirements. Arrange interviews with staff to discuss their roles and responsibilities. You can also use [job description templates](https://resources.workable.com/job-descriptions), a convenient alternative to conducting a job analysis.

### Conduct a skills gap analysis:

Conducting a [skills gap analysis](https://resources.workable.com/tutorial/skills-gap-analysis) is a systematic way to analyze your staff’s current skill level and identify skills you want in the future.

To conduct a skills gap analysis:

1. Identify skills you’ll need in the future.
2. Assess skills your company has already.
3. Compare current with desired skills and plan to fill the gaps.

Identify future recruiting needs by talking to senior management and team leaders to understand existing skill levels. Find out how they plan to hit next year’s goals. Complement their insights with recent [performance reviews](https://resources.workable.com/tutorial/measuring-employee-performance) or employee surveys. Rate each skill you’re looking for on a scale (most commonly a three- or five-point one.)

Prioritize any skills gaps you discover. You can also address gaps by creating training plans for your employees. When skills gaps are too big, consider [hiring new people](https://resources.workable.com/tutorial/refine-recruitment-sourcing-strategy) to fill them.

### Visualize your hiring activity:

A skills gap analysis will provide a general idea of how many new hires you’ll need to cover gaps, but there are other ways to predict hiring needs. You can use [quantitative methods](https://resources.workable.com/tutorial/recruiting-yield-ratios-recruiting-metrics) to forecast future hires in your [recruitment plan](https://resources.workable.com/tutorial/faq-recruiting-methods). For example, companies may set daily sales targets to hit their revenue goals. They can use [productivity metrics](https://resources.workable.com/tutorial/measuring-employee-performance) to find out if their current number of employees can achieve those goals. If not, they can calculate how many more people they need to hire.

Insight from hiring managers can also give you a good estimate of the number of people you need to hire. Schedule meetings with hiring managers to discuss your hiring plan and their staffing needs. Use the information to create a [hiring plan spreadsheet](https://resources.workable.com/blog/how-to-build-a-hiring-plan) with the number of expected new hires per quarter or month.

**Question-3:**

In your own words differentiate recruitment and selection?

**Answer:**

**Recruitment:**

Recruitment refers to the process of finding possible candidates for a job or function, undertaken by recruiters. It may be undertaken by an employment agency or a member of staff at the business or organization looking for recruits. Advertising is commonly part of the recruiting process, and can occur through several means: through newspapers, using newspaper dedicated to job advertisement, through professional publication, using advertisements placed in windows, through a job center, through campus interviews, etc.

HR manager needs careful attention and should be diligent while going for recruitment of human resource, since it grabs attention of prospective employees at large. However it is not so easy to find out skilled people. Hence various tests in selection process helps to identify potential candidate needed for an organization. Coming to procedure for recruitment, it depends on nature and size of organisation. But concept of recruitment is one and same. Recruitment does in various modes which are basically categorized into two out of that first one is internal recruitment and external recruitment, which are elaborately explained in detailed below. Whatever the mode of recruitment preferred by an organisation, it should be clear in what an organisation needs and easily understandable by prospective employees at large so as to avoid frivolous and unsolicited applications which will consume lot of time for an organisation to identify them. Hence organisation should be clear and thoroughly check before posting recruitment.

**Selection:**

**THE NEED OF SELECTION:**

Every company in the world understands that recruitment will not be useful unless it follows with right choosing and selecting people for certain job. That’s why selection is very important, we will mention some points reason for selection process; frits we all know that attracting and selecting the best candidates are not easy tasks – and not a risk-free one. Selection has a great impact on the organization performance and employee cost. Also we can say that Capabilities and commitment of employees ensure an organization’s success. This step is more risky than recruitment because it can chose a wrong person whose cause loss more than benefit when manager become under pressure to fill the position.

Selection is the process used to identify and hire individuals or groups of individuals to fill vacancies within an organization. Often based on an initial job analysis, the ultimate goal of personnel selection is to ensure an adequate return on investment–in other words, to make sure the productivity of the new hire warrants the costs spent on recruiting and training that hire.

Several screening methods exist that may be used in personnel selection. Examples include the use of minimum or desired qualifications, resume/application review, oral interviews, work performance measures (e.g., writing samples), and traditional tests (e.g., of job knowledge).

The field of personnel selection has a long history and is associated with several fields of research and application, including human resources and industrial psychology.