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**SUBJECT: HRM**

**SUBMIT: SIR WAJAHAT GUL**

 **(QUESTION NO 1:)**

**ANS: Definition**:

Connection of the all world together & Allowing every individual to know about the happening events, situations and living conditions of people in all countries There is no physical shrinkage in the size, it is smaller due to the advancement in communications technology like telephone & internet.

**Globalization**

 The worldwide movement toward economic, financial, trade, and communications integration Implies the opening of local and nationalistic perspectives to a broader outlook Interconnect and interdependent world with free transfer of capital, goods, and services across national frontiers.

**Organization adopting to a Global Village:**

* It enables us to reach some sort of consensus as a global village
* How these issues should be addressed in order to benefit all members of our village equally
* Better transportation and communication have been developed to allow people to be in contact with other parts of the world more quickly and more easily than ever before
* The world is also connected through global resource use and a world economy What is grown or made in Asia often is consumed in North America

**Advantage**

Lead to a dazzling marketplace where countries of all economic opportunities are represented More fortunate countries come to the aid of less fortunate ones with humanitarian efforts Create more opportunities

Business

Job

 Solution finding of problems

**Disadvantage**

Evolution of a global village will raise conflicts between cultures Cause a fragmentation of culture or Lead to cultural domination by more developed countries and possibly create hybrid cultures

**The global village:**

 It is often said that we live in a global village, not because it is so easy to communicate with people al over the world

 **The global economy:**

 One feature of the global economy is that countries are affected by economic problems in other parts of the world

 **Global trade:**

 The WTO has helped reduce tariffs on global trade and this has changed the marketplace.

**ubiquitous:**

 For example, Coca Cola is now almost ubiquitous.

**Universal:**

A negative aspect of globalization is that some cultures are losing some of their identity, as more and more people adopt a new universal culture.

**EXAMPLES OF CURRENT ORGANIZATION:**

1. Modern technology
2. Internet
3. Tv
4. Radio

 **(QUESTION NO:2)**

Ans:

**Recruitment:**

It is a process of searching for prospective employees and stimulating them to apply for the jobs in the organization where more persons apply for jobs then there will be a scope for recruiting better persons

Recruitment is a linkage activity bringing together those with jobs and those seeking jobs where potential employees may be selected

There are some following steps of recruitment that are:

1. Identifying job requirement
2. Preparing job description and job specification
3. Attracting the vacant position
4. Attracting candidates to apply for jobs
5. Managing application
6. Scrutinizing application
7. Shortlisting candidates

Organizational success depends on having the right mix of human resources and that is true. Having the right people in your organization makes your organization efficient and productive. You want to have people that are effective pf doing job and who can achieve their target. Recruitment and selection process enables you to achieve this goal. Top organization focus a lot on the hiring just the talented but they are hiring people who fit in the position they are hired for. It is important to have the right person in the right inside your organization.

 **(QUESTION NO:3)**

ANS: difference between recruitment and selection:

1. **Recruitment:**

It is the process in which people are offered selection in the organization. It is when prospective employees are searched for and are then encouraged to apply for the jobs within the organization.

this is just one step in the process of employment however it is a long process that involves a series of task, the process of recruitment includes;

1. Analyzing job recruitment
2. Advertising the vacancy
3. Attracting candidate to apply for the job
4. Managing response.
5. **SELECTION:**

 Selection is the process of identifying an individual from a pool of job applicants with the requisite qualifications and competencies to fill jobs in the organization. This is an HR process that helps differentiate between qualified and unqualified applicants by applying various techniques. The term ‘selection’ comes with the connotation of placing the right person in the right job. Selection is the process in which various strategies are employed to help recruiters decide which applicant is best suited for the job. Some activities include:

1.Screening

2.Eliminating unsuitable candidates

3.Conducting an examination (aptitude test, intelligence test, performance test, personality test, etc.)

4.Interviews

5.Checking references

6.Medical tests

The selection process is a largely time-consuming step in an employee’s hiring experience. HR managers must carefully identify the eligibility of every candidate for the post, being careful not to disregard important factors such as educational qualification, background.