

RECRUITMENT METHODS OF PARTNER-COMPANIES

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ABSTRACT

This study explored the different recruitment methods mostly utilized by employers. Finding out what method is effective and efficient can save time and resources. The different recruitment methods evaluated were based on the Value-Added Theory of Neil J. Smelser, (2012) and Edwin B. Flippo (2015) and the importance of recruitment is on the Institutional Theory of Glover, (2013). Twenty (20) companies of the twenty-four partner-companies or eighty-three (83%) percent through their Human Resource Managers, Supervisors and Officers participated in the study. A peer-reviewed questionnaire was utilized in determining the recruitment method. Secondary data were used to determine methods that hired the number employees per category of company. Data collected were later subjected to further analysis for a significant relationship between the category of the company and the selected recruitment methods. The common notion that joining job fairs is an effective and efficient way of landing a job is a misconception. Partner-companies are dynamic and diverse in utilizing methods of hiring employees.

KEYWORDS: *Recruitment Methods, Company Categories, Job Fairs, Partner-Companies, Walk-in Applicants*