



INTERNAL
RECRUITMENT

Internal Hiring

Chapter



Internal Hiring/Internal recruitment

- ▶ Practice of filling vacancies in the organization with existing pool of candidates
- ▶ Those who are on pay roll and served organisation in past.



Internal Sources

- ▶ Present employees-promotion and transfer
- ▶ Employee referrals
- ▶ Former employees
- ▶ Previous applicants



Advantages & Disadvantages of internal recruitment

- ▶ cost
- ▶ time
- ▶ quality
- ▶ Suitability

**HIRING OUR
HERO** 

Sources of Internal recruitment

- ▶ Circulars
- ▶ Employee referrals
- ▶ Transfer
- ▶ Intranet advertisements (Advertising agencies and search engines)
- ▶ Appointment or promotion
- ▶ Job posting

Promotion

- ▶ It is advancement of an employee to a better job in terms of greater responsibility, more prestige or status, and especially increased rate of pay or salary.

- ▶ Transfer:

Change in job where new job is substantially equal to old in terms of pay, status and responsibilities

Benefits & Problems of transfer:

Benefits

- ▶ Gains advanced knowledge and different skills
- ▶ One of the best ways to improvise social interaction in organisation
- ▶ Faulty placements can be corrected through transfer

Problems:

- ▶ Adaptability
- ▶ Lowers employee morale on discrimination grounds

Job posting

- ▶ It is an internal method of recruitment in which no available jobs are posted in central locations throughout the organisation and employees are given length of time to apply for available jobs





Trade Unions

- ▶ Labour unions or trade unions are organizations formed by workers from related fields that work for the common interest of its members.
- ▶ They help workers in issues like fairness of pay, good working environment, hours of work and benefits.
- ▶ The principal purposes of a labor **union** are to
 - ▶ (1) negotiate wages and working condition terms,
 - ▶ (2) regulate relations between workers (its members) and the employer,
 - ▶ (3) take collective action to enforce the terms of collective bargaining,
 - ▶ (4) raise new demands on behalf of its members



- ▶ The INTUC (**I**ndian **N**ational **T**rade **U**nion **C**ongress) was the largest **union** in terms of absolute number in 2007. From 2008, the BMS (Bharatiya Mazdoor Samaj) is the largest **trade union** federation having a verified membership of around 6.2 million.
- ▶ India's largest trade union, with nearly 2,000,000 members, is the Self Employed Women's Association (SEWA) which protects the rights of Indian women working in the informal economy. In addition to the protection of rights, SEWA educates, mobilizes, finances and exalts their members' trades.

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- ▶ What are the benefits of being in a trade union?
 - ▶ main goal - protect and advance the interests of its members.
 - ▶ A **union** often negotiates agreements with employers regarding pay and conditions. It may also provide legal and financial advice, sickness **benefits** and education facilities to its members.
 - ▶ As per the latest data, released for 2012, there were 16,154 trade unions which had a combined membership of 9.18 million (based on returns from 15 States - out of a total of 36 States)



- ▶ The largest Federations in the country represent labour at the National level known as **Central Trade Union Organisations (CTUO)**.
- ▶ As of 2002, there are 12 CTUOs recognised by the Ministry of Labour.
- ▶ The following is a list of national-level CTUOs as recognised by the Ministry of Labour, Government of India.
- ▶ **AICCTU** - All India Central Council of Trade Unions (Communist Party of India (Marxist-Leninist) Liberation)
- ▶ **AITUC** - All India Trade Union Congress (Communist Party of India)
- ▶ **AIUTUC** - All India United Trade Union Centre (Socialist Unity Centre of India (Communist))
- ▶ **BMS** - Bharatiya Mazdoor Sangh (Rashtriya Swayamsevak Sangh) of Bharatiya Janata Party
- ▶ **CITU** - Centre of Indian Trade Unions (Communist Party of India)
- ▶ **HMS** - Hind Mazdoor Sabha (Unaffiliated)
- ▶ **INTUC** - Indian National Trade Union Congress (Indian National Congress)
- ▶ **LPF** - Labour Progressive Federation (Dravida Munnetra Kazhagam)
- ▶ **NFITU** - National Front of Indian Trade Unions (Unaffiliated) ^[5]
- ▶ **SEWA** - Self Employed Women's Association (Unaffiliated)
- ▶ **TUCC** - Trade Union Coordination Centre (All India Forward Block)
- ▶ **UTUC** - United Trade Union Congress (Revolutionary Socialist Party)

TU-Role in recruitment

- ▶ Press for procedures which narrow search channels and selection criteria for particular recruits
- ▶ Pressure for merit based selection procedures
- ▶ Pressure on Senior positions





CLOSED SHOP AGREEMENT

- ▶ A pre-entry closed shop (or simply closed shop) is a form of union security agreement under which the employer agrees to hire union members only, and all employees must remain members of the union at all times in order to remain employed.
- ▶ A union shop (US) or a "post-entry closed shop" (UK) employs non-union workers as well, but sets a time limit within which employees must join a union.

AGENCY SHOP AGREEMENT

- ▶ A type of collective **agreement**, an **agency shop agreement** requires employers to deduct a fee from wages of non-**union** workers to ensure that non-**union** workers, who benefit from the **union's** bargaining efforts, make a contribution towards those efforts.

The [Great Southwest Railroad Strike of 1886](#) was a trade union strike involving more than 200,000 workers





Methods of Contacting Sources

Based on Personnel to be Recruited

1) Managerial/Technical Personnel

- Advertisement
- Internet
- Walk-ins
- Campus – recruitment
- Job Fairs
- Consultancy Firms
- Personnel Contacts

2) Operative Personnel

- Public employment exchange
- Labor Unions
- Employee referrals
- Gate hiring
- Labor Contractors



Based on Movement of the Organization

1) Direct Methods

- **Advertisement**
- **Internet Recruiting**
- **Campus Recruiting**
- **Job Fairs**
- **Personnel Contacts**
- **Gate Hiring**

2) Third Party Methods

- **Consultancy Firms**
- **Public Employment Exchange**
- **Labour Unions**
- **Employee referrals**
- **Labour Contractors.**

VIDEO

