An **essay**that addresses the question below. **The essay should be 2000 words in length (+/- 10%).**

**Essay Question:**

Recruitment and selection policies and practices are said to be crucial to the achievement of corporate and business strategy. Critically assess how such achievement can be secured.

**Essay outline:**

·         Define recruitment, selection and talent management

·         Linking people resourcing to strategy

o   Supporting employer brand with the employee value proposition

o   The role of workforce planning

·         Methods of recruitment

·         Selection methods

·         Supporting reliability and validity in the selection process

·         CIPD factsheets are a good starting point but your core texts will help. This is a good summary: Derous, E., & De Fruyt, F. (2016). Developments in recruitment and selection research. International Journal of Selection and Assessment, 24(1), 1-3.

·         Course textbook: Henderson, I. (2017). Human Resource Managenment for MBA and Business Masters, (3rd ed). London: CIPD.

·         Use a chart if needed for the recruitment and selection process (CIPD, 2021).

·         Use the above references with additional references from below:

***References:***

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·         Mabey, C. et al (1998) *Human Resource Management*(2nd ed). Oxford: Blackwell.

·         Malde, B. (2006). Do assessment centres really care about the candidate?. British Journal of Guidance & Counselling, 34(4), 539-549.

·         Okolie, U. C., & Irabor, I. E. (2017). E-recruitment: practices, opportunities and challenges. European Journal of Business and Management, 9(11), 116-122.

·         Procter, S., Rowlinson, M., McArdle, L., Hassard, J. and Forrester, P. (1994), “Flexibility, Politics and Strategy: In Defence of the Model of The Flexible Firm”, *Work, Employment and Society,*Vol.8, No.2, pp. 221 – 242. Available at: <https://www.researchgate.net/profile/Paul_Forrester/publication/303282139_Flexibility_politics_strategy_In_defence_of_the_model_of_the_flexible_firm/links/573c5ac808ae9f741b2eabe4.pdf>

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·         Walters, Robert (2020) The Role Of Workplace Culture In Recruiting Top Talent accessed at <https://www.robertwaltersgroup.com/content/dam/robert-walters/country/united-kingdom/files/whitepapers/Robert-Walters-Cultural-Fit-Whitepaper.pdf> on June 13 2020.

·         <https://www.futureofworkhub.info/>  An interesting community blog and resource site that helps employers prepare for the future.

Selection methods:

·         <https://www.cipd.co.uk/knowledge/fundamentals/people/recruitment/selection-factsheet>

Talent management:

·         <https://www.cipd.co.uk/knowledge/strategy/resourcing/talent-factsheet>