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: · Akhtar, R., Winsborough, l., Lovric, D., & Chamorro-Premuzic, T. (2020) Chapter 10. “Identiying and managing talent in the age of artificial intelligence”, in Oswald, F., Bahrend, T., & Foster, L.(Eds) (2020) Workforce Readiness and the Future of Work, 1st Edition. RoutleArmstrong, M. (2011). Armstrong's handbook of strategic human resource management. Kogan Page Publishers, London. · Armstrong, M. (2011). Armstrong's handbook of strategic human resource management. Kogan Page Publishers, London. · Atkinson, J. (1984) “Manpower Strategies for Flexible Organisations”, Personnel Management, August, pp 28 – 31. · Botha, A., Bussin, M., & De Swardt, L. (2011). An employer brand predictive model for talent attraction and retention. SA journal of human resource management, 9(1), 1-12.