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**Introduction**

Human Resource Management (HRM) plays a critical role in the achievement of organisational objectives. It is responsible for creating and implementing strategies that ensure optimal staffing and development of employees for the attainment of business goals. As the organisation progresses, it becomes crucial to fill open positions with the best-fit individuals. Hiring the right people for the job is a crucial process, and the selection strategies utilised can significantly impact the future of an organisation. This paper, therefore, evaluates the relevant HRM strategies for selecting appropriately skilled people to fill open positions in an organisation.

**Job Analysis**

Job analysis is a critical HRM strategy that ensures job descriptions and specifications are accurate, up-to-date, and relevant to the open position. It involves identifying the skills, knowledge, and abilities required to perform the job competently (Werner & DeSimone, 2019). Through job analysis, an organisation can effectively evaluate applicants’ suitability for specific roles, making it an essential strategy for selecting appropriately skilled people for the job. By assessing applicants’ skills, education, and experience against the job specifications, it becomes easier to identify the best-fit individual for the position.

**Employee Referral Programs**

Employee referral programs are another HRM strategy used for selecting the best-fit applicants for open positions. The strategy entails offering incentives to employees who refer potential candidates for open positions. Employee referral programs have several benefits to the organisation, including the promotion of a robust company culture, reducing the cost of recruitment, and saving time in the hiring process (Werner & DeSimone, 2019). Employees who refer candidates are likely to furnish the organisation with relevant information about their referrals, including their strengths and weaknesses, character, and work habits, making it easier to identify the best-fit individuals.

**Employment Test**

Employment tests are critical in the selection of appropriately skilled individuals for open positions in an organisation. Tests can help to evaluate an applicant’s potential job performance, personality traits, and cognitive abilities (Werner & DeSimone, 2019). This strategy aims to select individuals who have the required skills and abilities to carry out their duties efficiently. Employment tests can also help to minimise the risk of hiring the wrong candidate, which can be costly and time-consuming for an organisation.

**Interviews**

Interviews are a crucial HRM strategy for selecting appropriately skilled people for open positions in an organisation. The strategy helps the interviewer to assess the applicant’s competencies, including their experience, skills, abilities, personality traits, and suitableness for the job. The use of structured interviews ensures a consistent standard in the selection of candidates, as they focus on predetermined questions while allowing for follow-up dialogue. Interviews help to provide deeper insight into the candidate’s experiences and qualities, making it easier to identify the best-fit applicant for the position (Werner & DeSimone, 2019).

**Background Checks**

Background checks are an essential strategy for selecting appropriately skilled individuals for open positions in an organisation. The strategy involves verifying potential employees’ information, including their criminal background, employment history, academic achievements, identity verification, among others. This strategy is essential for mitigating risks and reducing the likelihood of workplace accidents, criminal activity, and fraudulent activity (Werner & DeSimone, 2019). Background checks also ensure that the organisation complies with regulatory and legal requirements, which can have severe consequences if not followed.

**Conclusion**

In conclusion, selecting the best-fit candidates for open positions is a crucial process for any organisation. HRM strategies, such as job analysis, employee referral programs, employment testing, interviews, and background checks, can help select appropriately skilled individuals for open positions. These strategies enable the organisation to identify applicants who have the necessary skills, abilities, and personality traits needed to perform the job competently. By selecting the best-fit individuals for open positions, HRM plays a crucial role in achieving organisational objectives. Therefore, HRM should continuously evaluate and modify these strategies to ensure a robust and effective selection process.

Overall, selecting appropriately skilled people to fill open positions requires a strategic approach that takes into account the organization’s goals and objectives, the skills required for the job, and the available talent pool. By implementing relevant human resource management strategies, organizations can increase the likelihood of selecting the right candidates for their open positions.

**References:**

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