



**PATNA UNIVERSITY**  
**M.A (PSYCHOLOGY) SEMESTER-3**  
**HUMAN RESOURCE MANAGEMENT (CC13)**  
**TOPIC: DIFFERENCE BETWEEN RECRUITMENT AND SELECTION**

**Dr. Saba Farheen**

**UGC NET, UGC PDF, Rajasthan SET, PhD**

**Part Time Assistant Professor**

**Department of Psychology, Patna University**

**Email id- [sabapupatna786@gmail.com](mailto:sabapupatna786@gmail.com)**

## DIFFERENCE BETWEEN RECRUITMENT AND SELECTION

- Recruitment is the process of finding and attracting qualified applicants for the job. Selection is the process of shortlisting candidates for the final selection.
- Recruitment is the initial process. Selection is the final process.
- Recruitment is an activity of establishing contact between employees and applicants. Selection is the process of picking up more competent and suitable employees.
- Recruitment begins when new recruits are sought and ends when their applications received. Selection begins after the application are received and ends when high decisions are made.
- Recruitment is a simple process. Selection is both simple and complex process.
- Recruitment is positive in nature while selection is negative in nature.



- Recruitment is an economical process but Selection is an expensive process.
- Recruitment takes sometime while Selection needs more time for best candidates to be selected.
- In recruitment, the candidates have not to cross many hurdles. In Selection, many hurdles have to be crossed.
- Generally lower level managers deal with recruitment process but top order managers deal with selection process.
- Recruitment process starts before selection. Selection starts after the process of recruitment.
- Recruitment involves encouraging candidates to apply. Selection is the process of selecting qualified applicants.



- The main objective of recruitment is to create pool of candidates. Selection process has the objective to select the best candidates and eliminate others.
- In recruitment, there is no restriction applying on the number of persons for the jobs. In selection, only a restricted numbers of persons are selected for the jobs.
- Recruitment says come . After selecting the suitable candidates, Selection says bye to the rest of the candidates.

