

# € TRAINING

Recruitment and Selection Methodologies  
and Techniques



14 - 18 October 2024  
Kuala Lumpur (Malaysia)



# Recruitment and Selection Methodologies and Techniques

REF: H240 DATE: 14 - 18 October 2024 Venue: Kuala Lumpur (Malaysia) - Fee: 5300 Euro

## Introduction:

This training program delves into advanced strategies and contemporary approaches in recruitment and selection, enabling professionals to stay ahead in a dynamic environment. It empowers participants to implement effective hiring practices and drive organizational success.

## Program Objectives:

By the end of this program, participants will be able to:

- Understand the principles and methodologies of effective recruitment and selection.
- Develop comprehensive recruitment strategies.
- Implement advanced techniques for candidate assessment and selection.
- Enhance the candidate experience throughout the hiring process.
- Utilize data-driven approaches to improve recruitment outcomes.

## Targeted Audience:

- HR Managers.
- Recruitment Specialists.
- Talent Acquisition Managers.
- HR Consultants.
- Hiring Managers.

## Program Outline:

### Unit 1:

#### Fundamentals of Recruitment and Selection:

- Understanding the recruitment and selection process.
- Key principles and best practices in recruitment.
- Aligning recruitment strategies with organizational goals.

- Legal and ethical considerations in recruitment.
- Evaluating and improving recruitment processes.

## Unit 2:

### Developing Recruitment Strategies:

- Identifying and attracting top talent.
- Building a strong employer brand.
- Utilizing social media and online platforms for recruitment.
- Creating effective job descriptions and postings.
- Developing talent pipelines and succession planning.

## Unit 3:

### Advanced Candidate Assessment Techniques:

- Designing effective assessment methods.
- Behavioral and competency-based interviewing.
- Utilizing psychometric and skills assessments.
- Conducting effective background checks and reference checks.
- Making data-driven hiring decisions.

## Unit 4:

### Enhancing Candidate Experience:

- Importance of a positive candidate experience.
- Streamlining the application and interview process.
- Communicating effectively with candidates.
- Providing constructive feedback to candidates.
- Building long-term relationships with candidates.

## Unit 5:



## Data-Driven Recruitment:

- Leveraging recruitment metrics and analytics.
- Key performance indicators KPIs in recruitment.
- Using data to identify recruitment trends and challenges.
- Implementing technology solutions for recruitment.
- Continuous improvement through data analysis.