

Steps in a Hiring Process

To avoid over-reliance on chance or intuition, there are several steps to build into the selection process.

Employee selection evokes the concept of matching. Fitting people with jobs involves working with information, both about jobs and about people, and mulselection evokes the concept of matching. Fitting

tiple sources are available for each. Employers may go through few or many steps, in various orders, to hire a person. To avoid over-reliance on chance or intuition, there are several steps to at least consider building into the selection process.

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