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An over view of various Recruitment methodologies adopted by the HR agencies by [Pgupta](#)

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Corporates face the tough challenge of selecting the right person, for the right job. The organization always and obviously looks for the best person to be recruited for the vacant positions. To find a person of the right kind, they do consider lot of criteria, like flexibility, adaptability, ability to work in teams etc.

In this process, the companies do encounter with lot a obstacles to select the right person in the form of lack of proper data base, high cost for conducting lengthy interviews, time and effort spent for the recruitment process and of course to some extend the personal biasing. And to tackle these hassles, the corporate by a large, depend up on a third part which is r none other than the HR Recruitment agencies who provide recruitment solutions.

The significance of HR Recruitment agencies have become more vital and crucial now days, as they act as the back born for the recruiters in the process of recruitment by providing right kind of recruitment solutions.

There are various forms of recruitment practices followed by the HR Recruitment agencies. Most of the major companies do prefer to have a tie up with professional HR consultants who can provide the database of the potential candidates. The recruitment agencies do have an updated data bank of candidates for different positions and whenever the vacancy arises in the organization, the set of right kind of resumes are forwarded to the companies on demand, by the HR Recruitment agencies.

Once the resumes are received, the recruiter could shortlist the potential candidates based on qualification, experience, domain expertise etc. And then shortlisted candidates could be called for the interview. The interviews can be had either at the recruiter's office or at the consultant's office where the company experts can sit along with the HR consultants for the screening.

For the past two and half decades, the recruiters often prefer to have direct campus recruitment campaign for entry level jobs for which they require freshers. In this process also, the HR recruitment agencies help the corporate by pooling the institutions and negotiating with their management for clarifying terms and conditions. This is then followed by the preliminary screening of candidates and subsequently the recruiters would depute their representatives for the final selection.

As the job market is going to be tough and the expectations of the employers and the job aspirants are changing, the role of Hr recruitment agencies is to bridge the gap between these two stakeholders so as to improve the effectiveness of recruitment process.

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