

Manual de reclutamiento y selección de personal

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activos intangibles administración de empresas reclutamiento y selección de personal

Introducción

El presente manual de reclutamiento y selección del personal, se desarrolla en base a la materia de administración y desarrollo del personal público y la cual se fundamenta con el propósito de mejorar la forma de reclutar personal para el sector público y privado quienes deberán actuar dentro de su mejores capacidades para la institución en la que laborarán.

En este sentido, se pretenden crear las bases para establecer las líneas para incorporar y seleccionar al personal que cumpla con un perfil afín a las aptitudes para cada puesto requerido dentro de la organización, para de esta manera fortalecer la administración del personal y la mejora continua de los procesos.

De ahí se podrá demostrar la eficiencia y eficacia que puede alcanzar a desarrollar una institución cualquiera que esta sea, para de esta forma dar cumplimiento a sus objetivos a través de la selección de un puesto determinado.

Una organización es una unidad compuesta por dos personas o más, que funciona con relativa constancia a efectos de alcanzar una meta o una serie de metas comunes. La forma en que esas personas trabajan e interaccionan entre sí, determinará en gran medida el éxito de la organización. En este sentido, la importancia que adquiere la forma en que se elige al personal es evidente. Personas poco capacitadas provocarán grandes pérdidas a las empresas tanto por errores en los diversos procedimientos, como en tiempo perdido. Igualmente, personas con un carácter no adecuado producirán conflictos, alterando la armonía que debe existir entre los individuos, lo cual inevitablemente afectará el desempeño laboral general. Por tal motivo, es necesario que exista una forma rigurosa y eficaz de reunir al mejor contingente posible para el éxito de la organización.

Los procesos de reclutamiento y selección, ampliamente tratados en este trabajo, constituyen la mejor forma de lograr este objetivo. El psicólogo, con los conocimientos que maneja, acerca de los individuos y sus formas de relacionarse con otros, y consigo mismos, aporta un matiz valioso en esta tarea.

Dado que el mundo organizacional, tanto público como privado se ha dado cuenta de ello, este campo se abre como una alternativa real de desarrollo para estos profesionales. Esta es la principal razón por la cual se ha escogido el tema para su investigación y análisis.

Abstract

This manual recruitment and selection of staff, is developed based on the administration and development of public personnel and which is founded with the purpose of improving

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