

WHY JOB CANDIDATE REACTIONS MATTER?

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Abstract

This study sought to analyze the reactions of job candidates during the recruitment process. There is growing evidence that the recruitment process objectivity committed by organizations especially during selection and decision-making phase has an important impact not only on the job candidate reactions, perceptions and beliefs, but even on the organization image and performance. This descriptive research study takes place in a time when qualification rate versus employment rate is significantly different establishing the land of research in the field of personnel and work/organization psychological analyzes. Time after time psychologists have been focusing attention to the new set of behaviors that individuals are showing because of different social, individual and economic concerns. The overall objective of the study is to find what happens with the candidate who undergoes series of recruitments with success or failure in selection and how these organizations mirror themselves through the recruitment process. The study is based on considerations coming out of relevant scientific literature and research. Analysis consisted on subjects like: recruitment and selection from the perspective of organizations and job candidates regarding qualification, fairness and justice, authenticity versus fake in decision making and recruitment prediction for success. The results of the study revealed that: the candidate should have a serious consideration during recruitment and selection because of the significant effect of this process in organization' performance. The more objective is the process the better the organization' performance, however job candidates are not in all cases authentic while being assessed throughout different predictors, measures or tools. The study suggests the engagement of human resource policies in order to positively reflect the culture of personnel recruitment in an organization and professionally establish objective selection administration and decision making in recruitment. The research concludes that although there is no evidence of objective selection and decision making during recruitment from the candidates perspective; organization human resources should consider recruitment as one way of selecting potential candidates and promoting personnel performance.

Keywords: *job candidate, recruitment, selection, decision-making, organization performance, personnel performance*