

**CHALLENGES FACING EMPLOYEE RECRUITMENT AND SELECTION AMONG
NON-GOVERNMENTAL ORGANIZATIONS IN MUNSHIRAM INTERNATIONAL
BUSINESS MACHINES LIMITED, KENYA**

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ABSTRACT

In today's rapidly changing business environment, organizations have to respond quickly to requirements for people. The market has been witnessing growth which is manifold for the last few years. Many players have entered the economy thereby increasing the level of competition. In the competitive scenario it has become a challenge for each company to adopt practices that would help the organization stand out in the market. The competitiveness of a company or an organization is measured through the quality of products and services offered to customers that are unique from others thus the best services offered to the consumers is a result of the best brains working behind them.

Human Resource in this regard has become an important function in any organization. All practices of marketing and finance can be easily emulated but the capability, the skills and talent of a person cannot be emulated. Hence, it is important to have a well-defined recruitment policy in place, which can be executed effectively to get the best fits for the vacant positions. Selecting the wrong candidate or rejecting the right candidate could turn out to be costly mistakes for the organization. Therefore a recruitment practice in an organization must be effective and efficient in attracting the best manpower. The process includes steps like HR Planning attracting applicants and screening them. These steps are affected by various factors both internal and external. The recruitment and selection decision is of prime importance as it is the vehicle for obtaining the best possible person-to-job fit that will, contribute significantly to the company's effectiveness. It is also becoming increasingly important as the company evolves and changes, that new recruits show a willingness to learn, adaptability and ability to work as part of a team. The Recruitment & Selection procedure ensures that these criteria are addressed.