

Difference Between Recruitment and Selection

You can understand the major difference between recruitment and selection by comparing the two processes against the same characteristics or factors. See the table below to understand more accurately how two processes are different from each other.

Recruitment	Selection
Recruitment is an activity of encouraging candidates to apply and searching for potential candidates.	Selecting the most suitable candidates and offering them the job.
The Positive approach of pursuing an increase in the applicant pool.	The Negative approach of pursuing ways to decrease the applicant pool until one ideal candidate is recognized.
Recruitment Invites more additional prospects to apply for a vacant position.	Selecting the most qualified prospect and rejecting the rest.
Advertisement for the job is published.	Appointing the candidate out of prospects is done.
The organization announces vacancies through various connections, and then an application form is made public for candidates.	The organization makes applicants go via different levels like proffering a form, documenting a test, experiencing an interview, etc., to consider whether they're a suitable fit.
The recruitment policy provides rules and restrictions for implementing the recruitment program.	The selection policy consists of a series of methods by which the evaluation of candidates is done.
The recruitment method is Economical.	The selection method is Expensive.

What is Recruitment?

Before learning about the difference between recruitment and selection, let us see what recruitment is. Recruitment in hiring processes refers to the technique where possible applicants are explored and then promoted to apply for an existing or anticipated vacancy. It is a process that searches for a potential applicant matching the required qualities. The recruitment carries the following tasks:

- Finalizing job requirements
- Rolling out of the vacancy

- Shortlisting the eligible candidates
- Managing response
- Scrutinizing applications

What is Selection Process?

Selection is hiring the best employees among the shortlisted candidates and equipping them with a vacant job. It also includes pre-shortlisting assessment tests sometimes. Candidates are shortlisted based on the right qualities matching the job. The process of selection involves the following activities:

- Screening and Eliminating
- Shortlisting through examination, interviews, and medical tests
- Document verification.

