

⇒ Question: (CSS-2016)

Propose a "Recruitment Yield Pyramid" for a Five star Hotel.

Recruitment Yield Pyramid:

Recruitment yield Pyramid is a visual representation used by human resource management to illustrate the various stages of the hiring process. It helps analyze the effectiveness and efficiency of the recruitment process.

Definition:

"Recruitment Yield Pyramid is the arithmetic relationship between the total applicants and the screened applicants, screened applicants and candidates invited for interview, interviewed and offers extended, and offers extended and offers accepted."

(Dressler, 2007)

It is used to calculate the number of applicants an organization must generate in order to hire the required number of new employees.

Stages in Recruitment Yield Pyramid:

There are five stages involved in the recruitment Yield Pyramid:

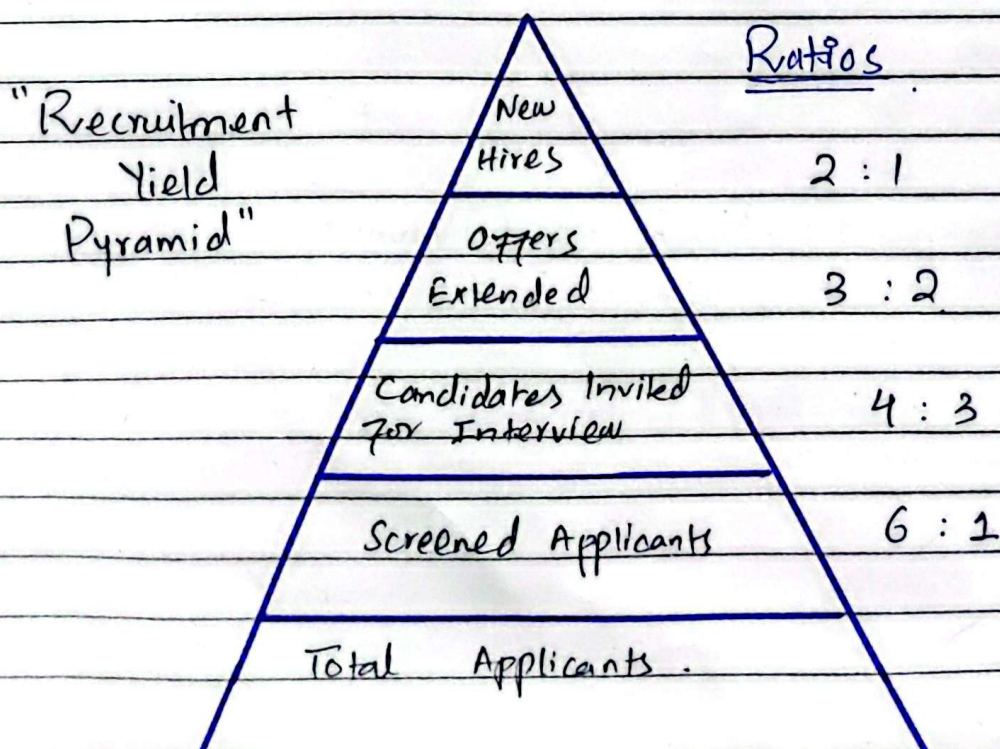
- i) Total Applicants: This is the base line of the Pyramid. In this step, all the applicants or candidates who have applied for the job advertised are considered.

ii) **Screened Applicants** : In this step, The candidates who do not meet the criteria are screened out. The ratio of total applicants to the screened applicants is $6:1$.

iii) **Candidates Invited for Interview** : Out of the screened candidates, some will be called for interviews. The ratio of the candidates screened to the those called for interview is $4:3$.

iv) **Offers Extended** : After interview process, some of the candidates will be extended job offers. The ratio of interviewed to offers extended is $3:2$.

v) **Offers Accepted** : Out of those candidates who receive offers, will accept them and join the organization. This ratio is $2:1$



Recruitment Yield Pyramid for A Five Star Hotel

The human resource management team of 'The Crystal Valley' a five star hotel has advertised the job requirement of waiters and waitresses through social media, pamphlets, and newspapers. The hotel requires a staff of 30.

Steps followed in The Recruitment Process:

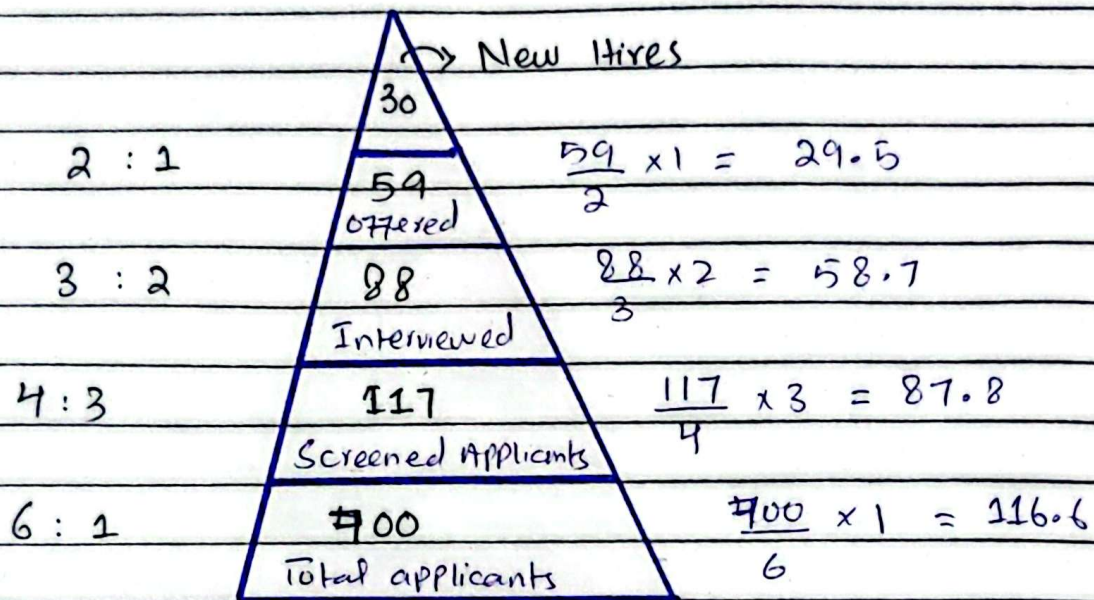
The steps followed by the human resource team of 'The Crystal Valley' are:

- i) **Planning:** In this step the HR team drafted a set of specifications for the vacant positions. The specification required for the job were
 - Past experience of at least 3 years
 - Qualification → at least Intermediate
 - Skills.
- ii) **Advertisement:** After successfully planning the job draft, they advertised the job vacancies through social media, pamphlets and newspaper.
- iii) **Strategy Development:** The HR team of the hotel decided to hire all the candidates from outside. The recruitment

method they used is 'Recruitment Yield Pyramid'

iv) Candidate Search: In the next step they attracted the job seekers through internal and external sourcing.

v) Screening: Then they screened out the eligible candidates out of the applicants applied for the job.



- A total of 700 candidates applied for the job advertised by 'The Crystal Valley'.
- Out of those applied, 117 were screened out.
- 88 applicants qualified for interview.
- Out of those 88, 59 were extended offers.
- 30 out of 59 applicants accepted, and were hired by the hotel.