

Dr. kumud, Faculty of
Management. J.D
Women's Patna

Placement & Induction



1. What is placement
2. Definition of placement
3. Introduction of placement
4. Significance of placement
5. Concept of placement
6. Problems of placement
7. Process of placement

WHAT IS PLACEMENT

- (1) Placement is a process of assigning a specific job to each of the selected candidates. It involves assigning a specific rank and responsibility to an individual. It implies matching the requirements of a job with the qualifications of the candidate.
- (2) Placement involves as assigning specific jobs to the selected candidates. Assigning jobs to employees may involve a new job or different job.

(3) placement may include initial assignment of job to new employee, on transfer, promotion or demotion of the present employees.

(4) Placement involves assigning a specific job to each one of the selected candidates.

However, placement is not so simple as it looks. Instead, it involves striking a fit between the requirements of a job and the qualifications of a candidate.

DEFINITION OF PLACEMENT

- (1) “placement” may be defined as “the determination of the job to which an accepted candidate is to be assigned, and his assignement to that job. It is a matching of what the supervisor has reason to think he can do with the job demands (job requirements): it is a matching of what he imposes (in strain, working conditions),” and what he offers in the form of pay roll, companionship with others, promotional possibilities, etc.

(2) “Placement refers to the allocations of people to job. It includes initial assignment of new employees and promotion transfer or demotion of present employees.”

(3) Placement can also be defined as the internal filling of vacancies as distinguished from external recruitment. Placement is a process of assigning a specific job to each of the selected candidates. It involves assigning a specific rank and responsibility to an individual. It implies matching the requirements of a job with the qualifications of the candidate.

(4) After an employee has been hired and oriented, he or she must be placed in his/her right job.

Placement is understood as the allocation of people to jobs. It is the assignment or re-assignment of an employee to a new or different job. Placement includes initial assignment of new employee and promotion, transfer, or demotion of present employee. Placement arising out of transfer, promotions, and demotions. Once we establish this unique profile for each individual, people and jobs can be matched optimally within the constraints set by available jobs and available people.

CONTINUE

If the number of individuals is large in relation to the available jobs, only the best qualified persons can be selected and placed. On the other hand, when more jobs are available, optimal placement is possible. Thus, the number of people and the number of jobs determine the placement process in any organisation. Placement refers to assigning rank and responsibility to an individual, identifying him with a particular job. If the person adjusts himself to the job and continues to perform as per expectations, it might mean that the candidate is properly placed.

CONTINUE

If the number of individuals is large in relation to the available jobs, only the best qualified persons can be selected and placed. On the other hand, when more jobs are available, optimal placement is possible. Thus, the number of people and the number of jobs determine the placement process in any organisation. Placement refers to assigning rank and responsibility to an individual, identifying him with a particular job. If the person adjusts himself to the job and continues to perform as per expectations, it might mean that the candidate is properly placed.

CONTINUE

If the number of individuals is large in relation to the available jobs, only the best qualified persons can be selected and placed. On the other hand, when more jobs are available, optimal placement is possible. Thus, the number of people and the number of jobs determine the placement process in any organisation. Placement refers to assigning rank and responsibility to an individual, identifying him with a particular job. If the person adjusts himself to the job and continues to perform as per expectations, it might mean that the candidate is properly placed.

CONCEPT OF PLACEMENT

- (1) Placement is the process of assigning a specific job to each one of the selected, candidates. It involves assigning specific rank and responsibility to an individual. It implies matching the requirements of a job with the qualifications of a candidate. In the words of Pigors and Myers, “placement is the determination of the job to which an accepted candidate is to be assigned, and his assignment to that job. It is a matching of what the supervisor has reason to think he can do with the job demands.

(2) It is a matching of what he imposes in strain, working conditions, and what he offers in the form of payroll, companionship with others, promotional possibilities, etc. proper placement helps to improve employee morale. It also helps to reduce employee turnover, absenteeism and accident rates. If a candidate adjusts himself to the job and continues to perform as per expectations, it might mean that the candidate is properly placed. However, if the candidate has problems in adjusting himself to the job and he continues to perform below expectations, he might be misplaced. Supervisors/executives should review all such cases to find out cases of

Such candidates should be assigned some other

more suitable jobs. Alternatives they may be given

further training to make them fit for the job.

PROBLEMS OF PLACEMENT

The difficulty with placement is that we tend to look at the individual but not at the job. Often, the individual does not work independent of others. Whether the employee works independent of others or is dependent depends on the type of jobs. Jobs in this context may be classified into three categories-(1) independent, (2) sequential and (3) pooled.

In certain cases, jobs are independent, for example, postal service or field sales. Here, non overlapping routes or territories are allotted to each worker.

In sequential jobs, activities of one worker are dependent on the activities of a fellow worker.

Where jobs are pooled in nature, there is high interdependence among activities. The final output is the result of contribution of all the workers.

Project teams, temporary task forces and assembly teams represent pooled jobs.

Independent jobs do not pose great problems in placement, for each employee needs only to be evaluated relative to the match between his or her Capabilities and interests, and those required on the job.

But independent jobs are becoming rarer and rarer, as most jobs are dependent (sequential or pooled). In order to match individuals with jobs, organisations use the assessmentclassification model. In this model, details about the employee's skills, interests, past performance (if any), and biographical details are collected. Just as individuals are placed in subgroups, jobs are also categorised into subgroups, each subgroup having identical characteristics. The next step is to match subgroup profiles with job-family profiles to determine the likelihood of success and satisfaction in a particular job family. Once assignment to a job family is made, individuals can be placed in specific jobs within the job family after further counselling and possible assessment.

PROCESS OF PLACEMENT

Collect details about the employee



Construct his or her profile



Which subgroup profile does the individual's profile best fit?



Compare subgroup profile to job family profiles



Which job family profile does subgroup profile best fit?



Assign the individual to job family



Assign the individual to specific job after further counselling
and
assessment

DIFFERENTIAL OF PLACEMENT

In differential placement, attempts are made to compare an applicant's aptitudes, abilities, interests and temperament with job requirements for different jobs to ascertain for which of these he is most suitable. While traditional placement (for a single job) is effective only in a labour market marked by an ample supply of candidates, differential placement has been found to be extremely useful in a tight labour market. Indeed, differential placement makes the most effective use of human resources.

The organisation can make the best use of differential placement, as it specifies several positions for which an individual is suitable and provides enhanced flexibility of the work force if records of the secondary job qualifications are adequately maintained. It decreases recruiting and selection costs, absenteeism and turnover and increases job satisfaction and productivity.

IMPORTANCE OF PLACEMENT

☐ The importance of placement lies in the fact that a proper placement of employees reduces employees turnover, absenteeism, accidents and dissatisfaction, on the one hand, and improves their morale, on the other. Placements are also important for employment agencies, especially executive search firms, a type of employment agency that specializes in recruiting executive personnel for companies in various industries.

BENEFITS OF PLACEMENT

- (1) Employing a placement or work experience student
Can be viewed as part of the interview process for future company employees.
- (2) Gain an intelligent, motivated, cost-effective labour resource with valuable skills, knowledge and fresh ideas.
- (3) Projects which otherwise would not be done due to a shortage of resources, can be moved forward.
- (4) Offer solution to short term staff shortages.

