

to referees. Company required information about non related referees such as their phone number.

➤ *Final selection*

After long process company decide to sign contract of employment with employee. After final selection some candidates are turned to induction process for given sections or units. And also company has rules and regulations. Therefore ABC Company issue instruction book for new employees. It is very helpful to study about ABC Company. Health care sector gives instructions after final selection to employee for various points, and they are

- ❖ Should not disturb to any other employee for their works.
- ❖ Must be accepted any management decisions.
- ❖ Not allowed to sleep when employee covering their shift (Specially night shift).
- ❖ Should not carry company products to out when employee off his/her shift.
- ❖ Not allowed to carry unauthorized objects in to health sector.
- ❖ Should be used cutlery when takes meals, and not allowed to take meals inside the medicine units (employees must take meals only inside canteen) and etc.

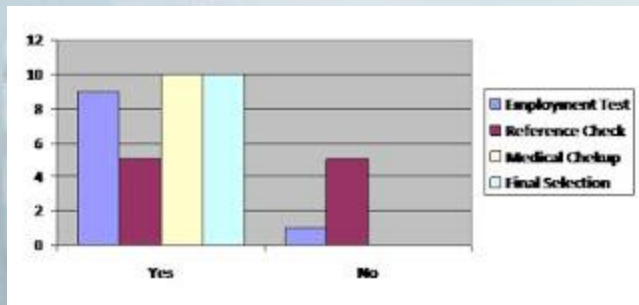
➤ *Selection Methodology & Analysis*

Here the gathered information using 10 employees in the laboratory department.

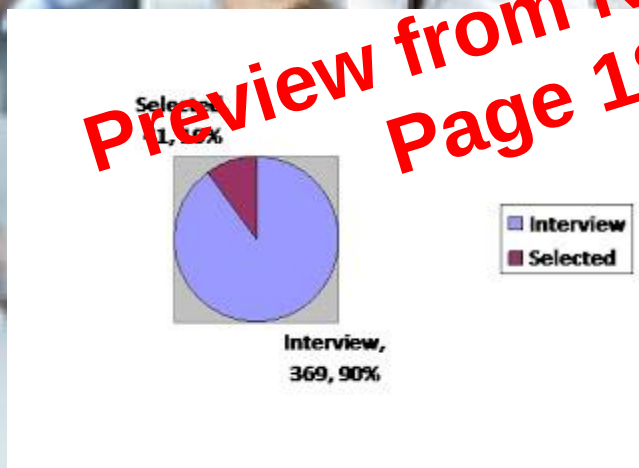
Name	Employment Test	Reference Checking	Medical Checkup	Final Selection
Asini Perera	Yes	Yes	Yes	Yes
Romesh Fernando	Yes	No	Yes	Yes
Sauri Rathnayake	Yes	No	Yes	Yes
K.S Kumara	Yes	No	Yes	Yes
Sachini Fernando	Yes	No	Yes	Yes
Sapumal Rajapaksha	Yes	Yes	Yes	Yes
Nirosha Perera	Yes	Yes	Yes	Yes
Achini Weerasinghe	No	Yes	Yes	Yes

Padmaja Weerasundara	Yes	No	Yes	Yes
Affra Sherief	Yes	Yes	Yes	Yes

We can analyze above data as given below chart as well.



Now we refer to HR department data for several selected vacancies that they launched. We will see this process through the pie chart.



Someone can tell that this is not a good percentage. Since most of the candidates don't have even enough qualifications. Candidates should be enhanced their qualifications correctly. Finally this was methodology and analysis were well distributed one.

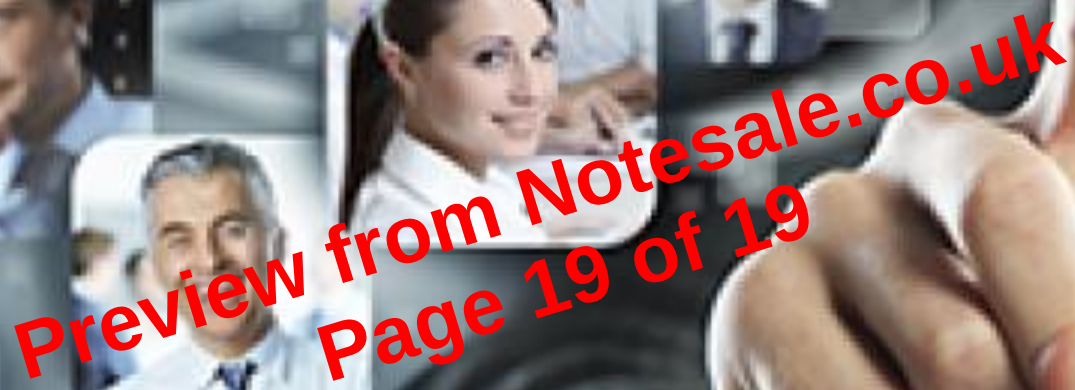
Appendix and Reference

<https://www.google.lk/search?q=recruitment+and+selection+process&espv=2&biw=1366&bih=623&tbm=isch&tbo=u&source=univ&sa=X&ved=0ahUKEwjXwZX3v730AhVHQ48KHc8XB7MQsAQIHg#tbm=isch&q=recruitment+and+selection+images&imgsrc=ZjfLhhyG-Or4M%3A>

https://www.google.lk/search?hl=en&site=imghp&tbn=isch&source=hp&biw=1366&bih=623&q=health+care+images&oq=health+care+images&gs_l=img.3...991.8809.0.9367.18.17.0...0.0.1268.1268.7-1.1.0....0...1ac.1.64.img..17.1.1265...0.77N_3Upyeas#hl=en&tbn=isch&q=health+care+images&hd

<http://www.healthstaff.org/>

<https://kktmadhusanka.blogspot.com/2016/04/ipm-cchrm-project.html>



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