

Staffing

Meaning and definition of staffing

Staffing is a continuous and universal function in all organisation. It is an important activity of selection and appraisal. It is concerned with the human resource of an organisation. It is also known as personnel management. Staffing may be defined as the process involved in identifying, assessing, planning, evaluating and developing individuals at work.

"Staffing is the function by which managers build an organisation through the recruitment, selection and development of individuals as capable employees."

Features of staffing

1. Managerial Responsibility: - Every manager is actively associated with recruitment, selection, training, development of its subordinates. Every manager has to share the responsibility of staffing.
2. Continuous function: - Every manager is engaged in various staffing activities. He has to guide and train the workers and also evaluate their performance on continuous basis.
3. Concerned with Human Element: - Is concerned with procurement and development of human resources.