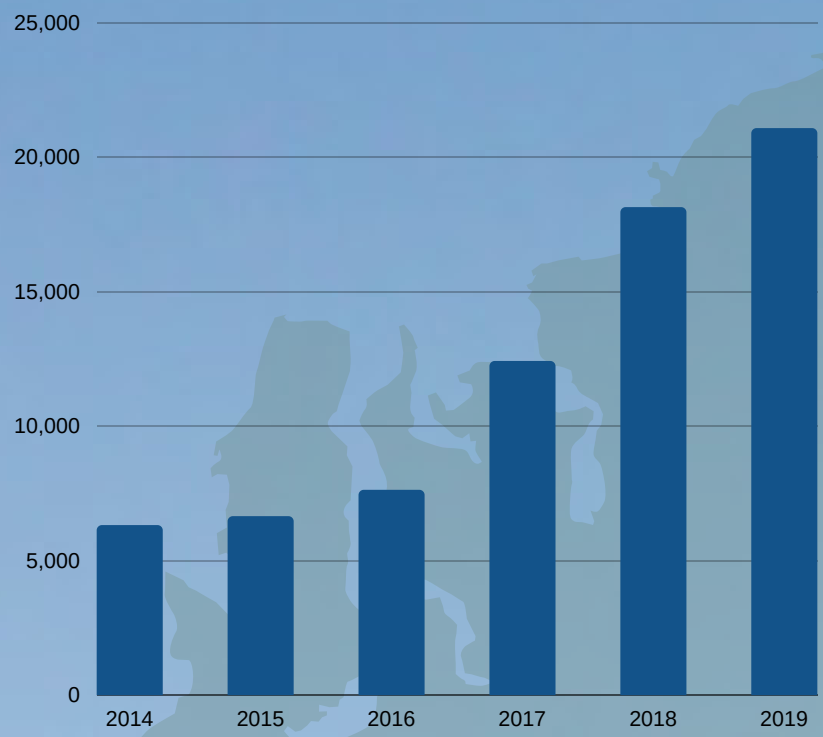


RECRUITMENT & SELECTION

INTRODUCTION

AirAsia is a type of business that provided flight service to everyone and was designated to operate both domestically and internationally, started services in 1996. A company's strength is built on the quality of its employees. The Human Resource Department in AirAsia has responsibility for recruiting and retaining talented employees. When employee enters an organization, everything from signing their contract to paying their wages and catering for their training needs is facilitated by the human resource function.

Analysis



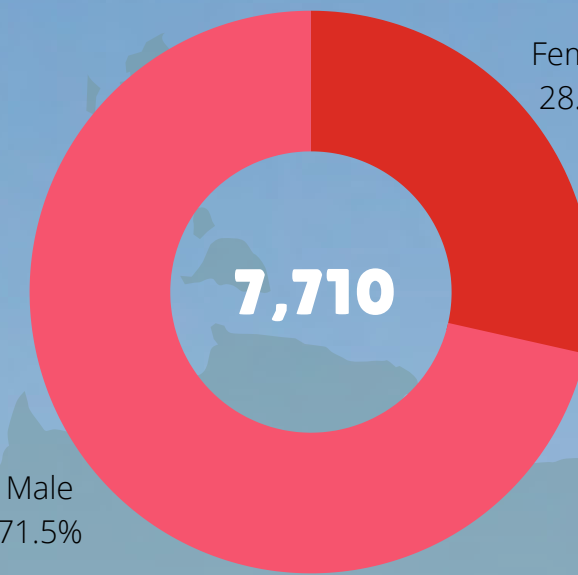
The numbers of employees from 2014 to 2019 are rapidly increasing.

Number of staff (ground staff, pilot, cabin crew) is increasing due to the demand these past years.

The highest number of recruitment is in year 2018 where there are 5,718 of new employee were recruited.



71.5%



Female
28.5%



28.5%

Male
71.5%



7,171



87



82



80



66



62



17



12



11



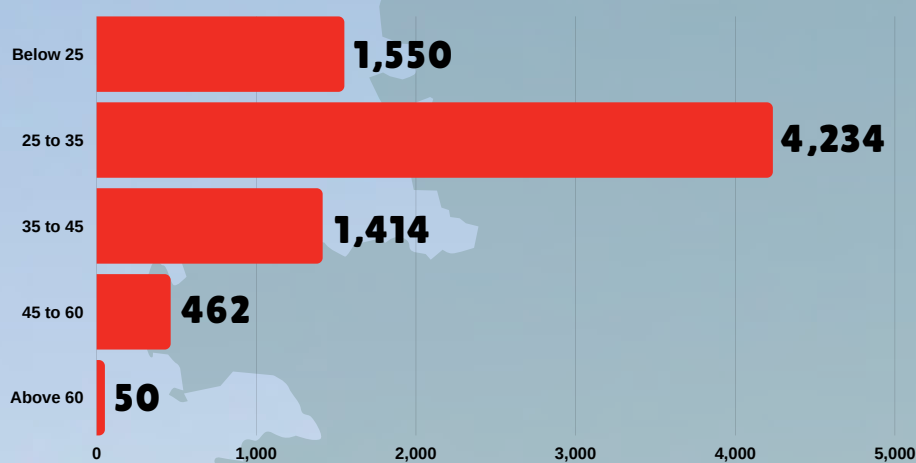
10



112

Other countries

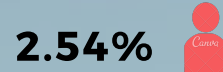
Age Group



Captain



97.46%

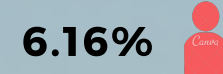


2.54%

Co-Pilot

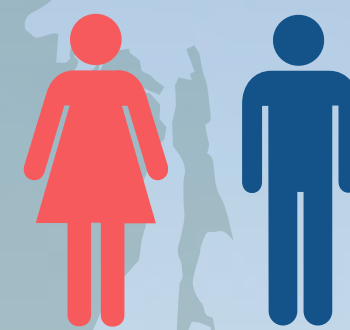


93.84%



6.16%

Senior Cabin Crew

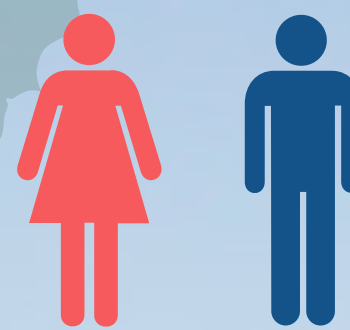


63.34%



36.66%

Cabin Crew



55.60%



44.40%

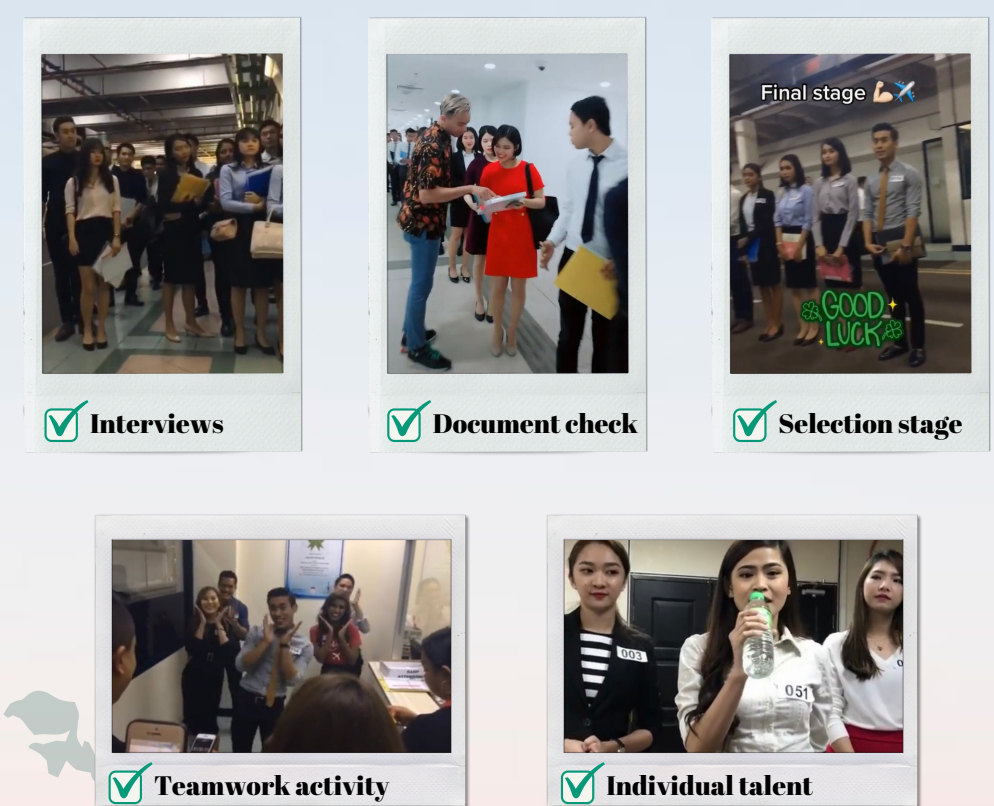
Discussion



SELECTION & IMPLEMENTATION

- ★ SCREENING RESUMES & APPLICATION
- ★ SCRUTINY OF APPLICATION
- ★ CONDUCT A SERIES OF TESTS
- ★ PERSONAL INTERVIEW
- ★ REFERENCE & BACKGROUND CHECK
- ★ MEDICAL TEST
- ★ FINAL SELECTION
- ★ PLACEMENT

Example



CONCLUSION

In AirAsia, the recruitment and selection process is the time that not only recognizes an applicant with the expertise and willingness to do the job they are looking for but also seeks someone who shares and endorses the core values of AirAsia. The selection function offers a crucial opportunity to reflect on what AirAsia may offer applicants. It is important to choose carefully, interview the candidates efficiently.