

A Comparative Study of Various Recruitment Methods: A Special Reference to Lateral Recruitment of Defense Officers

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Armed Forces have always been an organization where men behind the machines are the actual asset to the nation. Human Resource management plays a crucial role in the Organizational Effectiveness including in the Armed Forces. Recruitment and selection is the first major step towards an effective human resource management. Recruitment process can be either internal or external. Armed Forces offer an ample strength of trained manpower which can be a source of lateral recruitment for other organization. Armed Forces retire their soldiers young which are beneficial to both the individual and the organization at large. Lateral recruitment is a least studied area which is the major thrust of this paper. Lateral recruitment has a slight advantage where in it offers employees with a relevant set of expertise. This paper aims to study the various traditional recruitment techniques and how lateral recruitment of employees can be beneficial to the organization. The current paper would present the literature review of various recruitment processes in vogue and the relevance of the lateral recruitment process. The paper aims to discuss the cross functional employability of ex Defense Officers in their second career as a lateral recruits. For this a comparative study would be made of the advantages and disadvantages of linear vs lateral recruitment process. The paper would discuss the occasions for the decision of lateral recruitment. The conclusion of the paper would discuss the benefits of the lateral hires and how it enhances the cross sector employability of the ex Defense Officers in different sectors. it will give a valuable insight for the industry and recruiters to indulge in lateral hiring of employees with a certain set of competencies.

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