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In addition, about 90% of the workforce in the country is regulated by provincial governments, what makes everything even more complicated. However, key business processes have

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similarities in their steps since goals are very similar. That happens in the recruitment and selection processes.

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organization as a whole and the human resources management system in particular; understand how changes in technology, global competition, changing labour force demographics, and increasing government

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ethical, environmental, and
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is the choice of job candidates from a previously generated applicant pool in a way that will meet management goals and objectives as well as current legal requirements.

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designed to meet the needs
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Taras (2009), the major
legislations that regulate
the recruitment and

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selection of the employees both in the public and private sector in Ontario province of Canada include; the common law of contract, the legislation that governs the collective bargaining and the primary employment

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in Canada (the Employment Standards Act, the Labor Relations Act, the Pay Equity Act, the Human Rights Code and the Occupational Health and safety Act).

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personnel recruitment and selection strategies based on information obtained through scientific methods are more likely to benefit an organization than

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This section describes the
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commonly arise in interviews, some of the types of questions that may or may not be asked, and how to make hiring decisions that do not contravene the Code. Supervisors, managers and human resources staff

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who are responsible for making hiring decisions must be trained and educated to identify and eliminate discrimination, harassment and ...

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