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## ANALYZING THE RECRUITMENT AND SELECTION PROCESS AMONG EMPLOYEES IN NASUGBU MUNICIPAL

**GRACE ANNE PANALIGAN ROSALES**

Dr. Francisco L. Calingasan Memorial Colleges Foundation Inc.

### ABSTRACT

Recruitment and selection are crucial functions within any organization, directly impacting workforce quality and organizational success. This study focuses on analyzing the recruitment and selection procedures employed by the Local Government Unit (LGU) of Nasugbu. The primary aim of this research was to assess the effectiveness of these processes in attracting qualified candidates while promoting a diverse and inclusive workforce. In light of growing attention to equity and diversity in the workplace, this study also explored how the current procedures align with these broader organizational and societal goals. Fifty (50) respondents, consisting of employees involved in or affected by the recruitment process, participated in the study. Respondents expressed strongly agree regarding the effectiveness of current procedures and indicated that there was a successful balance between need for inclusivity and diversity within the workforce. However, no significant correlation was identified between their perceptions of these procedures and the actual diversity within the workforce. In response to these findings, the researcher developed an action plan to enhance the recruitment and selection process, aiming to promote a more inclusive and diverse work environment.

**Keywords:** *recruitment, selection process, workforce diversity, inclusivity, Nasugbu Municipal, employee hiring, action plan*

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