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THE ROLE OF RECRUITMENT IN THE FINANCIAL PERFORMANCE OF THE BANKING SYSTEM IN ALBANIA

Abstract:

Among the HR processes, recruitment has been considered to be one of the most important ones. Many theories nowadays emphasize the importance of recruitment practices in the welfare of an organization, stressing that its impact is crucial even in the business financial performance.

The study has been focused on the impact of the recruitment practices in the financial results of 6 banks in the banking market in Albania! A deep analysis has been done, with the data gathered on the recruitment method for the involved banks, through the use of both SPSS and Econometric methods. The sources used for collecting the data have been both primary through surveys conducted and secondary through the information gathered from different online sources.

This study has been conducted to evaluate the impact of the selection method of two categories of employees, experienced once and the recently graduated, on the overall performance and financial results of the business.

The study is concluded with the analysis of the results showing a clear distinction on the costs of the business for recruitment of both categories, meaning that the recently graduated are less costly for the business. However there is not a clear distinction weather the recently graduates are performing better in comparison to the experienced recruited employees.

Keywords:

Key Words: Recruitment, Banking, Recently graduated, Pre experienced, Business Performance

JEL Classification: G00, G20, M00