PROS AND CONS OF INTERNAL AND EXTERNAL RECRUITMENT PROCESS

by:
Arlyn R. Anglon

The Recruitment and Selection Process is not an easy task. In the Department of Education, passing the Civil Service Examination plays a big part to be qualified employee at the government. One of the Human Resource Issues at the Division Office is to regular a contractual employee without an eligibility. Having that HR Prime Accreditation allows the unit to comply with the Civil Service Commission’s Omnibus Rules on hiring only employees that passed the minimum requirement for plantilla position. On the other hand, having eligibility and a proof of passing the exam administered by the government, do not guarantee competency, capability, character, and commitment of an individual.

The issue mentioned above may also be related to internal and external recruitment. Hiring from inside the Division Office makes sense because they are already part of the team and know the culture and policies well. But despite the pros of internal recruitment, too much dependence on promotions and lateral job transfer might have a negative effect like compromising the selection process of the division and bad publicity. This also tackles and questions the rules of the government since some of the regular position are not filled up with Civil Service Passer, but of those people waiting for an item in the organization.

Another advantage might be it reduces the time allotted for recruitment and selection. This is what I have experience applying for a regular position at Department of Education. The selection board does not ask for more questions since they already know me, and my records are easily accessible for their reference. Lateral moves or Promotion also strengthen employee engagement. It shows that the unit values them and want to
invest in them. It allows employees to advance their careers or even let them move to the same position level that they want. This boosts the employees’ morale and help in building a positive organizational culture.

Despite all the merits of internal recruitment, this can also cause conflicts. Employees inside might have negative feedback and may view things as hindrance to transfer and promotion. Internal Recruitment also creates gap as someone in the organization fills up position and may be forced to wait for the appointment of the transferee before the position in the government will be assumed. In addition, it limits the pool of applicants and the organization might miss employees who has the character, competency, capability, and commitment.

These are just of the pros and cons of internal and external recruitment. The process is still about transparency. Having the right balance between the mix of internal and external recruitment and selection helps in building trust not just of your entity, but also of outside stakeholders.

References: