

**EFFECTIVENESS OF THE RECRUITMENT AND SELECTION PROCESS OF
GLOBAL ASSET PROTECTION, INC. (GAPROTEC)**

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ABSTRACT

Recruitment and Selection is a process of attracting and evaluating qualified applicant in terms of quality, experience, capabilities, personal and educational background. This became a survival tool for GAPROTEC to deliver quality security personnel. In this research, GAPROTEC security personnel deployed in their 14 clients whom they have served for over 5 years were assessed to know the effectiveness of GAPROTEC's recruitment and selection process in line with the security performance standard such as Honesty, Discipline and Vigilant.

The objectives of this study were to evaluate the current recruitment and selection process of GAPROTEC and identify the variables that affect in relation to the performance of the security personnel. It also evaluates the security personnel's performance in line with security performance standard on Honesty, Discipline and Vigilance. The methodology used was the combination of survey research, descriptive and qualitative research. Statistical tool were also used to determine the relationship on the Recruitment and Selection Process variables to the performance rating like Pearson Product Moment Correlation Coefficients and Chi-Square Test.

The findings of the study described the current recruitment and selection process of GAPROTEC. These are: age, gender, relationship status, and educational attainment and recruitment sources.

Based on the findings, significance of recruitment and selection process of GAPROTEC between the performance ratings was identified. It can be concluded that the conceptual framework of Recruitment and Selection process appropriate for GAPROTEC were created based on this research.

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