

A supervisor who is assigned for developing a comprehensive a staff recruitment and selection process:

Basically Human resources personnel plan, direct, and coordinate the administrative functions of an organization. They oversee the recruiting, interviewing, and hiring of new staff; consult with top executives on strategic planning; and serve as a link between an organization's management and its employees.

Many cases, Department or Functional Head like 'A supervisor' or a 'Project Manager' needs to perform the staff recruitment and selection directly to avoid the Human Resource personnel as because of their actual requirement.

A supervisor who is responsible to develop an adequate process for staff recruitment and selection are as follows;

- **Development of a staffing plan:** This plan should be aligned with the objectives of the company; "local mail distribution center" Supervisor has to be known the company's requirement of a skilled person hence an expert hand are able to accumulate the company's collaborations and get the benefit from colleagues' knowledge and expertise to find out the best way to get things done. They'll also feel more appreciated in a business where their ideas are listened to. Increased business efficiency, by making better use of in-house expertise, real supervisor knows to see how many people they should hire based on revenue expectations.
- **Development of policies to encourage multiculturalism at work:** Multiculturalism in the workplace is becoming more and more important, as we have many more people from a variety of backgrounds in the workforce.
- **Recruitment:** This involves finding people to fill the open positions.
- **Selection:** In this stage, people will be interviewed and selected, and a proper compensation package will be negotiated. This step is followed by training, retention, and motivation.

A project manager is a person who is responsible for leading the project. In other words, project managers are the spearheads of a project. They ensure that the project is completed within the specified deadline and gets delivered to the client without any flaws. He/she handles all the aspects of the project from project initiation to project delivery.

To put it simply, he is the champion of the project. He provides the vision of the project to his team members and keeps their focus firmly fixed on the same. He/she is that person who ultimately gets praised for the success of the project or discredited for the failure of it. The project manager is accountable for the fate of a project.