



The EVOLUTION of Job Recruitment

Have you ever wondered when and how job recruitment started? Well, this infographic will give you a ride back to the past:



In the early days, survival was the main goal of humans. No job search or job recruitment exists. In fact, "jobs" revolved around food. Men hunted while women gathered food.

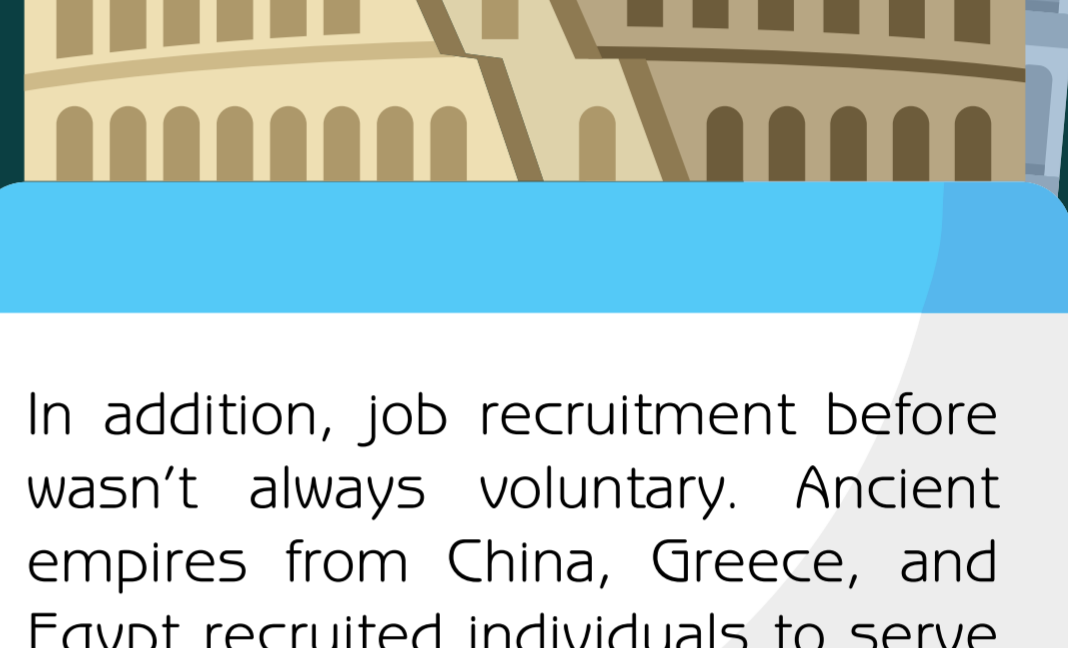
In the days of the Roman Empire, Julius Caesar created the first "employee referral program" by offering payment to soldiers who recruited other soldiers to join his army.

Did you know?

Recruitment of Roman soldiers was no easy task then. Anyone who wants to join the army must be a Roman citizen; can march 18 miles while wearing the full uniform, armor, and weapons; and can carry 60 pounds of supplies.

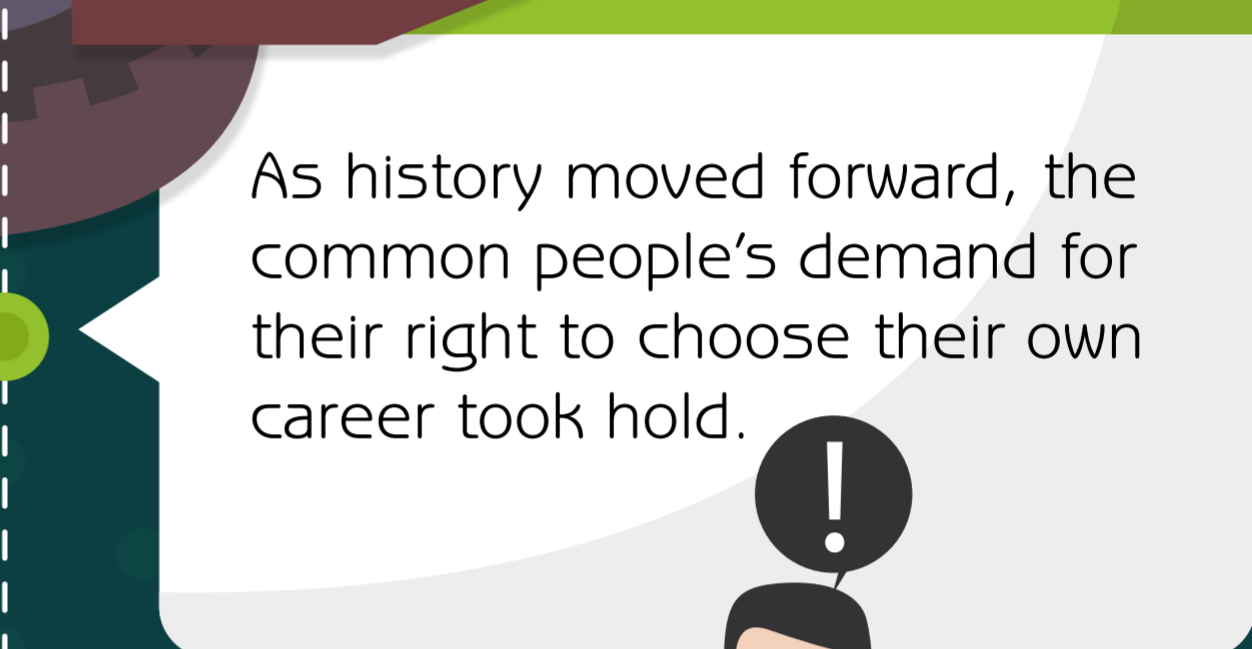


Rome directed hiring for its army under the control of the Consul or leader of the Senate. Further, provincial commanders and governors in the field can't recruit anyone.



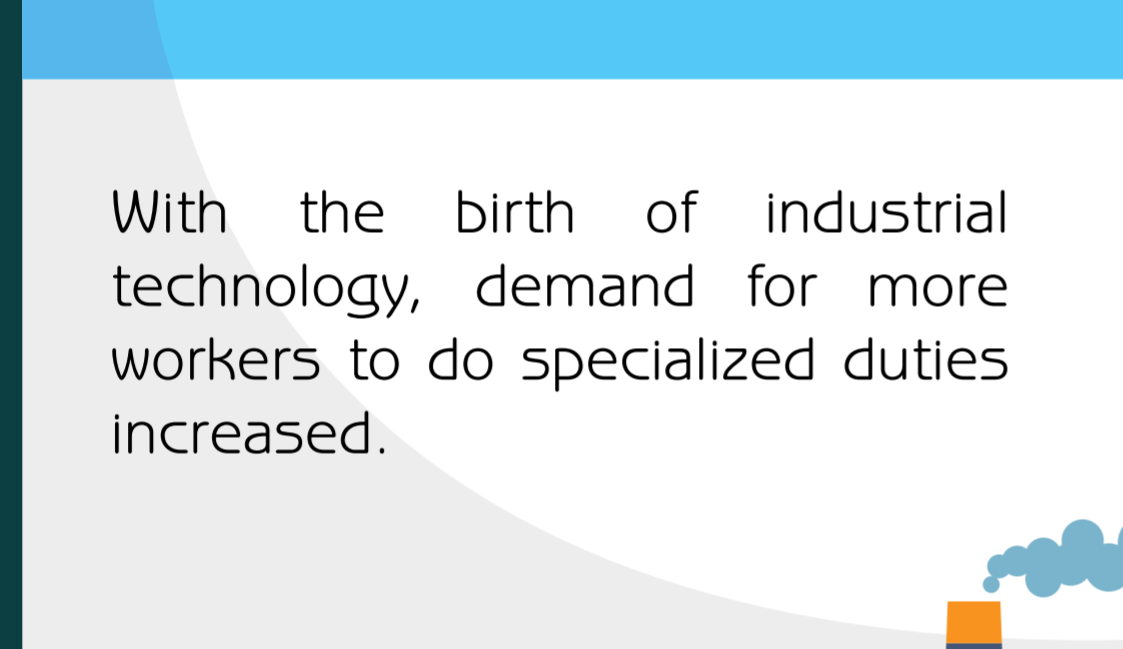
In addition, job recruitment before wasn't always voluntary. Ancient empires from China, Greece, and Egypt recruited individuals to serve in the army or work for large-scale building projects.

Two famous examples of such building projects are the Great Wall of China and the pyramids of Giza.



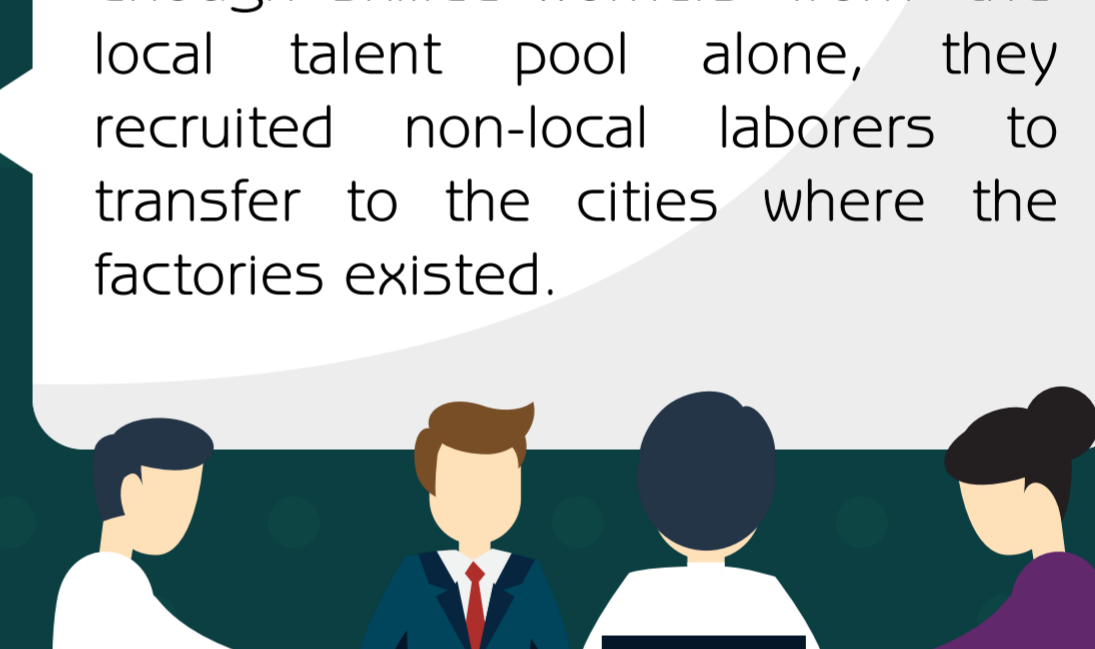
As history moved forward, the common people's demand for their right to choose their own career took hold.

While private firms became more important, job recruitment changed.



With the birth of industrial technology, demand for more workers to do specialized duties increased.

Until the Industrial Revolution, recruitments happened only at the local level.



To clarify, job recruitment didn't take shape until World War II.

Since companies can't often find enough skilled workers from the local talent pool alone, they recruited non-local laborers to transfer to the cities where the factories existed.



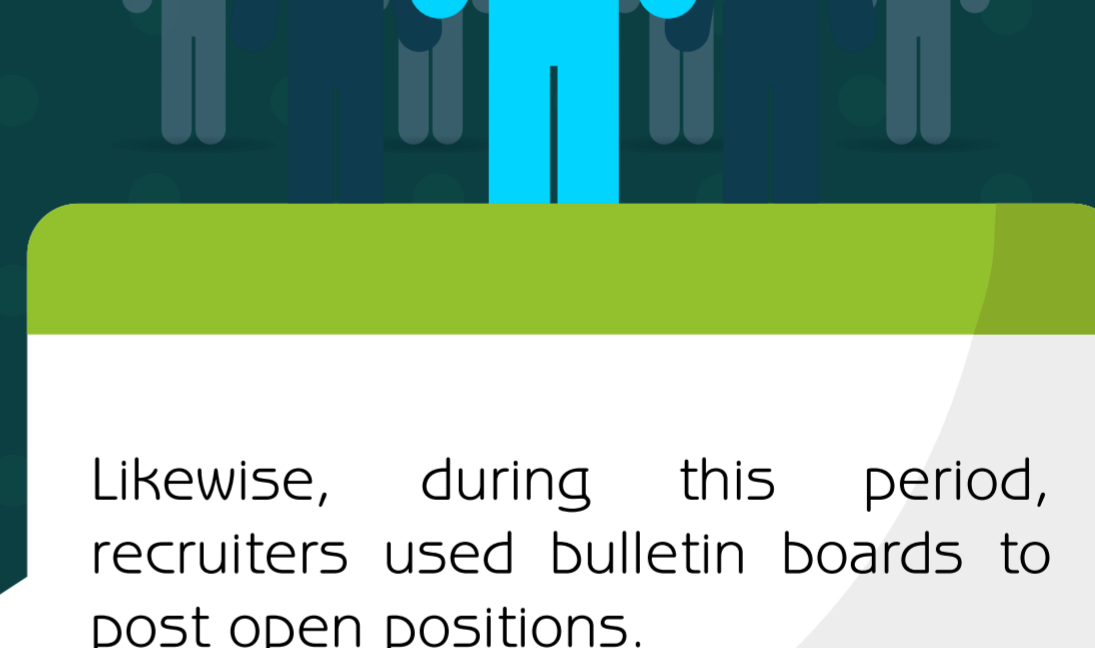
To fill the vacancies that men serving in the army have left, employment agencies turned to ads. In detail, they hired men unable to serve or otherwise ineligible for the draft.

After the war, many veterans with innovative skills returned home looking for work.



In retort, "headhunting" firms appeared to connect potential employees to businesses.

Before, recruiters worked for job seekers, not the businesses looking for new talent. In reality, thanks to a period of economic growth in the early 1970s, companies outsourced their employment efforts to agencies to reduce spending.



Likewise, during this period, recruiters used bulletin boards to post open positions.

By the 1980s, the classified sections of local broadsheets became the main place for recruiters to post their calls for skilled workers.



With the growth of the internet in the 1990s, boards and recruitment websites soon replaced classified ads as the center for job recruitment efforts.

The Decade of Job Boards

CareerBuilder's launching was in 1995
HotJobs.com's launching was in 1996
Monster's launching was in 1999

Then again, in the 2000s, the space between employers and job hunters decreased with the popularity of social networking.

Today, companies use video resumes and interviews to improve their hiring efficiency.



Sources:
www.recruitingdaily.com | www.boostringstrings.ning.com
www.huffingtonpost.com | www.bizcommunity.com

