

AHP FOR RECRUITMENT RISK MANAGEMENT IN R&D SECTOR

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ABSTRACT

Recruitment and Assessment activities for Research and Development divisions are the challenge for most of the scientific organizations. Research and development for any organization is considered most important area to achieve excellence in the world of globalization and competitiveness. It has its unique characteristics with human resources playing vital role for enhancing the productivity of R&D sector. It is utmost important to recruit scientist with right blend of attributes which will enhance the productivity of the R&D organization. However, crisis way of recruitment of scientists may lead to disasters, especially in the sensitive areas of work. In one such pilot study, presented in this paper, structuring of aptitude of potential scientists was done based on review of literature available in scientific journals and identified four dimensions i.e. cognitive abilities, personality factors, social factor and subject knowledge. Data were collected from 20 medical doctors (MBBS). Analytic Hierarchy Process (AHP) was used to design formats to capture two matrices. Matrix I involved pair wise comparison of various attributes related to scientific dimensions. In matrix II the participants were requested to write down the marks out of 100 that they would give each factor based on their experience in the scientific field. Results were analysed through AHP technique and arrived at the following weightages i.e. cognitive abilities 32%, Personality factor 10%, Social factor 10%, Subject knowledge 48%. In the similar way weightages can be assigned to the identified attributes in unique situations where scientists have to work and it can prevent risks of committing human errors causing future disasters by helping scientists to excel in the scientific fields and enhance the productivity of the R&D organization.

Key words: *Human Resource Assessment, Recruitment Risk, Recruitment of Scientists, R&D Recruitment,*

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