

# **Abstract**

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## **A survey of recruitment and ion practices in Egypt,**

In this paper we report the findings from two studies into recruitment and ion practices in Egypt. We find some evidential support for the influence of the Egyptian national context upon the practices used. However, we also find evidence which may be consistent with the transfer of management know how and practices through the process of globalisation and there is evidence of practices utilising new technologies. The findings indicate different practices, including the number of techniques, being used for the recruitment and ion of different job types. We also find that, while HR professionals remain dominant in terms of responsibility for recruitment and ion, there is evidence of substantial sharing of this responsibility with line management through consultation and of an increased devolution of responsibility to line management.