

## An Analytic Network Process Approach towards Academic Staff Selection

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**Abstract :** Today business environment is very dynamic and most of organizations are in tough competition for their added values and sustainable hold in market. To achieve such objectives, organizations must have dynamic and creative people as optimized process. To get these people, there should strong human resource management system in organizations. There are multiple approaches have been devised in literature to hire more job relevant and more suitable people. This study proposed an ANP (Analytic Network Process) approach to hire faculty members for a university system. This study consists of two parts. In first part, a thorough literature survey and universities interview are conducted in order to find the common criteria for the selection of academic staff. In second part the available candidates are prioritized on the basis of the relative values of these criteria. According to results the GRE & foreign language, GPA and research paper writing were most important factors for the selection of academic staff.

**Keywords :** creative people, ANP, academic staff, business environment

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