

## **FACULTY SELECTION FOR A BRAZILIAN PRIVATE HIGHER EDUCATION INSTITUTION**

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### **ABSTRACT**

The purpose of this work is, starting from a practical case of faculty selection for a higher education institution, to present and to examine the subjective selection method commonly used by private educational institutions in Brazil. In addition, it shows how the results would have been if the AHP had been applied. Furthermore, a comparison will be made between the usages of both methods. The main objective of the selection process is to approve candidates who combine knowledge, skills and ability to efficiently develop their function in the institution. Mistakes in this process can lead to waste of time, money and other resources. Therefore, attributes like didactics and resourcefulness in the classroom gain relevance, while replaces traditional attributes, such as academic background.

Keywords: Higher education, Personnel selection.

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