

## **Internal Resource Use and Promotion Policy in Personnel Selection**

In the selection of employees, promotion, internal transfer (transfer), rank reduction and in-house business announcements are used in the direct internal resource use and selection is made within the enterprise.

Promotion: A promotion is the appointment of an employee to another position at the highest level, which carries more wages, powers and responsibilities than the current one.

For vacant or newly opened positions, the positions are filled with the appropriate candidate by using internal resources within the framework of the promotion policy or previous promotion planning.

It is also used as a means of rewarding high performance and commitment to the institution by filling the vacant positions in our group's workplaces.

Promotion decisions are a process that includes financial and psychological rewards and shows the success of employees, as they enable employees to be placed in a higher position, to add new responsibilities and to increase their motivation.

It also describes the process in which the social status of the employees increases, they have more say in their jobs and thus their job satisfaction increases.

Promotion decisions are made by taking into account the seniority, performance, potential, personality and relationships with other employees after the formation of the position need. However, religion, language, race, gender, sexual orientation and similar preferences are not decisive factors that affect or guide promotion decisions.