

***To cite this paper:***

Kiseleva T.I. (2017) Analysis and efficiency evaluation of the personnel search and selection process in OOO «Uralplit» (Uralplit LLC). *Human Progress*. 3 (1): 1. URL: [http://progress-human.com/images/2017/Tom3\\_1/Kiseleva.pdf](http://progress-human.com/images/2017/Tom3_1/Kiseleva.pdf).

## **ANALYSIS AND EFFICIENCY EVALUATION OF THE PERSONNEL SEARCH AND SELECTION PROCESS IN OOO «URALPLIT» (Uralplit LLC)**

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**Abstract.** The article analyses the technology of recruitment and personnel reception in a particular trade organization OOO «Uralplit» (LLC Uralplit). The comparison is carried out between search and recruitment scheme-technology, approved by the regulations, and the actual reception process used by the enterprise. The average time is calculated, spent on one candidate selection; the time discrepancy is revealed by the categories of managers and specialists. The efficiency of recruitment is analysed by calculating the turnover rate for the staff who work the first year. The decrease in staff turnover is revealed at a sufficiently high level for the trade organization, the reasons for the fluidity are also revealed. The ratio is calculated and analysed of the first year work employees' retirement on the employer initiative, the author found that on average 15% of newly admitted employees did not pass the probationary period. The analysis of working hour's losses is carried out, connected with the vacancies closure and the workers' absence. In conclusion, recommendations are given to improve the process of recruitment and reception of personnel at the analysed enterprise.

**Keywords:** staff recruitment; reception of staff; efficiency mark; turnover of newly recruited employees; job closure rate.

**JEL codes:** J 63; M 12.

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