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## **HR-SPECIALISTS WHO ARE LOOKING FOR JOB IN YEKATERINBURG, THEIR QUALITY CHARACTERISTICS**

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**Abstract.** The article presents the author's research results about competences of candidates for vacancies in the field of HR, who have been looking for a work in Yekaterinburg in 2016. The author has been studied 250 resume posted on the workhouse site and summarized: labor competences possessed by the job seekers, including those that increase the cost of the candidate; candidates structure by gender, age, education, work experience in the specialty. The author has studied the salary expectations of candidates, including those based on their work experience. It is concluded that there is self-overstating candidates for a number of competencies. Also the educational profile of candidates has been studied, its compliance with the required positions and having leadership experience. As a result of analysis, the author makes an attempt to justify what competencies are needed to improve the specialist's demand in the labor market, depending on the position to which he aspires.

**Keywords:** personnel Management; HR-specialist; demand in the labor market; competence; labor cost.

**JEL code:** J63.

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