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TECHNIQUE AND AUDITING RESULTS OF SEARCH AND STAFF RECRUITMENT TECHNOLOGY' EFFICIENCY IN THE RECRUITING COMPANY

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Abstract. First of all, the article describes and substantiates the relevance of research issues. Then the author's approach is disclosed about the techniques of performance audit of staff search and selection technology in recruitment; the techniques include a description of its stages and key metrics such as average time spent on the selection of a single candidate, the timing of closing the position. Tools are offered to organize and analyze information. The author has developed and submitted forms of analytical tables (the dynamics of the average time for the selection of a candidate by the agency, the execution plan for the closure of the vacancies, checklist of applicable regulations of staff searches and selection technology in the company) which allow standardizing the auditing to assess the effectiveness of used recruitment techniques. The results are presented of the testing a technique, proving its viability and practical significance. The proposed evaluation tools of the recruiters' activities were tested in 2016 on the basis of a private employment agency in Yekaterinburg, which had a positive reputation in the labor market and were typical representatives of recruitment agencies in municipality.

Keywords: search and staff recruitment; recruiting; audit of the personnel.

JEL codes: J24; J29.

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