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EXTERNAL SOURCES OF STAFF ATTRACTING TO THE ORGANIZATION

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Abstract. The article is devoted to the evaluation of experience in the use of involving staff sources and methods in the organization. The author explains the relevance of this research topic, compares the advantages and disadvantages of staff involvement external and internal sources; describes methods for attracting staff from both external and internal sources. In the second part of the article, the author analyzes the processes of candidates attracting and selecting at a particular enterprise - the Condensate Preparation Plant for Transport of OAO Gazprom. Personnel movement indicators are analyzed: admission and dismissal, and the reasons for the staff dismissal of their own volition are analyzed too. The process of recruitment, selection and reception of personnel is described in stages. Sources of staff involvement are named and their structure is studied in dynamics for 2012-2014. Measures to improve the quality of recruitment procedures are analyzed, which are applied in the analyzed enterprise. The article may be of interest to specialists involved in the personnel reception process in the organization, for the experience exchange.

Keywords: reception staff; attraction of candidates; external sources of attraction; selection of candidates; quality of staff.

JEL codes: J21; J23.

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