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IMPROVING THE HIRING AND PERSONNEL SELECTION SYSTEM BASED ON IMPLEMENTATION OF TALENTS EVALUATION TECHNOLOGY

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Abstract. The article contains a project of a talent assessment program implementation for civil servants. The article describes the concepts of recruitment and personnel selection, examines the personnel selection methods and its features in the civil service. The subject of the study is the civil servant's selection features during the talent assessment technology implementation. The authors studied the activities of the Federal Agency for State Property Management (Irkutsk region Territorial Administration), analyzed the personnel search and selection system and the recruitment and personnel selection effectiveness assessment, using a group of indicators. Based on the study of advanced domestic and foreign experience, the authors developed a program for evaluating talents for civil servants. The proposed "Talent Assessment program" project, adapted for public civil servants, consists of three stages: the candidate's numerical abilities testing; the candidate's verbal abilities testing; the questionnaire application to identify the candidate's universal competencies. Within the project framework, the hypothesis was proved that the talent assessment technology using in the candidates' selection process for the civil service will allow selecting the most qualified and effective candidates, which will ultimately improve the organizational efficiency.

Keywords: hiring; personnel selection; talent management; personnel assessment; personnel selection efficiency.

JEL codes: M 51; M 55.

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