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PERSONNEL ATTRACTING IN YOUTH PUBLIC ORGANIZATION

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Abstract. The article is devoted to the recruitment peculiarities in the youth public organization. The problem has been described on the example of the public organization "Sverdlovsk regional transport detachment "Express" activity. The author analyzed the main organizational performance indicators for three years. As a result of the analysis, it was concluded that there is a steady trend of the annual decrease in the employees' number in the organization, which is not a positive. Based on the hypothesis that the decrease in the number reason is problems in the personnel selection, the author analyzed the staff recruiting system in this youth public organization. During the analysis it was revealed that basically the company is engaged in passive recruitment, it uses also the recommendations method of selection. The author believes that such methods are not enough at the present stage. The author analyzed seven V. Yakub's modern staff recruiting methods and adapted them for using in the youth organization. To solve the identified problem, recommendations were proposed to improve the recruitment system in order to increase the number of candidates in the organization. The article may be of interest to managers and employees involved in personnel management in youth and public organizations.

Keywords: personnel selection; number of staff increase; staff turnover; youth organization; recruitment methods; recruiting.

JEL codes: M 51; M 14.

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