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## **PERFORMANCE OF THE PERSONNEL ATTRACTING AND SELECTION PROCESS IN THE ORGANIZATION**

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**Abstract:** The article contains an analysis of the attracting and selecting personnel system in the company OmegaService LLC, which deals with the fuel and energy complexes arrangement at 10 sites in the north and Siberia. This topic relevance is explained by the fact that in the qualified personnel shortage conditions, the recruitment process is laborious and costly, however, if it is conducted inefficiently, it leads to a high staff turnover in the enterprise. In the article, the author gives the staff reception definition and proves its process character. In this regard, the author consistently examines each of the recruitment process stages effectiveness. The analysis begins with the staff planning stage in OmegaService LLC, as a result of which the understaffed level is investigated. It was revealed that in the company there is a blue collar workers shortage, the reasons for this phenomenon are determined. Further, an analysis of the staff involvement sources was carried out, a comparative analysis of the sources, their effectiveness and costs of one employee attracting was carried out, and the most effective were identified. The author carried out an independent calculation of the closing vacancies speed and analyzed the received staff quality. The author has identified weaknesses in the personnel recruitment and selection system and identified areas for improving this process.

**Keywords:** staff involvement; recruitment; staff selection; hiring; personnel management.

**JEL codes:** J 41; M 51; M 55.

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