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IMPROVEMENT THE STAFF RECRUITMENT ORGANIZING: CASE STUDY OMEGASERVICE LLC

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Abstract. The article is devoted to issues of improving the work on attracting, selecting and hiring personnel in the organization. The hiring process in the construction organization OmegaService LLC was taken as an object of study, where the author identified a number of problems and shortcomings in the staff reception organization. The article also describes the analysis results of the staff satisfaction, conducted by the sociological questioning method. The general staff satisfaction index is calculated. Measures were proposed to improve the recruitment process: it was proposed to develop Regulations on the personnel recruitment, selection and adaptation, its sections were determined. In addition, it was proposed to use the organizational plan of the personnel department's activities; a questionnaire was developed, which was proposed to be filled by the departing employees. To improve the adaptation management of newly hired personnel, the adaptation process is regulated in stages. It is proposed to determine adequate requirements for candidates on the basis of professional standards and profессиograms. The author has developed an algorithm for the recruitment process in the organization. To improve the HR brand, methods of non-material staff motivation are proposed. The costs of implementing all the proposed measures are calculated, and the economic efficiency of the proposed measures is calculated.

Keywords: staff; recruitment; staff selection; staff satisfaction; intangible motivation.

JEL codes: M 12; M 51.

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