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ORGANIZATION OF RECRUITMENT: PRIVATE EDUCATIONAL INSTITUTION OF ADDITIONAL PROFESSIONAL EDUCATION "ENGINEERING ACADEMY" CASE STUDY

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Abstract. The article studies the issues of organizing recruitment work. The relevance of this topic is explained by the fact that properly selected staff ensures the efficient use of resources available in the company, and directly affects its economic performance, company's success and competitiveness. The article provides a definition of recruitment, a staff recruitment scheme specific to large companies, stages of the recruitment process and elements of a recruiting system. The personnel selection system in the Private educational institution of additional professional education "Engineering Academy" in Yekaterinburg was selected as the object of study. In the process of analysis, the authors revealed that the company uses internal and external labor markets, their proportions are determined. Further, the authors analyzed the structure of personnel attraction sources and the importance of personnel selection criteria; revealed the specifics of new employees' selection in educational institutions, based on the candidates' educational level. Based on the analysis, the authors developed a number of recommendations for improving the personnel selection system and the use of testing in the staff selection. Particular attention is paid to correctly informing candidates at all stages of personnel selection.

Keywords: personnel; staff recruitment; recruitment stages; staff recruitment efficiency; personnel selection system.

JEL code: M 51; M 14.

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