

USAGE OF EXECUTIVE SEARCH IN RECRUITING

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Abstract. The article is devoted to the practical experience of the executive search method application in the recruiting company's activities. First of all, the author identifies the differences between such concepts as recruitment, headhunting and executive search. Then she describes the application of this recruitment method on a concrete example. Recruitment Agency OOO «Ljudi Dela» (Business People Consulting Group) acted as the organization where research was conducted, it operates in Yekaterinburg. The author analyzes in the article the main socio-economic indicators of recruitment activities at the recruiting agency «Ljudi Dela» (Business People) for the period of the last three years. Stages of activities for NDT inspector search are described, used tools are presented and also the operating results of the specialist's selection. In addition, the article describes measures that have been suggested by the author to improve the quality of services provided in the job agency.

Keywords: recruitment; executive search method; selection of personnel; fill a slot; stages of executive search.

JEL codes: E24; J21; J23; J68.

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