

AN EFFICIENT RECRUITMENT USING DIVERSE METHODS

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This article tries to analyse the most efficient methods of staff recruitment for the organisations, focussing on their advantages.

Within any organization at a certain time there are one or more vacancies to be filled by those individuals who meet the requested features for the job.

Recruitment activity supposes the identification and attraction of a number of candidates who meet the necessary conditions to be employed for a vacancy, and the selection of candidates, the choice of the most appropriate person for the job, according to certain criteria. The two activities are considered as one of the keys to the organizational success as contributing to a strong and longlasting team. Recruitment can be approached from the perspective of human resources management, which supposes a great deal of attention in looking for the persons who meet the demands of the organization in a general approach, not only as the specific job. The need for a more sophisticated approach for recruitment is a characteristic of the human resources management.

Result recruitment depends to a large extent on the recruitment method which was chosen. Among the methods of staff recruitment can be noted: the advertisement, the network of acquaintances, the counsellors, the search of persons, the file with potential candidates, the marketing activities.

Advertising is the clearest method of attracting candidates. Recruiting on the Internet is an alternative that any organization can use successfully, by publishing a vacancy on the online recruitment site. Also, the jobseekers have the opportunity to send their CVs to a Jobs Fair on the Internet. Another external recruitment method is the appeal to the public or private recruitment agencies. Also, another method which is practiced in many countries is the use of counsellors as they provide qualified advice and reduce the effort supposed by the recruitment process.

The method of person searching, one of the most complex recruitment method, is recommended to be used for positions which require a high specialization such as the management positions. The file with potential candidates assures a high degree of efficiency and reduced costs.

Last but not the least, marketing activities suppose a greater interest for any organization due to their effectiveness in the field of personnel recruitment. Efficient recruitment requires perceptions on the advantages of each method and to decide what method will be put into practice, depending on the complexity of the vacancy.

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