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MODERN ENTERPRISE EMPLOYEE RECRUITMENT COUNTERMEASURE

The competition between modern enterprises turns into the competition of talents, and talents become the key to the survival and development of modern enterprises.

1. Problems in recruitment of modern enterprises

1.1 Recruitment planning is unscientific

At present, most enterprises do not have specific plans and directions for recruitment. At the same time, there is no standardized recruitment process and implementation design. Most modern enterprises have no evaluation mechanism and lack data support and analysis on the effectiveness of recruitment, so they cannot leave replicable experience summaries with the passage of time and the accumulation of interview experience.

2. Countermeasures to build an effective recruitment system

2.1 Optimize human resource planning

The acquisition, allocation, use, protection and other aspects of human resources should be planned in a functional way, and the balance between supply and demand of human resources should be made to ensure that the organization can obtain all

kinds of necessary human resources at the required time and positions, so as to realize the reasonable allocation of human resources and other resources.

2.2 Standardize the recruitment process

Human resources and enterprise managers need to jointly explore recruitment methods in order to conduct a fair and effective inspection and evaluation of candidates. When there are more candidates, according to the design of the selection assessment form, the degree of competency to be scored, and finally choose the highest degree of matching rather than the best candidate.

2.3 Establish a feedback evaluation mechanism

After the recruitment, the whole recruitment process needs to be reviewed and reviewed to verify the effectiveness of recruitment. On the basis of the overall evaluation, the improvement plan is proposed and effective implementation steps are preliminarily formulated to practice and verify in the next recruitment, continuously review, evaluate and feedback, and build an effective enterprise recruitment system.

Reference

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