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RISK ANALYSIS OF SMEs' RECRUITMENT

With the rapid development of the economy, SMEs are playing an increasingly important role in the economic structure, and the competition between enterprises is becoming increasingly fierce. Recruitment is a key step for enterprises to acquire talents. It is directly related to the survival and development of SMEs. However, there are many risks in the recruitment process, which seriously affect the healthy development of the company.

1. The risk of recruiting employees in SMEs

In the process of recruitment, the selection and recruitment process is an important part of the recruitment process. However, most small and medium-sized enterprises are blindly searching for the so-called best talents while hiring employees, but they ignore the candidates and positions. The matching degree makes the talents recruited by the company not suitable for the job requirements, and the candidates can't be well integrated into the enterprise, thus affecting the healthy development of the enterprise. In addition, the lack of professional recruiters within the company also affects the results of the selection and recruitment. At present, most of the people in charge of recruitment in SMEs are not professional, but after a short period of training and study, they are engaged in recruitment, and the selection of talents is not professional and not good. Therefore, It may make a wrong judgment and bring risks to the recruitment work of the company. In the process of recruitment, enterprises may face some legal risks because they are not familiar with relevant laws and regulations. These risks may come from two aspects: First, the legal risks brought by the applicants related to the original work unit. Second, the legal risks faced by enterprises when they perform their obligation of truthful disclosure to candidates. For enterprises, they need to bear legal responsibility when recruiting personnel to attract talents without telling the applicant about the actual situation of the company or signing or changing the labor contract with the applicant in case of fraud or coercion.

2. Corporate risk prevention strategies

2.1 Improve the professional quality and recruitment skills of recruiters

In the process of recruitment, the professional quality and level of corporate recruiters directly affect the quality and efficiency of corporate recruitment, and at the same time determine the fate of candidates. In order to improve the effectiveness of recruitment, enterprises must strengthen professional training for recruiters and continuously improve their professionalism in all aspects. The specific practices are as follows: First, in the process of recruitment, the company should conduct strict selection of recruiters; secondly, enterprises should incorporate recruitment into daily management activities; thirdly, focus on strengthening the quality of recruiters and strengthen Recruitment training, but also focus on expanding their skills in other areas, truly become a professional recruiter.

2.2 Familiar with relevant laws

Strictly handle affairs according to law, small and medium-sized enterprises should be familiar with relevant legal knowledge before hiring. First of all, companies must have a sense of legal risk in all aspects of recruitment and enhance the concept of the rule of law. Secondly, the recruiters of enterprises must also understand and master the relevant labor law regulations and policies to improve the accuracy of recruitment. In addition, after the recruitment work is completed, the company must provide relevant protection to the applicants in accordance with relevant labor regulations.