



Recruitment of External Candidates as a Function of Human Resources Management in the Company

By Darko Lugonja

GRIN Verlag Mai 2011, 2011. Taschenbuch. Book Condition: Neu. 210x148x2 mm. This item is printed on demand - Print on Demand Neuware - Research paper from the year 2009 in the subject Business economics - Personnel and Organisation, grade: 1, University of Zagreb (University of Zagreb), course: Aftergraduate study for business management - MBA, language: English, abstract: Modern business policy is based upon successful management of resources, especially human resources. Employment and recruitment are becoming human resource basic functions. Companies and organizations must consider again their own business policy and goals, in order to define and realize optimal business policy, particularly human resources recruitment. Recruitment of internal candidates is almost a rule for solving the problem of shortage in certain profile of employees. Yet, mostly, in the situation of insufficient human resources, we focus our attention to external candidates, through cooperation with media, educational institutions, agencies and other communication approaches. Media have emphasized role. Advertising on the Internet, newspapers and TV depends on many variables. Besides cost aspect there is significance in communication aspect, an rising attention onto target group from which we plan to recruit our candidates. Therefore, media role is growing in importance, not only in sales, public...



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