

**Title:** Research on Recruitment and Selection Problems and Countermeasures of Huatai Company

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### **ABSTRACT**

With the deep changes in social organization, the focus of business development has gradually changed from the traditional ideology to a human resource-based competitive model. The continuous progress of an enterprise is based on talent extraction, and therefore the importance of recruiting competent employees is increasingly valued by executives of major enterprises. Recruitment is the main way for an organization to absorb talents and is the initial step for the personnel department to carry out its work. Excellent talent is the most valuable in the development of an organization, but also can directly generate value of resources, talent is an important component of the enterprise, is a reflection of the company's soft power, but also an important factor in the core competition of an enterprise, the development of the enterprise has a very important significance, the recruitment of excellent talent is the need for the development of enterprises, but also to achieve the company's strategic objectives of the premise. The company attaches importance to the importance of "talent recruitment" in people management. Only through the implementation of every detail of the recruitment process can we find employees with professional skills and

labor willingness that best meet the requirements of the company, so that we can steadily promote all aspects of the work of the company. Only by improving the recruitment system and refining the screening can we maximize the efficiency of the enterprise and thus promote the rapid development of the enterprise. The research object of this paper is Huatai Company, firstly, we introduce the background of Huatai Company and the current situation of its human resource management, conduct statistics for the recruitment-related data of Huatai Company, find out that the current situation of Huatai Company's recruitment is the high turnover rate of new recruits, and find out the main problems of Huatai Company's current recruitment through the statistics of Huatai Company's exit survey: the job analysis is not standardized leading to the hiring department's Positioning is not clear. Low matching degree of personnel and position, lack of excavation of inner quality of candidates, inadequate preparation for interview and arbitrariness of interviewers. In view of the current recruitment problems of Huatai Company, this topic uses job analysis theory, man-position matching theory and competency model to analyze and find out that the lack of job analysis of the position by the hiring department of Huatai Company is due to the lack of job analysis of the position, the low matching degree of personnel and position is due to the lack of personality analysis of the candidate and the personality analysis of the job holder required by the position, and the neglect of competency model also makes it difficult for the company to make a good decision on the position in the interview. The data and research show that to solve the current recruitment problems of Huatai, this topic puts forward corresponding countermeasures and suggestions.

**Keywords:** Huatai Company, recruitment, countermeasures