

Reflections on Enterprise HR Recruitment Management

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Abstract: *With the advent of economic globalization and the information age, market competition has become increasingly fierce. In this background, if enterprises want to survive and develop, they must have a high quality and efficient talent team as support. The ability to attract and retain excellent employees, which is an important sign to measure whether an enterprise can develop stably in the long term. Therefore, how to do a good job in the recruitment of human resources, which has become a very urgent and realistic task faced by modern enterprises. This paper starts from analyzing the current problems of Chinese enterprises in general, and then conducts a systematic study on enterprise human resource recruitment management, and puts forward some methods and suggestions to solve these problems. It is hoped that this study can help enterprises improve their own human resource management, enhance their core competitiveness and achieve sustainable development.*

Keywords: *Enterprise; Human Resources; Recruitment Management; Reflections*

1. Introduction

With the establishment and improvement of the market economy system, the competition among enterprises has become increasingly fierce. In this context, if enterprises want to get better chances of survival and development, they must have a high quality and efficient workforce. Therefore, how to carry out effective human resource recruitment management, which has become one of the important issues faced by modern enterprises. First of all, enterprises should establish the correct concept of human resources, as a strategic resource to the enterprise, rather than just a cost expenditure or ordinary labor. This is the only way to truly recognize the importance of human resources for the long-term interests of the enterprise and its future development. At the same time, enterprises should strengthen the training and education of employees, so as to improve their comprehensive ability and professional level, thus enhancing the core competitiveness of enterprises. Secondly, enterprises should establish a sound HR recruitment system, including the formulation of reasonable recruitment plans, the selection of appropriate recruitment channels, the determination of appropriate salary standards and other aspects. Only through a scientific and standardized process to achieve recruitment goals can we ensure the quality of recruitment, reduce unnecessary waste of time and energy, and enhance the image and credibility of the company. Finally, enterprises should also pay attention to the career planning and development of employees, help employees to do a good job of self-cognition and career orientation, stimulate the enthusiasm and creativity of employees, so that employees can feel the care and support from the company, enhance the sense of belonging and loyalty of employees, so as to promote the common growth and development of enterprises and employees. To sum up, the human resources recruitment management of enterprises has a very important role and significance, which is directly related to the rise and fall of the success or failure of enterprises and the growth of economic benefits. Therefore, enterprises should pay great attention to and take corresponding measures, and then continuously optimize and improve human resources recruitment management, so as to meet the requirements of the times and the development needs of the enterprise itself [1].

2. The Position of Recruitment Management in the Enterprise

Talent is the first resource, and recruitment is an important means to obtain and retain excellent talent. Therefore, recruitment is a very important and necessary basic work for any enterprise. Only through a scientific, standardized and efficient recruitment process to attract more and more excellent talent to join the enterprise, so as to provide a strong guarantee for the development of the enterprise.

First of all, recruitment can help companies find potential talents. After the initial screening of candidates in the recruitment process, the company will select some of the candidates who meet the requirements as candidates, and these candidates will become the future core staff or reserve cadres after further assessment. This way not only can effectively reduce the cost of trial and error for the enterprise, but also can discover more potential talents for the enterprise, thus improving the competitiveness of the enterprise. Secondly, recruitment helps to enhance the corporate brand image. A company with a good reputation and reputation is often more favored by job seekers, it is also easier to get excellent talent to join. At the same time, high-quality recruitment activities can also let the majority of candidates feel the advantages of the company's professionalism and cultural atmosphere, which will enhance their trust and identification with the company, helping to create a good corporate image and brand effect. Finally, recruitment helps optimize the internal talent structure of the enterprise. As the scale of the enterprise continues to expand and the business scope gradually expands, the collaboration and cooperation between various departments becomes closer and closer, and the demand for various talents increases. If an enterprise can establish a set of perfect talent ladder construction system, allocate different levels and different types of talents in accordance with a certain ratio, it can realize the optimal use of human resources, avoid shortage or excess of talents, and ensure the smooth implementation of the enterprise's business decisions [2].

3. The Role of Recruitment Management in Human Resource Management

3.1. Boosting Corporate Morale

By carrying out recruitment work scientifically and reasonably, we can inject new vitality and power into the enterprise. On the one hand, recruiting excellent talents can improve the overall quality level of employees, thus enhancing the core competitiveness of the enterprise. On the other hand, it can attract more ambitious people to join the enterprise, form a good employment mechanism and promote the continuous development and growth of the enterprise. Therefore, as one of the indispensable links in human resource management, recruitment is important for enterprises to achieve their strategic goals and maintain their competitive advantages in the market. At the same time, recruitment is also a window and platform for enterprises to communicate and interact with the outside world. With the accelerated process of economic globalization and the rapid iteration of information technology, the competition among enterprises is no longer limited to the domestic market, but to the international market. This requires enterprises to have stronger resilience and innovation consciousness, and then proactively broaden their horizons and strengthen communication, so as to adapt to the increasingly fierce market environment. And all this cannot be done without the support of high-quality and efficient talents. Only when the talent resources are fully guaranteed, the enterprise can effectively stimulate the creative potential of various talents and promote the sustainable, healthy and stable development of the enterprise [3].

3.2. Effectively Reduce Talent Turnover

For a company, employees are its most valuable resource. But due to various reasons, some excellent employees will choose to leave this company, which will cause the loss and waste of personnel. Through a scientific, standardized and efficient recruitment process, a company can attract more talents to join the company, thus reducing the employee turnover rate, improving the stability and competitiveness of the company. At the same time, this can also provide a strong guarantee for the future development of the enterprise. Therefore, recruitment as the first part of human resource management work, it has a very important significance. On the one hand, recruitment can help companies discover talents. In the recruitment process, the interviewer will conduct some test questions or other aspects of the candidate, and then judge from them whether they meet the requirements of the position, and whether they have the relevant abilities and qualities. All these information help enterprises understand whether the candidate is suitable for the position, so as to avoid the problem of mismatch caused by blind recruitment. On the other hand, recruitment can promote mutual understanding between employees and the company. When new employees enter the company, they need some time to adapt to the environment and integrate into the team. If the recruitment process is not perfect, it may happen that the new employees cannot be assigned to the right jobs quickly, or the old employees do not understand or trust the new employees. At this time, companies should take timely measures to solve problems, such as adjusting training programs and strengthening communication, in order to let employees feel the care and support from the company, thus enhancing

the sense of belonging and identity [4].

3.3. Make Training Less Burdensome for Employees

Through scientific and rational recruitment, companies can save a lot of time and cost for the company. The competencies and skills required for a position are relatively stable, and interviewers need to have in-depth knowledge of the field to make accurate judgments and appropriate decisions. This avoids repetitive pre-employment training, thus reducing the risk of human capital investment and unnecessary expenses. It also allows candidates to adapt to the work environment more quickly, shortening their integration period and thus improving overall business efficiency. In addition, due to the high turnover rate, new employees will face many problems and challenges when they enter a brand new team, such as interpersonal relationships, unfamiliarity with work processes and unclear job content. All of these require a certain amount of time to gradually adapt and master. If the recruitment department is not well prepared at this time, then it will bring a lot of difficulties to the follow-up work and even affect the progress of the whole project. Therefore, the recruitment process must be taken seriously, and treated as an integral part of the human resource management process.

3.4. Resolving Labor-related Disputes

In practice, some labor disputes inevitably arise within the enterprise for various reasons. First of all, by implementing scientific and standardized recruitment procedures and methods, it is possible to effectively reduce or avoid these problems, thus protecting the legitimate rights and interests of both enterprises and employees. At the same time, it can also improve the social image and reputation of the company, and to enhance the employees' sense of identity and belonging to the company. Secondly, when employees disagree on salary and other issues, recruiters need to intervene and coordinate in a timely manner to ensure that both sides can reach an agreement. In addition, there are many other types of problems that can be solved through recruitment, such as the signing of employment contracts, social security payments, etc. Finally, the recruitment process also has a certain early warning function. When a conflict is found, recruiters should take appropriate measures, such as sending out "early warning" signals, so as to solve the problem early and prevent the situation from expanding. This will not only help maintain a stable and harmonious situation in the company, but also help build a good corporate culture [5].

4. The Problems of Enterprise HR Recruitment Management

4.1. The Recruitment Method is Too Passive

In the current market economy, talent is one of the most important resources for enterprises. Therefore, many enterprises treat human resources as a scarce resource, and take various means to compete and allocate them. However, in reality, some enterprises still use traditional and single recruitment methods, such as publishing recruitment information through magazines, TV and other media, or commissioning intermediaries to recruit. Although this way can also get a certain number of candidates, but due to the lack of in-depth understanding and analysis of the candidates, it is often difficult to achieve the job match, thus affecting the recruitment effect. At the same time, this method also has the disadvantages of high cost and poor timeliness, which cannot meet the needs of the rapid development of modern enterprises. In addition, some companies often ignore the candidates' personal career planning and development needs when carrying out recruitment work, or do not provide them with corresponding training opportunities and platforms, resulting in some candidates choosing to leave the company to find another job. Behind these phenomena reflects a common problem: When formulating recruitment plans and programs, companies should pay more attention to the individual needs and growth space of candidates, and create conditions for each employee to get the opportunity to give full play to their abilities as much as possible, so as to realize the organic combination of self-worth and the company's strategic goals [6].

4.2. Recruitment Process is Too Simple

In the current market economy, many enterprises regard human resources as a strategic investment. However, some companies do not pay enough attention to human resource recruitment, resulting in a relatively simple recruitment process, lack of standardization and standardization. This not only affects

the image and reputation of the company, but also makes it difficult to attract more talented people to join them. Specifically, these companies tend to focus only on whether the candidates meet the requirements of the position, but ignore the examination of the overall quality of the candidates, teamwork ability and other aspects. At the same time, because the recruitment process is not rigorous and standardized enough, it is easy to have information leakage or other misconduct, which brings unnecessary losses to the company. In addition, some companies have formulated the corresponding recruitment process, but failed to effectively implement it, making the whole recruitment process seem chaotic and inefficient. All of the above shows that there is still a lot of room for improvement in HR recruitment management in many companies[7].

4.3. Recruiting Means are Too Single

In the current context of rapid economic development, the competition in the talent market is becoming more and more intense. In order to attract more excellent talents into the company, many companies start to use various recruitment methods and approaches to improve the recruitment efficiency. However, the actual situation shows that some companies still use traditional and simple recruitment methods, without making full use of modern technology to innovate, resulting in unsatisfactory recruitment results. For example, some companies are looking for candidates simply by publishing advertisements or putting up posters directly in the job market; Other companies focus only on the quantity of personnel and ignore the quality, blindly pursuing highly educated or experienced candidates, thus neglecting the assessment and evaluation of other qualities and abilities. These practices not only waste a lot of time and energy, but also make it difficult to meet the growing diversified needs of enterprises. Therefore, companies should actively explore and try new recruitment channels and methods, so as to continuously improve their core competitiveness [8].

4.4. Poor Quality of Interviewers

The interviewer is a very important role in the screening of personnel. However, some interviewers do not have the professional ability or lack of relevant experience, resulting in their inability to accurately determine whether the candidate meets the requirements of the position, and they cannot give appropriate evaluation and advice, which will affect the progress of work in subsequent sessions and the final result; Some interviewers have a personal bias, so they have a certain degree of unfair view of the interviewee, which will likewise have adverse consequences for the company. In addition, poor communication and information asymmetry between interviewers and candidates also occur. On the one hand, the interviewer sometimes does not really understand what the candidate is saying, so it is difficult to judge whether he or she meets the company's requirements; On the other hand, the candidate does not know the interviewer he is going to face, and he is not sure how he should answer in order to give the right answer. All these will affect the final recruitment effect. Therefore, it is very necessary and urgent to improve the overall quality of the interviewer team [9].

5. Corporate HR Recruitment Management Improvement Strategy

5.1. Open active recruitment mode

In order to better achieve the strategic goals and business needs of the enterprise, companies must change the traditional passive recruitment method, and then adopt a more active and open recruitment model. This proactive approach not only attracts more outstanding candidates to apply, but also effectively improves the screening efficiency of interviewers, thus reducing the cost of trial and error for the company. First, companies need to clarify their core values and future development direction, as a basis for developing recruitment plans and implementation programs. Second, companies need to promote their brand image and culture through various channels, so as to attract more talents who are interested in joining the company to pay attention to and participate in it. At the same time, companies can also use some social networking platforms or industry exhibitions and other opportunities for targeted job posting, so as to more accurately find candidates who meet the requirements. Finally, for some particularly shortage or high-level positions, companies can also consider taking internal recommendations, headhunting and other ways to obtain the required talent. In addition, when recruiting, companies should not only focus on increasing the quantity, but also on improving the quality. To this end, in addition to reviewing the basic conditions of candidates' education and profession, companies should also conduct a comprehensive investigation of their professionalism,

team consciousness and communication skills, and then ensure that the final hired employees have the quality and ability to match the position [10].

5.2. Improve the Recruitment Plan and Develop a Rational Process

When planning recruitment, companies need to have a comprehensive and in-depth understanding of their business development, as well as take into account external environmental factors and internal staff turnover, so as to determine the most appropriate talent acquisition program. In addition, recruitment should be integrated into the company's strategic objectives, so as to ensure that it is consistent with the corporate culture. The following steps should be followed when developing a recruitment plan: First, needs analysis. This means identifying the positions needed and their numbers through research and data analysis. Next is the job description, the specific job responsibilities, qualifications and applicants must have a detailed list of conditions. In response to the problem that the recruitment process is too simple, enterprises can take the following measures to improve it: First, establish a perfect data and information management system, so as to realize the centralized processing and sharing of various types of information, to avoid repeated filling and omissions, and improve the efficiency. Second, strengthen inter-departmental collaboration and communication, and then form a joint effort to promote the recruitment process. Third, adopt scientific and effective methods to assess the quality of candidates, such as structured interviews and behavioral event interviews, to comprehensively evaluate the ability level of candidates and reduce subjective assumptions. Fourth, focus on staff training and development, and constantly improve the overall quality of employees, so as to enhance the core competitiveness of enterprises [11].

5.3. Take a Diversified Approach to Recruitment

In modern society, competition in the talent market is becoming increasingly fierce. Therefore, companies need to adopt a variety of different methods to carry out recruitment work. First of all, posting job information through online channels. This method not only can quickly attract the attention of job seekers, but also can improve the efficiency and accuracy of job applications. Second, conduct campus recruitment activities. This is a very effective way, because contemporary college students are more concerned about their career development prospects and whether their own values are realized. At the same time, enterprises can also cooperate with relevant industry associations to organize some professional skills tests or interviews, so as to learn more about the ability level and experience background of the candidates. Finally, companies can find suitable candidates through internal recommendations. This can save time and cost, but also ensure the loyalty and stability of employees [12].

5.4. Strengthen the Construction of Interviewer Team

When conducting personnel recruitment, enterprises should pay attention to the examination of the comprehensive ability and quality of candidates. Therefore, in order to ensure the recruitment of talents who meet the requirements, enterprises must establish a high-level, professional interviewer team. This team of interviewers needs to have strong business knowledge and rich experience, so as to accurately judge whether the candidate is suitable for the job and has good development potential. First of all, companies can improve the professional skills and business level of existing interviewers through internal training or external introduction. Secondly, enterprises should develop scientific and reasonable interview evaluation standards, including the specification and clarification of the interview process, question design and scoring methods. This will not only help the interviewers to carry out objective and fair evaluation, but also help to discover potential outstanding talents. Finally, companies should pay attention to the analysis and summary of interview results, and then provide feedback to the recruitment department in time, thus adjusting the subsequent recruitment plan. In conclusion, strengthening the construction of the interviewer team is one of the important guarantees to improve the quality of HR recruitment in enterprises. Only to create an efficient and professional interviewer team, enterprises can better achieve the matching of people and jobs, and inject more vitality and power into the enterprise [13].

6. Conclusion

This paper is mainly for the enterprise human resources recruitment management to carry out in-depth analysis and discussion, through the review of relevant literature and the study of actual cases found. At present, most of the enterprises in China still have some problems in human resources recruitment, such as the interview process is not standardized, single means of recruitment, etc.. To

address these problems, this paper proposes corresponding solutions, such as developing a scientific and reasonable HR process and strengthening the construction of interviewer teams. It is hoped that it can provide some reference basis for enterprises to carry out human resource recruitment management in the future.

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