

# 外包人员的招聘问题研究

## ——以恒成立业为例

### 摘 要

外包招聘服务企业如果想要做成全行业的翘楚,就需要把人力资源外包招聘吃透。本文以人力资源招聘方面的相关知识来对外包招聘的招聘岗位及人员进行研究,主要以恒成立业有限公司为例进行探讨。文章运用问卷调查法和实地研究方法相结合的方法来进行研究,通过问卷调查法得出恒成立业公司招聘岗位员工的需求现状并根据现状分析。采用实地研究法,进一步研究修正改善招聘外包人员的问题的相关建议,并根据现有的理论支撑,做出相对应结论总结。

本文从六个角度为恒成的外包招聘人员的问题提出了相关建议:一、招聘外包服务相关概述;二、对恒成的招聘现状进行分析;三、应用 STAR 面试法于招聘方法;四、为招聘人员进行系统有效的培训;五、为出现的问题提出合理化的建议;六、深入落实本研究方案。希冀通过本文的研究得出的结论可以应用恒成集团有限公司外包招聘服务方面,以解决存在的问题。

关键词: 外包人员 外包招聘问题 恒成立业

**A study on the recruitment of outsourcing personnel -- a  
case study of Hengcheng Liye**

## Summary

If the outsourcing recruitment service enterprises want to become the leader of the whole industry, they need to fully outsource human resources recruitment. In this paper, the relevant knowledge of human resource recruitment is used to study the recruitment positions and personnel of outsourcing recruitment, mainly taking Hengcheng Liye Co., Ltd. as an example. This paper uses the method of questionnaire and field research to study, through the method of questionnaire, get the current situation of the demand of the employees in Hengcheng Liye company and analyze it according to the current situation. Based on the existing theoretical support, this paper makes a corresponding conclusion summary.

This paper puts forward relevant suggestions for the problems of Hengcheng's outsourcing recruiters from six perspectives: first, the overview of recruitment outsourcing services; second, the analysis of the current situation of Hengcheng's recruitment; third, the application of star interview method in the recruitment system; fourth, the systematic and effective training for recruiters; Fifth, reasonable suggestions for the problems; sixth, the in-depth implementation of this research program. I hope that the conclusion drawn from this study can be applied to the outsourcing recruitment service of Hengcheng Group Co., Ltd. to solve the existing problems

**key word :** Recruitment industry Outsourcing recruitment in recruitment industry  
Star interview method

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