

WS 人力资源公司招聘业务管理研究

摘要

21 世纪是一个知识经济的时代，人才渐渐成为企业能够持续发展的重要因素，对于企业的长远发展具有直接的作用。近年来，人力资源外包行业成为人力资源管理发展的一个大趋势，在这样的背景下，催生了许多以人力资源招聘服务为主要业务的中介公司-人力资源公司，在推动人才流动方面起着不可或缺的作用。

本文选取 WS 人力资源公司作为研究对象，通过阅读大量的人力资源外包招聘的相关文献，认真学习，分析理解，总结国内外关于人力资源外包行业的研究现状，以 WS 公司为背景，分析了该公司的招聘情况，结合实际招聘情况分析该公司的招聘业务问题和原因，并针对问题提出相应的解决方案。首先，通过数据统计法和访谈法，整理分析过去三年 WS 公司的招聘服务的实际数据，对 WS 公司的招聘业务现状分析以及招聘数据分析，总结出公司招聘业务存在的问题，比如招聘项目业务流程审批慢、推荐候选人速度慢、公司人才库建设弱以及招聘顾问整体职业化水平不高等。接着针对以上的问题，结合 WS 公司的实际情况，对其产生的问题和原因进行具有深刻的剖析。最后有针对性地提出各种有效改善 WS 公司招聘业务管理的方案，使得公司在同行业的竞争中更具优势。同时，希望这次的研究能够帮助更多企业了解到人力资源招聘外包服务，也能为更多同行业同类型企业的招聘业务管理提供现实的启示。

关键词：人力资源外包服务；招聘业务管理；优化业务流程

Abstract

The 21st century is an era of knowledge economy. Talents have gradually become an important factor for the sustainable development of enterprises, which plays a direct role in the long-term development of enterprises. In recent years, human resource outsourcing industry has become an important trend in the development of human resource management, in this context, many intermediary companies with human resource recruitment services as their main business, human resource companies, play an indispensable role in promoting the flow of talent.

This article selects WS human resources company as the research object. After reading a large number of human resources outsourcing recruitment related literatures, studying carefully, analyzing and understanding, summing up the research status of human resources outsourcing industry at home and abroad. The recruitment situation of the company, combined with the actual recruitment situation, analyzes the company's recruitment business problems and reasons, and proposes corresponding solutions to the problems. First of all, through the data statistics and interview method, analysis for the past three years the WS the real data of the company's recruitment, to the company's recruitment business current situation analysis and data analysis, summed up the problems existing in the recruitment business, such as recruitment project for examination and approval of the business process is slow, slow speed of recommended candidates, weak company talent pool construction, and the overall level of professional recruitment consultant is not higher. Then, in view of the above problems, combined with the actual situation of WS company, the problems and causes of it are deeply analyzed. Finally, a variety of targeted solutions to effectively improve the recruitment business management of WS company are proposed to make the company more competitive in the same industry. At the same time, it is hoped that this study can help more enterprises to understand the outsourcing service of human resources recruitment, and also provide practical enlightenment for the recruitment business management of more enterprises of the same type in the same industry.

Keywords : Human resources outsourcing services; Recruitment business management; Optimizing business processes

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