



Bauman Moscow State Technical University

Recruitment technologies in scientific organizations

Completed:

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Agenda

1. The share of expenditures on science, the level of gross domestic product
2. The concept of "recruitment"
3. Hiring procedure
4. Practical recommendations on the choice of recruitment technology in scientific organizations

The share of science costs in Russia



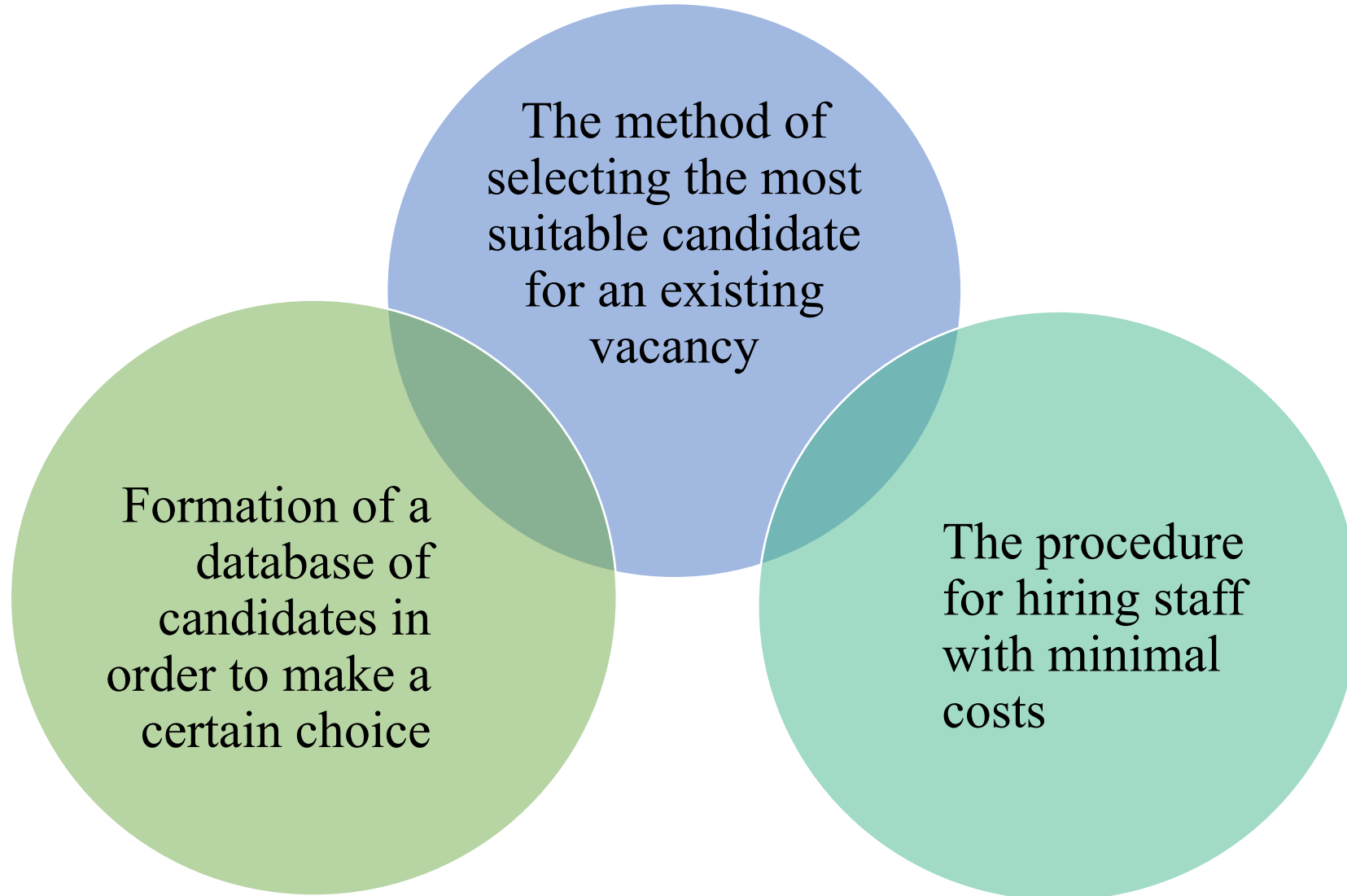
1.1 % of Gross
Domestic
Product

34th place in the
ranking of
science costs
globally

Why do fewer and fewer people want to engage in scientific activity?

- lack of favorable conditions for scientific activity;
- low funding;
- wear of scientific equipment;
- insufficiently developed strategy for the development of science;
- lack of business clients.

Recruitment

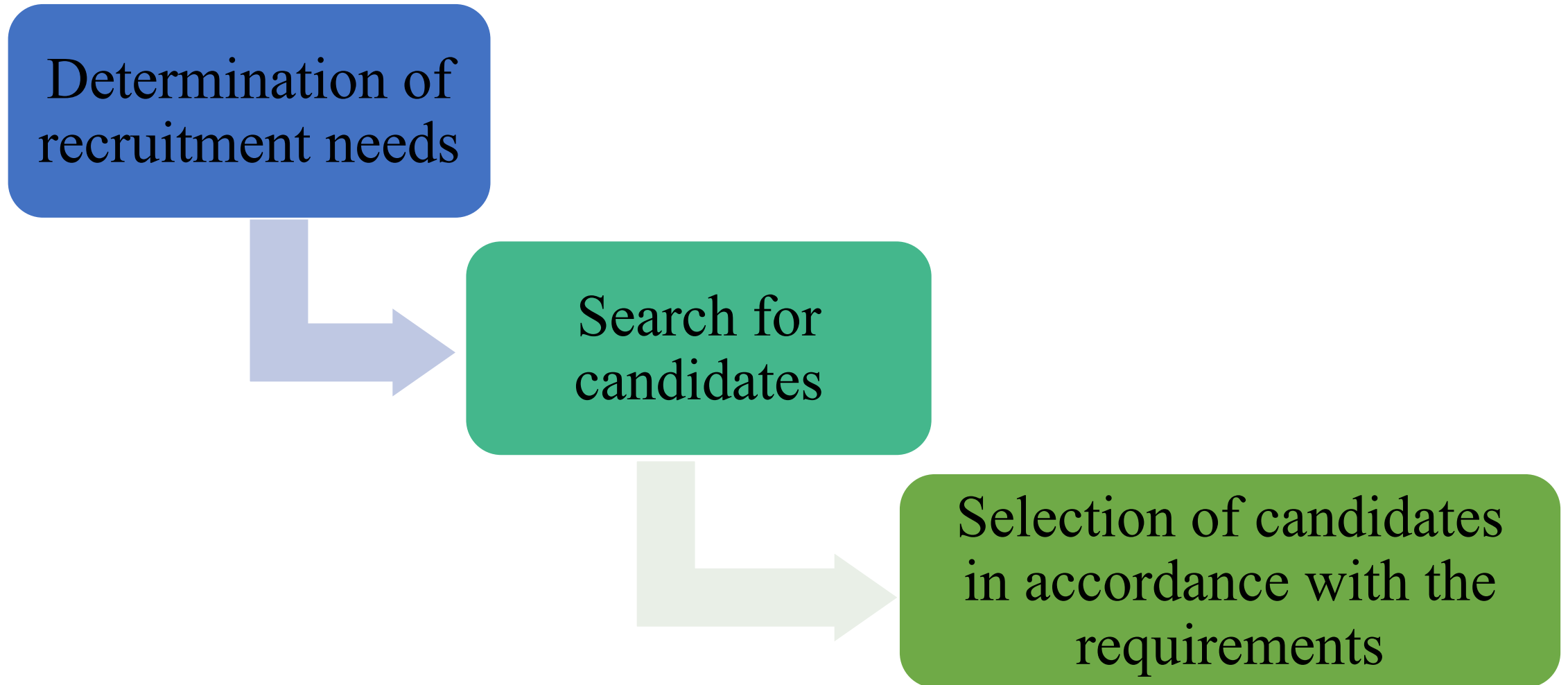


The method of selecting the most suitable candidate for an existing vacancy

Formation of a database of candidates in order to make a certain choice

The procedure for hiring staff with minimal costs

The recruitment process can be divided into 3 stages:



Recommendations on the choice of recruitment technology in scientific organizations

Executive Search

- The definition of technology can be translated as "search for professionals"

Headhunting

- This technology is a kind of "luring" of a specific already established specialist from one organization to another

Screening

- Screening is a quick and low-budget way to select candidates for a position

Thanks for your attention!

