

Kapitulli 6: "REKRUTIMI I BURIMEVE NJERËZORE"

- Rekrutimi është proces i tërheqjes së njerëzve të duhur dhe të kualifikuar, është proces i evaluimit - vlerësimit të tyre, proces i zhvillimit të njerëzve të posapranuar.
- *"Rekrutimi është proces i tërheqjes së njerëzve të cilët mund të kontribuojnë në organizatë me plotësimin e vendeve të punës."*
- Zakonisht, rekrutimi simulohet kur ndonjë punëtor largohet për shkak të ndryshme nga ndërmarrja (pensionimit, shkuarjes në ndonjë ndërmarrje tjetër, ose për shkak të ndryshimeve teknologjike).
- Qëllimi i rekrutimit është tërheqja e njerëzve për të konkurruar për vende të lira në ndërmarrje, për t'i plotësuar vendet e lira të punës.

BURIMET E REKRUTIMIT TË BURIMEVE NJERËZORE

- Burimet e rekrutimit të burimeve njerëzore të kandidatëve dhe të talentëve janë shkollat, fakultetet etj.
- Burimet e rekrutimit mund të jenë:
 - a) Të brendshme,
 - b) Të jashtme.
- a) **Burimet e brendshme** - Zgjedhja dhe plotësimi i vendeve të punës me burime njerëzore brenda ndërmarrjes ka për qëllim që të mundësojë përparimin në profesion të të punësuarve brenda ndërmarrjes.
- Ofrimi i vendeve të punës të të punësuarve brenda ndërmarrjes është krijimi i kushteve për kandidatët brenda ndërmarrjes, që t'i dëshmojnë aftësitë e tyre të fituara në ndërmarrje.
- Kjo mënyrë e rekrutimit ka anët e veta pozitive, për shkak se brenda ndërmarrjes krijohet një konkurrencë e cila është me rëndësi strategjike për ndërmarrjen.
- Procesi i rekrutimit nga burimet e brendshme kryesisht bëhet nëpërmjet: shpalljes, propozimit - rekomandimit të menaxherëve, rekomandimit të sektorit për burime njerëzore.

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