The Nature of Problems Faced by Organization in Recruitment: A Comparative Analysis between Public and Private Sector of Russia

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Abstract : This research paper helps to understand the comparative analysis of recruitment problems which majorly faced by HRD of Public/Semi-Govt. and private sectors of Russia. The natures of different recruitment problems faced by HRD are different in both sector of Russia. Recruitment is one of very critical and important decision taken by HR department and some recruitment problems are highly faced by HR department of public/semi Govt. sector but are not major problems for private sector. Moreover, some problems are majorly influence in private sector but are not major problems in public/semi-govt. sector of Russia in recruitment. It is also identified that some recruitment problems are majorly affect in recruitment in both sectors. This paper helps to understand the recruitment problems faced by HR department while recruiting the new employee in both sectors. This paper also identified that "environment" and "prejudice" in public sector have higher affect and considered as a major problems in employee recruitment and "reference", "selection standards" are considered as a least affecting problems of recruitment in public sector. Further, in private sector, "prejudice" and "culture" are major issues and "selection standards" and "reference" is considered as least affecting recruitment problems in private sector of Russia. So, HR department will be able to hire right person on right time, and it is possible when different HR departments focus to overcome these recruitment problems more efficiently and effectively.

Keywords : Govt. /Semi-Govt. vs. private sector, HR department, recruitment problems, Russia
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