

IMPACT OF GLOBALIZATION OVER THE RECRUITMENT AND SELECTION PROCESSES OF HUMAN RESOURCES

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Abstract. *Due to developments in technology, demographic changes and globalization, the world of work is changing. In conditions in which competition is increasingly fierce, on a labour market in continuous development, human resources must adapt quickly to a world into globalization process to face any challenges. Thus, by adopting modern techniques, through internet access, labour becomes every day more and more demanding in terms of employee-employer relationship. Impact of globalization and ITC on the process of recruitment and selection are the consequence of achieving the flexibility and capability of reaction of employees. Thus, the labour market is using new methods of recruitment and selection to increase efficiency and improve working conditions, reducing stress, time and costs of recruitment and selection and widening the geographical area of recruitment and selection.*

Key words: Recruitment, selection, globalization, communication, technology

1. Introduction

Globalization is a phenomenon of the modern era.[20] Mutations in human resource management are the response to the external environmental changes of the organization.

In the context of globalization, human resources management becomes the main tools and means by which the organizations can ensure competitive advantage and strategic decisions of the managers must reflect a commitment to the people.[19] Today recruitment and selection processes are highly influenced by complex phenomenon such as migration of labour from Eastern Europe, the European internal market, competition and short development, developments in technology, demographic changes, globalization, the impact of ITC on HR employment, emergence of new professions, global division of labour and the appearance of multinational companies.

2. Education and culture influence over the recruitment and selection processes

When a company wants to extend its activities in another country should consider the criteria on which selection is made, otherwise will have difficulties during personnel recruitment and selection. A study realized at the 18 western companies, that operate in Russia, showed that personality and experience are

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