

LX 机械公司技术型员工招聘问题及对策研究

摘 要

企业的发展离不开人才，尤其是对于制造型企业来说，技术型员工对于公司的发展尤为关键。但是从现阶段我国市场发展情况看，很多企业并没有能够建立完善的招聘体系，从而导致技术型员工招聘工作受阻。基于此本文以 LX 机械公司为研究对象，重点就其技术型员工招聘情况加以分析。本文以 LX 机械公司技术型员工招聘管理为研究对象，在相关理论研究基础之上，重点就公司技术型员工招聘管理中面临的问题以及问题产生原因进行分析，最后从问题角度出发，就当前 LX 机械公司技术型员工招聘面临问题寻找相应的完善对策。通过一系列调查研究，最终发现 LX 机械公司在技术型员工招聘中面临技术型员工招聘难度大、新招聘技术型员工绩效能力低、新旧技术型员工流失率居高不下等问题，针对这些问题必须要进一步强化部门沟通、完善企业招聘模式、强化企业内部管理，最终才能够提升招聘效率。

关键词：招聘；技术型员工；企业管理

ABSTRACT

The development of enterprises can not be separated from talents, especially for manufacturing enterprises, technical employees are particularly critical to the development of the company. But from the current market development situation in China, many enterprises have not been able to establish a perfect recruitment system, which leads to the technical staff recruitment work blocked. Based on this paper, LX machinery company as the research object, focusing on its technical staff recruitment situation analysis. Based on the relevant theoretical research, this paper focuses on the analysis of the problems and the causes of the problems in the recruitment management of the technical employees of LX Machinery Company. Finally, From the point of view of the problem, the current LX machinery company technical staff recruitment problems to find corresponding perfect countermeasures. Finally, through a series of investigation and research, it is found that LX machinery companies are faced with the problems of difficult recruitment of technical employees, low performance ability of new recruitment technical employees, high turnover rate of new and old technical employees, and so on.

Keywords: Recruitment Management; Technical Staff; Mechanical Manufacturing

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