

Cooperativa de la Industria de la Construcción

by Janet Lenagan

Companies that earn a company today recognition as a great place to work. And what are the implications of such recognition for an employer's current workforce, its ability to recruit future talent, its competitive edge, its market share, and its prospects for unionization? More than that, economic forecasts predict continuing talent shortages. Therefore, human resource professionals are called upon to gauge employers' competitive positions in the labor market. In fact, according to the Bureau of Labor Statistics, one of the fastest growing occupations projected for the period of 2004-2014 is Employment, Recruitment, and Placement Specialist. This illustrates the importance of recruitment in successful human resource practices.

Many organizations have simultaneously recognized that merely recruiting talent is not sufficient to maintain a competitive advantage; the ability to also increase retention is a tremendous driver of organizational success. As a result, many organizations have embarked on retention initiatives aimed at securing sufficient intellectual capital to remain competitive. An interesting aspect of these initiatives is that the identified organizational competitors are not the only payers in the market for talent. As such, organizations need to broaden their perspective when trying to benchmark human resource management practices. For example, a union may need to hire a person skilled in information technology and, therefore, competing with organizations that a year need to hire. The question becomes, where does the organization stand as it is the market and how to secure its position to potential applicants? This task becomes increasingly difficult as the Internet makes access to compensation comparisons easier for job seekers. (9/1/09)

business students in the United States began every year thousands of business students from across campuses around the United States

At the same time there was a revolution in the advertising numbers of people eating so we started to minimize the cost of that turnover the negative impact

¶ We do focus on being an example of candidates that illustrate a particular competency

on the other hand, in the context of the overall experience, it is important to focus on the specific skills and competencies that are required for the role. This is particularly true for roles that require a high level of technical expertise or specialized knowledge. In such cases, candidates should be able to demonstrate their proficiency in these areas through their resume, cover letter, and interview responses. Additionally, candidates should be able to provide concrete examples of how they have applied these skills in their previous roles or projects. This will help the employer to better understand the candidate's capabilities and how they can contribute to the organization's success.

¶ It is not a matter of experience. It is not a matter of

framework have paid You now exactly what is expected of you You now exactly how you're going

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Levenson Moscovitz M 2 In Good Company Fortune 94
Business Week Best Places to Launch a Career 9

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