

A man with a full beard and mustache, wearing a white shirt and a dark tie, is shown from the chest up. He is looking slightly to the right. The background is a dense cityscape with many skyscrapers, some of which are partially obscured by a light mist or fog. The overall color palette is muted, with a lot of greys and blues.

BEHAVIORAL ECONOMICS PERSPECTIVE ON ASSESSMENT OF RECRUITMENT AND SELECTION PRACTICES IN LATVIA

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The goal of the study



Evaluate Discrepancies

After successfully implement framework and field experiment, conclude the actual practices of businesses in Latvia



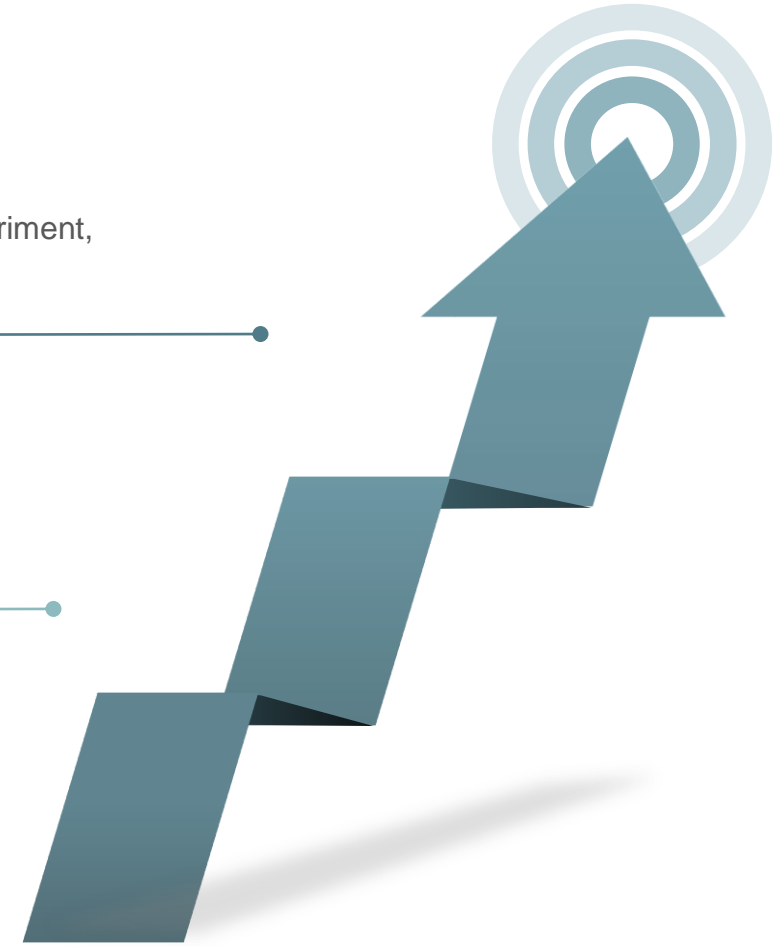
Field Experiment

Execute field experiment with businesses from different industries in Latvia, to learn about their current recruiting and selection practices



Theoretical Framework

To develop and analyze theoretical framework on assessment of recruiting and selection practices in Latvia



Study overview and timeline

**July
2019**

Concept development

During this period the fundamental building blocks of thoughts and beliefs has been developed. Revised other academic contributions on this topic as well analyzed which methods will be applied in further research.

**August
2019**

Establish a Framework

After completed phase 0, collected input from other academic research, theoretical framework was developed and put in a test. For this purpose workshop was attended for discussions with Latvia's recruitments practitioners.

**Sept–Dec
2019**

Preparation for Phase 2

In this period, results from phase one are analyzed and preparation for phase 2 has been commenced. Developed survey for quantitative research.

Phase 0

- Review of academic deliberations on this topic
- Select methods applicable for following phases

Phase 1

- Riga HR Meetup #14 workshop
 - 33 attendees
 - public and private organizations
- Applied method
 - Delphi method

Preparation

- Analyze data from phase 1
- Preparation for quantitative study

Study overview and timeline

**January
2020**

Quantitative Research

Based on results from phase 1 a survey has been developed and research has been conducted. Whole month of January 2020 an online survey was carry through.

**Feb-Mar
2020**

Results

In this phase all data has been analysed and conclusions has been drawn accordingly

**April
2020**

XXI International Scientific conference

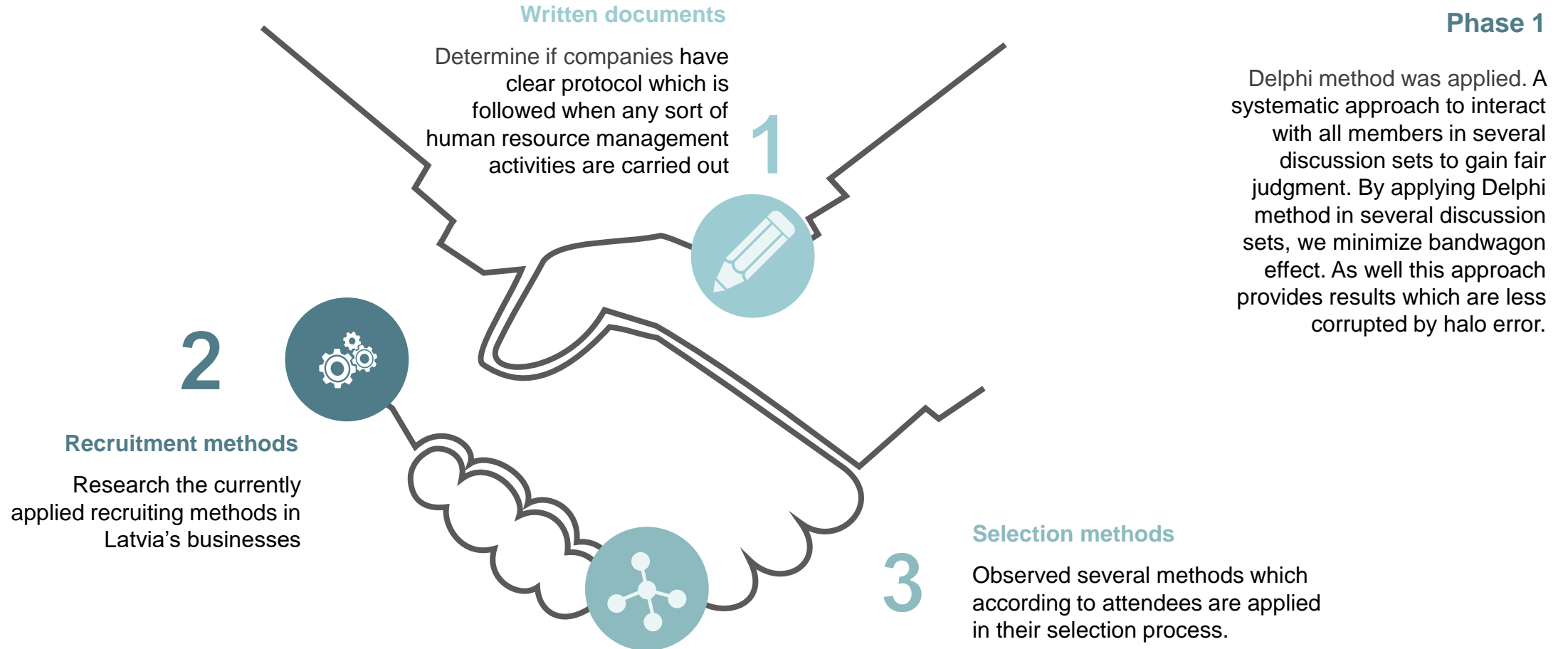
Phase 2

- Online survey
 - 16 businesses
 - Different industries in Latvia

Results

- Finalize research
 - Analyze results
 - Discover discrepancies
 - Draw conclusions

Workshop - Observations



Your organization has written:



1

Written documents that has impact on human resource management activities in a company

Gain knowledge if respondents have clear protocol which is followed when any sort of human resource management activities are carried out



Recruitment methods	Managerial	Professional	Clerical/ Manual	Usually not used
Advertise Internally	5	6	9	3
Word-of-mouth	4	9	13	2
Advertisement in newspapers	1	2	5	11
Use of company web site	8	11	13	3
Use of commercial web site	8	12	13	3
Social Media (LinkedIn, Twitter, Facebook)	10	13	11	2
Unsolicited application	0	1	8	8
Career exhibitions	0	2	5	11
Trainee Program	0	2	8	8

2

Recruitment methods

Results of currently applied recruiting methods in Latvia's businesses.



3

Selection methods by job type

Gain knowledge if respondents have clear protocol which is followed when any sort of human resource management activities are carried out



Selection Techniques	Managerial	Professional	Clerical/ Manual	Usually not used
Panel interview	9	9	11	4
One-to-one interview	12	11	13	1
Application forms	3	4	6	6
Psychometric tests	2	2	1	14
Aptitude tests	3	7	6	8
References	9	10	5	6
Ability tests / Trial day	2	3	2	12
Technical tests	3	4	4	11
Computational tests	1	3	0	13
Online selection tests	0	2	2	14

Conclusion

Research discovered discrepancies between received answers in discussion in workshop and online survey data

This greater reliance upon testing for non-managerial positions may also be linked to the evidence that internal advertisement, word-of-mouth and commercial web sites dominate the recruitment methods used to attract a pool of candidates for each of these job types

Phase 2 results suggest that businesses in Latvia are using the same three methods which have been found to be popular in Soviet times, the panel interviews, one to one interviews and references.



With the need to be competitive, a poorly educated and relatively unskilled labor force, and labor and skill shortages they are ready to adopt new methods and technologies and also to use a range of methods.

The evidence suggests that they may be adapting their recruitment methods to new economic, competitive and technical environments, taking on board new ideas and methods, and are choosing combinations of methods which they consider best suited to the particular job type and labor market conditions confronted

Professionals felt compelled to admit using the latest candidate selection methods, although their everyday practice demonstrated rather conservative approach

Future research



Investigate the influence of ownership and it may well be that the recruitment and selection practices and approaches being used by foreign owned organizations may be different

Analyze the data by organizational size possibly discover that size is significant as an influence upon both the recruitment and selection techniques and approaches used and upon the devolution of responsibility for recruitment and selection decision

The evidence obtained in this study that different practices are adopted for different job types suggests that more research is needed to pursue whether there are significant associations between these variables.



A person in a dark suit is holding a newspaper. The background is a hazy, high-angle view of a city with many skyscrapers. The newspaper is the central focus, with its masthead and main headline clearly visible.

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Thank You

XXI International Scientific conference 21.04.2020