

POPULAR TALENT MANAGEMENT SYSTEMS AS A KEY ELEMENT OF TODAY'S EFFECTIVE HUMAN RESOURCE TEAM FORMATION

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გუნდის ფორმირების ძირითადი ელემენტი**

ასმათ შამუგია, ეკონომიკის დოქტორი,
აფილირებული ასისტენტ პროფესორი,
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ანოტაცია: წინამდებარე სტატია ეყრდნობა თეორიული და ემპირიული კვლევის საფუძვლებს. HR მენეჯერებმა უნდა გაითვალისწინონ, რომ მოტივაციის სისტემის სწორად შერჩევისას თითოეულ თანამშრომელს ესაჭიროება ინოვაციური მეთოდები, ამასთანავე, სპეციალური ინდივიდუალური და მზრუნველი მიდგომა. შესაბამისად, კომპანიის ყოველი თანამშრომელი უფრო მეტად კმაყოფილი იქნება. ინოვაციურ დამსაქმებელთა უმრავლესობა აფასებს ადამიანურ რესურსს, როგორც დამატებით ღირებულებასა და წარმატების შანსს საკუთარი ბიზნესისათვის.

დასასრულს, მოცემული სტატია განსაზღვრავს, რომ ნიჭიერი მართვის სისტემები დღევანდელი ეფექტიანი ადამიანური რესურსების გუნდის ფორმირების ერთ-ერთი ძირითადი ელემენტია.

საკვანძო სიტყვები: ნიჭიერი, ადამიანური რესურსები, მართვა, სისტემები, ეფექტიანი.

Keywords: Talent, Human Resources, Management, Systems, Effective.

Talent management systems are one of the key resources of today's effective human resource team. Within these systems lies the ability to better manage prospective employees as well as new hires. We take a look at five of the most popular talent management systems for 2018.

ClearCompany HRM

ClearCompany HRM is a very popular talent management system right now. Brought to us by the Boston-based ClearCompany, ClearCompany HRM is noted for its clean and effective design. Within the easy-to-use environment, multiple tools enable the user to track all phases of the candidate process. From resumes, applications, interviews, and more, ClearCompany HRM perfectly organizes and simplifies what would otherwise

be a mountain of disorganized candidacy information. Post-hire tracking tools are also made available within the software.

Halogen TalentSpace

Halogen Software's Halogen TalentSpace is also quite popular for many good reasons. It is more of an all-in-one HR tool rather than merely an instrument for hiring. For hiring needs however, it is a complete management tool with all the necessities of candidate tracking and analysis built into one. For current workforce management, it is a highly intuitive management option. With the ability to track strengths and weaknesses in the overall workforce, manage salary and employee information, and more, users' needs are well met by Halogen TalentSpace.

Recruitee

As discussed by the writers of the respected Harvard Business Review at <https://hbr.org/2009/05/the-definitive-guide-to-recruiting-in-good-times-and-bad>, the world of hiring can be laden with pitfalls. An all-inclusive solution to this world of hurdles is Recuitee. Recuitee is one of the more widely used talent management systems that is solely focused on the hiring process. With this program, users are truly able to manage and analyze even the most finite points of the hiring process and the candidates it involves. As an extra benefit, the program offers an 18-day free trial as well as superior support and customer service for its users.

Pilat HR

Another of 2018's most popular talent management systems comes to us from Pilat HR Solutions. Pilat HR is the company's very well-done contribution to the market. Users of Pilat HR report great ease-of-use as well as a very thorough platform of tools and analysis options. Among many others, the ability to customize workforce needs and subsequently deploy intuitive and effective countermeasures is one of its most beloved perks. It is also important to note that this is a cloud-based option in talent management which also tends to make it a preference to many.

Recruiterbox

Brought to us by the talented design team at Re-

cruiterbox, their self-titled software in talent management is also a real crowd favorite for 2018. Users are not only able to track every step of the process, but also allow multiple HR representatives to contribute to the process. A unique rating system is also used in order to better assess all in the candidacy pool. In addition, it has also won its place in the market because of its fast implementation times and its offerings in log-in free, multi-person contribution systems.

In conclusion, it is fair to say that these five talent management systems have garnered the lead in popularity for 2018, and the reasons for this are clear.

The field of Human Resources is a diverse industry where professionals plan, direct, and coordinate a business' most important assets, their people. According to the U.S. Department of Labor Bureau of Labor Statistics, the job outlook for these types of professionals is growing faster than average, with 10,800 new jobs expected by 2024.

Earning an advanced degree in Human Resources can provide students with the additional education and experience manage payroll, recruit new staff, and supervise employee relations in both union and non-union settings. Earning a master's in human resources online is a great way to gain additional credentials and education, while continuing to work full time to move up the corporate ladder. Many students prefer to earn their degree from a small school which can provide additional individualized attention, important when earning an advanced degree. Class sizes are typically small and instructors often have more time to work with students.

As part of an effort to examine the best career options for individuals pursuing a degree in human resources, we turn our attention to the most innovative corporate human resources departments in the world. We present these by way of informing HR grads as to outstanding potential future employers, and as examples of the ways in which top HR departments exhibit leadership qualities.

Gone are the days when human resource departments' exclusively focused on gathering employment applications and interviewing candidates. Today's human resource department is the backbone of a successful organization, and these thirty are leading the pack.

From planning marketing strategies to recruit top-notch employees, to implementing incentive programs for hard-working staff, to diagnosing and treating organizational problems, today's HR departments rely on innovation and creativity to keep the company on the cutting edge of competition. The most successful companies consider their HR teams to be partners in the business.

Here we take a closer look at these thirty companies and distinguishes their efforts in human resources.

Methodology

In order to create this piece, we examined information provided by 2013-2014 Fortune magazine's 100 Best Companies to Work For list and Glassdoor's 2014-

2015 winners of the Employees' Choice Awards, since landing a spot on these lists would suggest leadership in treatment of staff and stakeholders, innovative HR practice, and positive work environment. In addition, details from the Chartered Institute of Personnel and Development were studied, specifically from their celebratory issue, to identify companies that revolutionized human resources over the past one hundred years.

We then researched and investigated each potential entry, comparing the following criteria, and selecting our top 30 from among more than 100 reviewed:

- ❖ A history of human resource innovation, generally or in a specific area of interest;
- ❖ Award recognition for HR efforts and practice;
- ❖ Community outreach programs for staff;
- ❖ Emphasis on quality and diversity within the workplace;
- ❖ Employee incentives, including onsite perks and rewards;
- ❖ Global or commercial impact of HR practice on the wider organization;
- ❖ Recruitment efforts and regular evaluations, emphasizing company transparency and employee engagement.

Thus HR teams play a critical role in the futures of thousands of companies every day. Today's management systems play a big part in this crucial process of selecting and keeping the right workforce.

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