

## BUSINESS GAME AS INSTRUMENT OF STAFF RECRUITMENT

A.V. Zuravleva<sup>a</sup>, O.V. Anikina<sup>b</sup>

Tomsk Polytechnic University

<sup>a</sup> student, Institute of Humanities, Social Sciences and Technologies, Tomsk Polytechnic University

<sup>b</sup> language advisor, senior teacher, Institute of Humanities, Social Sciences and Technologies, Tomsk Polytechnic University

**Abstract:** The aim of the article consists in giving the reader some information on recruiting and business game as the instrument of staff recruitment. The article explains the concept of the business game and its role in the recruitment of staff, also the basic rules and forms of the business game.

**Key words:** Recruiting, business game, strength and weakness of the potential employee, features of the identity of the person (its characteristic features), individual skills, group skills, professional skills.

Success of any organization depends on the people working in it. It appears from this that selection of the best team is the main task of the employer. We consider that the better people understand recruiting process, the more effective staff recruitment will be. For Russia recruiting is rather a new phenomenon.

What is recruiting and how to make it effective? There is nothing difficult in this borrowed term. Recruiting (from English Recruiting) is the generalized designation of process of recruitment, completing by staff or the personnel (Рогожин, 2009).

Today there is a set of options of selection of the personnel, but not all ways of search of the candidate are effective. In the article we focus our attention on business game, and consider it as the instrument of staff recruitment.

We consider that business game is one of the most productive options of an assessment of candidates. It is impossible to do without business games if it is necessary to estimate a big flow of people for identification of the best candidate.

Business game allows to define:

- Strength and weakness of the potential employee;
- Features of the identity of the person (its characteristic features);
- Individual skills;
- Group skills;
- Professional skills and many other things.

That is, business games cover a wide range of the identity of the candidate, necessary for employment, to a particular position.

Artificial creation of specific conditions for obtaining information (Тибилова, 2010) is called a business game. This type of games is applied not in all companies because not each organization can afford it due to its high cost.

Business game is a training link at a choice of the candidate, and helps to solve the specific practical objectives necessary for the head.

In Russia business games are not frequently applied. Games are most often applied on business trainings in which the candidate is prepared for a real interview. Business training develops skills of the personnel for successful performance of business challenges, increases efficiency of a production activity and administrative interactions. Business training is the capacious and difficult process affecting all aspects of business, which demands system approach (Wikipedia[сайт]. URL <http://sibforum.sfu-kras.ru/node/30>).

There are certain rules of carrying out business games. The following requirements of the organization of joint activity in the course of a game situation should be observed:

- 1 . Conditions and tasks must remind a real problem. Thus the problem can't concern experience of the candidate or area in which it should work.
- 2 . The ultimate goal must be the common for all team.
- 3 . The opportunity to look for opposite solutions of a task must be put.
- 4 . Every participant independently chooses a certain role and behavior model which will help to solve a problem in the best way.
- 5 . In the process of a game situation a role can change.

It is important to pay attention to interaction of participants of game. Thus, it is possible to see whether there is a collective search of the decision or at first, everyone prepares the offers which then are discussed.

It should be noted also that there are some forms of carrying out business games on the basis of which a number of games, exercises which can be used in various situations, can be offered. There are the following forms of the business games applied at staff recruitment (Тибилова, 2010):

- Discussion. All participants receive identical tasks on which a certain quantity of time is given, then each answer is discussed with group and analyzed. After the discussion the most suitable decision is taken.
- Case discussion. The concrete situation is recreated. For example, a real performance situation. The task has to be accurate, concrete and shouldn't be overloaded with excessive details.
- Role-playing game. Between participants various roles are distributed. Thus roles have to be neutral.
- Step-by-step game. The task which decision demands stage-by-stage approach is offered to participants. After each stage the intermediate results are summed up;
- Exercises, etc.

In the result of business game the employer will be able to estimate professional skills of candidates, and also their features of personal character. This instrument of selection of the personnel belongs to a situational look when simultaneous supervision of two key parameters of working capacity and efficiency of future employee in the simulated situation of their official functionality allows to optimize selection process with a better result.

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Zhuravleva Alla Vadimovna – Students at the Institute of Social and Humanitarian Technologies of TPU.

E-mail: [alla.juravlyova@yandex.ru](mailto:alla.juravlyova@yandex.ru)