

Abstract

The main objective of this bachelor thesis is to highlight the individual conceptualization of the recruitment process and the various psychological insights, methods and tools that are used by human resource practitioners in a recruitment agency. The theoretical part includes the introduction of selected methods of contemporary recruitment (hiring) and the theoretical use of psychological knowledge in this process. The empirical part focuses on the conceptualization of the recruitment and selection process as well as the use of psychological tools and concepts in the daily activities of human resource workers in the environment of the selected recruitment agency. Particular attention will be paid to the use of psychological tools and concepts by recruiters with psychological and other backgrounds.

The aim of the thesis is to find out how the recruitment process (and candidate assessment) is perceived by individual recruiters and what differences exist in the process of candidate assessment with regard to the procedures and knowledge that are used in the specific practice of recruiters and how their use varies according to education, length of experience and how their validity (effectiveness) is subjectively assessed.

The thesis will be developed using qualitative methodology, specifically by identifying general theoretical practices and specific implementation by individual recruiters. Data collection will be conducted through semi-structured interviews with individual recruiters at a particular recruitment agency.