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### THE QUALITY OF RECRUITMENT, CLASSIFICATION AND MANAGEMENT OF ENTERPRISE PRODUCTION STAFF



**Sarimsakov Bakhtiyor Rakhmonjanovich**

Researcher at the Andijan Institute of Mechanical Engineering,  
Doctor of Philosophy in Technical Sciences (PhD)

**Abstract:** This article analyzes how hiring practices affect the caliber of production workers in manufacturing companies. It examines different hiring practices, such as internal promotions, recommendations, and outside platforms, and assesses how they affect worker productivity, retention, and performance. It also demonstrates through surveys and case studies how improving staff quality and operational efficiency may be achieved by matching recruitment tactics with business objectives. The results offer suggestions for improving hiring procedures in order to boost output in manufacturing environments.

**Key words:** Recruitment strategies, production staff, manufacturing enterprises, human resource management, employee performance, staff retention, organizational productivity.

#### INTRODUCTION

The total success of manufacturing companies is largely dependent on the caliber of their production workforce. Therefore, the recruiting process is the cornerstone for making sure the company draws in and employs people who not only possess the required abilities but also fit in with the operational requirements and culture of the business. As the manufacturing industry becomes more competitive, businesses need to improve their hiring practices to find top talent who can boost output, cut down on mistakes, and improve product quality. Due to changes in labor demographics and technological improvements, recruitment tactics have undergone tremendous shift. Manufacturing businesses now have a range of options, including more contemporary strategies like digital platforms, social media campaigns, and data-driven recruitment tools, as well as more conventional ones like internal promotions and recommendations.

#### LITERATURE REVIEW

The first step in creating a workforce that is effective and productive is recruitment. Because manufacturing companies require specific skills, technical knowledge, and the capacity to perform in high-pressure, fast-paced conditions, hiring production workers can be extremely difficult. Research indicates that hiring practices should take into account aspects like cultural fit, work ethic, and adaptability in addition to finding applicants with the required technical skills. Historically, hiring at manufacturing firms has been done through local job ads or internal sources (such as promotions and recommendations).

These techniques can reduce the number of eligible applicants, even while they guarantee that candidates are conversant with the business's processes and culture. On the other hand, contemporary hiring practices use data analytics and technology to reach a larger audience. These days, it's usual practice to find applicants through online job boards, social media sites like Indeed and LinkedIn, and recruitment tools. These resources assist HR departments in finding applicants who have the soft skills necessary for success in a production setting in addition to meeting the technical requirements. Employee performance and retention are directly impacted by the caliber of recruitment tactics, according to research. A well-organized hiring procedure makes sure that applicants have the abilities and mindset needed for the position, which increases output and reduces performance-related problems. Effective hiring procedures can also boost worker satisfaction, which lowers turnover and creates a more stable team.

### **RESEARCH METHODOLOGY**

In this article various mixed-methods, including integrating qualitative and quantitative techniques are used to offer a thorough examination of how hiring practices affect the caliber of production workers. Surveying HR managers in manufacturing companies, examining hiring procedures, and interviewing production workers to learn more about their experiences are all part of the research. The article focuses on manufacturing businesses across a range of industries, such as food processing, electronics, and automobiles. To provide a diversified representation, a sample of ten businesses with different sizes and hiring procedures is chosen. The study is open to HR managers and production employees of these businesses.

### **ANALYSIS AND RESULTS**

Surveys, interviews, and case studies will all be used to collect data for this project, which will offer a thorough examination of how hiring practices affect the caliber of production workers in manufacturing companies. HR managers of the chosen manufacturing organizations will be surveyed. The purpose of these surveys is to learn more about the hiring practices that these companies now use, including internal promotions, employee recommendations, and external hiring through recruiting agencies or internet platforms. The efficiency of these tactics in locating competent and skilled production workers will also be evaluated by HR managers. The surveys will also investigate how various hiring practices are thought to affect employee quality, including productivity, job satisfaction, and general organizational fit. A quantitative viewpoint on the connection between hiring procedures and employee outcomes will be offered by this data. Production employees will be interviewed to learn more about their individual experiences with the hiring process. The goal is to comprehend how their own job satisfaction, performance, and sense of belonging inside the organization have been impacted by the recruitment tactics employed by their employers. The article will be able to capture the subtleties of how hiring processes affect the daily working environment, such as whether employees feel sufficiently supported and equipped for their tasks, by collecting qualitative data from employees. These interviews will also enable the investigation of any difficulties or problems that staff members may have encountered as a result of the hiring procedure. Lastly, case studies of two manufacturing firms with opposing hiring practices will be incorporated to offer a thorough examination of practical

implementations. A more contemporary external recruitment strategy using internet platforms and specialist recruitment agencies may be used by one organization, while the other may concentrate on a more conventional internal recruitment method. Through a comparison of these two companies, the case studies will shed light on how each strategy impacts production staff quality over time, taking into account elements like performance, employee retention, and long-term business success. The case study method offers a useful comparison of actual recruitment procedures and enables a more thorough investigation of recruitment results in particular circumstances. By integrating the viewpoints of HR managers and production employees, these data gathering techniques will provide a comprehensive picture of how hiring practices affect the caliber of production workers in manufacturing companies, enabling the drawing of insightful conclusions.

According to our research, the most popular recruitment strategies among the sample companies are: Internal promotions and referrals: Since internal candidates are already familiar with the company's procedures and culture, many companies give preference to them for production roles; job fairs and partnerships with vocational schools: Companies in the automotive and electronics sectors often work with vocational schools to recruit skilled workers; and online job platforms and recruitment agencies: Bigger companies are increasingly using digital platforms like Indeed, LinkedIn, and specialized recruitment agencies to draw in candidates with particular skills.

### CONCLUSIONS AND RECOMMENDATIONS

Our research demonstrates that hiring practices are a major factor in determining the caliber of production workers in manufacturing companies. Employers can select the most qualified applicants for production positions by combining internal promotions, external recruitment via job boards and educational collaborations, and data-driven decision-making procedures. These tactics support increased productivity, contentment, and long-term retention among employees. The following suggestions are offered to manufacturing companies:

- Diversify your recruitment channels: To reach a wider range of talent, businesses should employ a combination of internal and external recruitment tactics.
- Emphasis on cultural fit: In addition to technical proficiency, recruitment tactics should take into account candidates' flexibility and cultural fit.
- Invest in training and development: Providing thorough onboarding and ongoing instruction can enhance worker retention and performance.
- Leverage technology: To improve decision-making and expedite the hiring process, businesses should implement data analytics and recruitment tools.

The long-term impacts of hiring practices on organizational productivity as well as how technology will influence hiring practices in manufacturing industries could be the subject of future studies.

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