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The role of human resource agencies and an analysis of their working pattern by [Pgupta](#)

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Recruitment is one significant area in business and quite often, even the corporate giants find it extremely complicated to conduct these exercise of their own. Since the challenges and complexities are getting more and more vulnerable, many global corporate are opting for outsourcing this activity at least for the refinement levels. The human resource agencies have their own role in executing the transformation plan of recruiting organizations in to eligible candidates. A global hr firm has to capitalize its ability to track and search for the knowledgeable and adaptable candidates.

A new terminology has come instead of recruitment process which is nothing but head hunting. Let us now examine the working pattern of hr recruitment agencies. Most of these firms operate through informal network of contacts and in the due course, they do maintain career profile of people and link there profiles with the employers whenever a need arises. The value addition process has been proven beneficial to both employer and employee. There is significant category of hr recruitment agencies known as professional employment agencies with some common features like non profit focused missions, and most of these agencies would have been set up by organizations to help their existing members or ex-members in getting employment.

The process of HR sub contracting has its primary objective as cutting costs and improving the quality of recruitment process. Again, the role of hr recruitment agencies have been redefined with many more portfolios like they can even act as a pivotal element in planning the basic requirement of human resources. When we talk about the development in global hr recruitment, a number of mergers and acquisitions are taking place in a continuous manner where inter cultural adaption and recognition of heterogeneous needs have to be given with more importance. A global hr firm can contribute significantly in a way that technology, knowledge and as well as the skill levels are to be combined to generate better results and there by ultimately providing the expected achievement of implied objectives of any hr recruitment agency which is none other than the right person for the right job.

The summary could be framed in such a way that irrespective of the global challenges that are being faced, the hr recruitment agencies should keep on delivering the intended function by adapting various innovative strategies to enhance the value of recruitment process.

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