



Recruitment Methods in Terms of Foreign and Algerian Workers

A case study of Halliburton Company

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Abstract

Human resources are concerned with the attention of modern institutions due to their importance in improving the Foundation's performance and enhancing its competitive advantage, so it focuses on the recruitment process of a good selection of individuals in line with the requirements of the planned job.

This study aims to highlight the employment methods of Halliburton company by viewing the documents and employment stages.

It has been concluded that the recruitment methods differ according to the nationality of the applicants for the job between foreign employees and Algerian employees

Keyword : Human resources, recruitment, Halliburton company

Jel Classification : H32, O15, E24

1. Introduction

Human resources management is receiving great attention on modern institutions, as it is working on optimal use of the skills and capacities of the personnel working on it, make the best use of and invest in the competencies available to them to continuously raise their productivity and strengthening its competitiveness and this leads to achieve its goals.

Without forgetting the most important process on which human resources management is based which is recruitment and it is considered as the base and foundation of the latter, through which the necessary competencies and qualified manpower are brought to the institution. We know that whenever the human element is qualified and highly qualified, its productivity is good and reflected positively on the activity of the institution, so we find institutions strive to improve the selection of suitable workers according to methods that are followed, whether at the local level or the foreign ones.

In light of the above, the following main problem can be posed:

What are Halliburton's Recruitment Methods ?

To answer this problem, we propose the following hypotheses:

- There are a various methods which the company relies on to hire its workers
- The methods of employing a local worker differ from the foreign worker

This study aims to achieve the following objectives :

- Getting acquainted with the concept of employment.
- Knowing the importance of employment and its principles for enterprises.
- Learn about the most prominent recruitment methods and methods.

About the methodology of research and in order to address the issue, we relied on the descriptive approach, by gathering information from various sources documentary books, articles, notes (in the field of Managing Human Resources) in which we dealt with the concept of Employment and Methods and methods of Recruitment and everything related to that. As for the practical side, we adopted a study method.

2. Theoretical Concept

Program Human resources Management is a set of activities and practices related to human resources in light of the development of human capital, These activities and practices cover a wide range of functions and tasks as recruitment (**CHILEGUE Rabah & others, 2023, p461**)

2-1- Definition of Recruitment

- Recruitment is the process of seeking and hiring potential candidates for a specific job. The recruitment definition includes the entire recruitment process. This is from the beginning of individual recruitment to integration of the company (<https://www.freshbooks.com>)
- The process of finding people to work for a company or become a new member of an organization (**Cambridge dictionary, 2023**).
- Recruitment is a process of finding and attracting capable applicants for employment. The process begins when new recruits are sought and ends and their applications are submitted. The result is a pool of applicants from which new employees are selected.

Through previous definitions, we can consider recruitment to be those processes that the organization goes through to attract and bring qualified and competent individuals to fill vacancies and be able to assume their responsibilities and reach the organization's own potential towards achieving its objectives.

2-2- The Purpose and Importance of Recruitment

Recruitment have different appointment which have many objectives to acheive, they are given below:

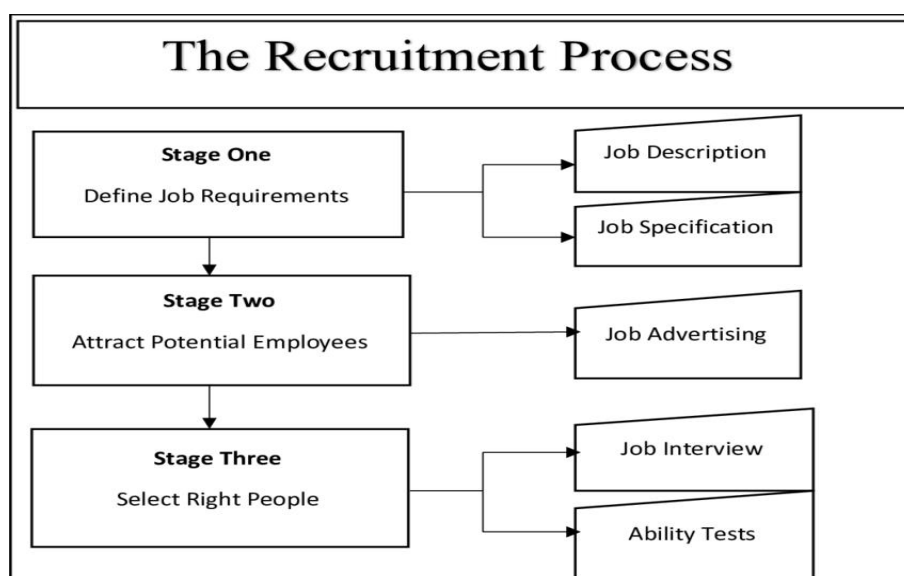
- Attract and encourage more and more candidates to apply in the organization
- Create a talent pool of candidates to enable the selection of best candidates for the organization.
- Determine present and future requirements of the organization in conjunction with its personnel planning and job analysis activities

- Recruitment is the process which links the employers with the employees.
- Increase the pool of job candidates at minimum cost
- Help increase the success rate of the selection process by decreasing the number of visibly under qualified or overqualified job applicants.
- Help reduce the probability that job applicants once recruited and selected will leave the organization only after a short period of time.
- Meet the organizations legal and social obligations regarding the composition of its workforce
- Increase organization and individual's effectiveness of various recruiting techniques and sources for all types of job applicants.

2-3- Recruitment process

It is a process that involves everything from identifying, attracting, screening, shortlisting, interviewing, selecting, hiring, and on boarding employees. The recruitment teams can be large or small depending on the size of an organization.

Fig.1. The Recruitment Process



Source : Antonius Hippolyte, Abdallah I. Haruna, 2021.

From the figure, we notice that recruitment process contains many steps as : Identify the hiring needs, Prepare job descriptions, Devise recruitment strategy, Screen and shortlist candidates, Conduct interviews, Evaluate and make the offer and On board the new employee.

3- Recruitment Methods in Halliburton Company

At Halliburton Corporation the hydrocarbon sector is the backbone of the Algerian economy, because after more than five decades of independence it is still the dominant sector of economic activity, as it contributes nearly 97% of Algerian exports.

We will try in this part to identify the methods of employment in Halliburton - Hassi Messaoud - in order to know the most important differences in terms of employing foreign and local workers, so we will address in this axis the most important methods adopted Company.

3-1- Enterprise Presentation

The name of the company is derived from the name of its American founder, Erle P Halliburton, who was born on 10/22/1892 Dabzraa Yenin Tennessee, which is about 50 miles north of Chiles, he was passionate about repairing mechanical devices since his childhood. Most of his time was spent on repairing machines; After diligent research, Erle finally found a job to do. In 1918, He joined The Perkins Oil Well Cementing Company and worked for it as a truck driver. In 1919, he was able to establish the Halliburton Energy Services Company.

Table 1. The Halliburton Company Presentation

Naming the company	Halliburton
Its activity	ENERGY SERVICES OIL AND GAS
Its address	ROAD BGHED - Hassi MessaouD
The number of its works	1350
Its branches	HESP/BASP/BOOTS AND COOTS/ TEURBO POWER
Its customers	SONATRACH
Competitors	SCHLUMBERGER/WEATHERFORD/ BAKER HUGHES

Source :Prepared by the researcher : services, oil and gas

3-2- Study the organizational structure of Halliburton Corporation

Halliburton's organizational structure is divided into several interests illustrated in two sections Internal section and external section. It can be presented as follows :

- **Halliburton Internal Division:** The internal division of the company consists of:
 - ✓ **Information Technology Department:** It is a unit specialized in equipment maintenance The company's computer and its systems in addition to the internal communication network and everything related to the technological aspect at Halliburton Corporation.
 - ✓ **Human Resources:** This is the department that it takes care of workers' affairs and managing their files.
 - ✓ **Material Means Section:** This section is concerned with managing warehouses, purchasing operations, goods and raw materials.
 - ✓ **Maintenance Section:** is the unit responsible for repairing the company's cars and trucks, in addition to its machinery.
 - ✓ **Finance Department:** is the section on financial accounting matters where the financial nature is predominant over accounting at the level of Hassi Messaoud base, as for the rest of the accounting matters at the level of the Algiers headquarters.
 - ✓ **Travel Department:** It is the department in charge of travel reservation and transportation matters.
- **Rev.M Exterior of Halliburton Corporation:** As for the external section of the company, it is represented by Halliburton Drill Bits and Service Outils: takes care of the maintenance and sale of the drill ax, PE-Stimulation des Puits-: provides well maintenance services and is divided into two Well Control; Frac-production; Enhancement; Test Bay.

3-3- The Human Resources Department's Structure and Functions

The Human Resources Department at Halliburton Corporation consists of 04 departments

- **HR Development:** The affairs of this authority are handled by an employee at the level of the social headquarters in Algiers. Among the most important things that he does:

- Collect and monitor reports on training
- A written warning to workers negligent in completing training courses Formulation and follow-up of training contracts.
 - **Social Affairs Department** : This authority is undertaken by an employee concerned with the social affairs of workers, among the most important of his tasks:
 - Authorizing the new worker within a period not exceeding 10 days; Declaration of work accidents within a period not exceeding 48 hours after the accident;
 - The declaration of sick leave to the social security services, whether from the company's doctor or from an outside doctor;
 - Obtaining certificates of affiliation with social security services from them;
 - Take care to secure family grants for workers on a monthly basis.

Managing retirement files Management of death files; Sending sick leave reports to the Human Resources Department to deal with the fare:

- **Recruiter Employment Service:** Recruiter seeks to bring in sufficient skills to meet the needs of the organization through:
 - Targeting competencies.
 - Following up the recruitment process; Receiving CVs from the candidates within a period of 21 days after announcing employment at the ANEM level.
 - **Human Resources Department:** The affairs of this department are undertaken by a group of employees who divide the tasks among them according to the jobs and who The most prominent things they do
 - manage workers' files and ensure the implementation of the company's policy in relation to human resources.
 - preparation of the monthly wage for workers;
 - Decisions to award medals

- follow up work contracts and monitor their dates;

- Directing new workers

Nationality	Workers of Algerian nationality	Foreigners	Total
The number	1284	66	1350
The ratio	95%	5%	100%

- following the career path of the workers; Monitor the promotion and transfer process; Follow up on penalties and warnings.

The census of the company's workers by categories: represents seriousness Workers enumeration and its development during the years 2017-2018.

Table N2: Multiple workers according to nationality

Source : Ressource humain department

From the table above, we notice that the percentage of Algerian workers represents 95% of the total population

The percentage of foreigners is only 5%, and this is due to the fact that the Algerian labor force has sufficient experience in the field on the one hand, and on the other hand it is less expensive than foreign labor.

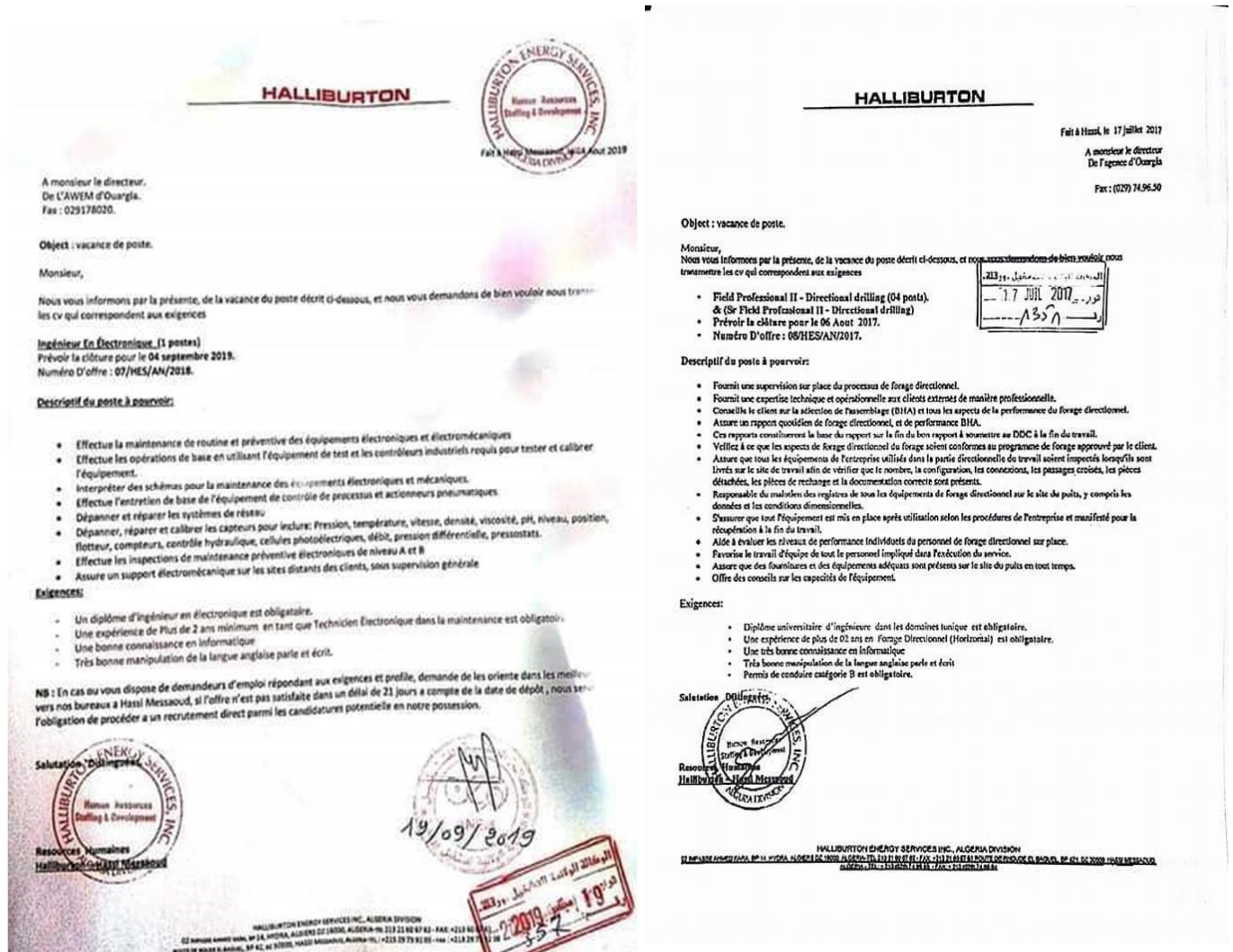
3-4- Recruitment methods in Halliburton company

- **Employment of an Algerian worker at Halliburton**

Halliburton adopts the qualified Algerian workforce. And employ their skills by contacting local employment agencies responsible for providing job applicants according to the appropriate job offer according to the conditions set by the researcher institutions. In this context, we will see an example of that.

The figure represents a job offer for Halliburton for the state agency ANEM, which includes a position for field professional directorial drilling, with the terms of joining this position and the period of validity of the offer.

Figure.2. Job offer from Halliburton to the state agency ANEM



Source : Ressource Humain Department

Along with the recruitment procedures that the halliburton company applies by correspondence with the ANEM, it also relies on e-recruitment by placing recruitment advertisements on the different sites (OUYAHIA Zoubida, DJAMANE-SEGUINI Nadjet, 2022, p564)

we will add an example for further clarification

Figure.3. Halliburton offer job on social media

Location :	Hassi Messaoud - Algeria	
Type :	Permanent Jobs	
Salary :	Competitive	
Main Industry :	Search Information Technology Jobs	
Other Industries and Skills :	Management & Executive	
Job ID :	53879540	
Posted On :	12 May 2016	

**Algeria Hassi Messaoud :
Service Supervisor I -
Data Acquisition
Services**



Source : www.facebook.com

From the figure above , we note that the company put its requirements and summary as :

Company: Halliburton

Skills: Business Analyst

Experience: 3 + Years

Education: Bachelors/3-5 yr Degree

Employment Type: Full Time Salaried Employee

Location: Staouéli Algiers, Algeria

- **Recruiting a foreign worker for Halliburton**

Halliburton relies on advertising for its foreign workers on its official websites and social media sites which defined as a structure represented by relationships between individuals (**Le petit Larousse, 2005**), such as LinkedIn, Facebook, and Gmail. Where she owns a job, site called <https://jobs.halliburton.com>

Social media are a way to be visible on Internet and thus being spotted by companies

and/or being chased by recruiters. Network professionals like LinkedIn and Viadeo allow for example to describe their experiences professionals to build an online CV.

Figure.4. Recruiting a foreign worker

The image shows a LinkedIn job posting for Halliburton. The job title is "Operator Assistant II - Cementing" located in "Belkheir, Guelma, Algérie". The posting was made "Il y a 2 semaines" (2 weeks ago). It indicates that 25 people have applied and 25 others are currently working there. There are buttons for "Enregistrer" (Save) and "Postuler" (Apply). The job description states: "We are looking for the right people – people who want to innovate, achieve, grow and lead. We attract and retain the best talent by investing in our employees and empowering them to develop themselves and their careers. Experience the challenges, rewards and opportunity of working for one of the world's largest providers of products and services to the global energy industry." It further details the role as a Cementing Operator Assistant II, involving rigging equipment and operating pumps. Requirements include high school education and a commercial driver's license. At the bottom, there is a search bar with "Search by Keyword" and "Search by Location" fields, a "SUBMIT" button, and a "Create Alert" button set to "7 days". A message at the bottom says "Sorry, this position has been filled."

Source : prepared by the researcher

The figure represents a job offer for halliburton on their official LinkedIn page that includes an operator assistant position, along with an explanation of the position and a set of terms and conditions

4. Results and Discussion

We are aware that companies' recourse to the ANEM is mandated by the government, but it continues to be one of the methods that provide graduates with access to employment (Ferhaoui M, Ouyahiya Z, 2022, p813)

It is important to understand the best way to exploit social networks. In fact, it would be easy to be discouraged by all the tools available today and those of tomorrow. However, the sites Internet and tools are only part of the equation. As with every initiative, we must pass time to define our

objectives, in order to be able to reach.

For the Halliburton company, we found that there are two recruitment methods, the first is based on the relationship with the national employment agency ANEM through written correspondence covered by regulatory law, while the second method can be considered modern, it applies within the framework of new technologies of information and communication NICT such as social networks, professional sites, job offer pages and applications, etc.

4. Conclusion

Organizations, although differ in their forms or nature, require human energies, which have high levels of professionalism and merit in working, achieving the objectives of their organizations, as efficient organizations' performance begins with professionalism, good choice and investment in human capacity-building. The employee is an important component for all work, as it is the most valuable fixed asset.

We tried to study some of the employment methods that Halliburton relies on, after introducing the company, studying its most important interests while highlighting its human resources indicators in terms of the distribution of the proportion of foreign and Algerian workers. As it turned out that there is a difference between the methods and methods of employment in the company, when it employs local workers, it resorts to institutions specialized in this field, ANEM and others, but when it employs foreigners, it resorts to websites such as LinkedIn advertisements

According to the results obtained from this research, we propose suggestions as an added value to the study as follows:

- create and adopt more recruitment methods applied in different companies
- create a platform bringing together ALGERIAN and foreign job seekers and job offerers

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Annex No. Organizational Structure of the Company Halliburton

