

The role of databases in the recruitment process in relation to GDPR

Abstract

With the development of databases and computers, the possibility of automated data processing has emerged as we know it in the form of advanced databases today. Within half a century, the company switched from a paper file to a fully automatic way of manipulating data. This of course directly affects the processing of personal data. The law on the protection of personal data, which was initially part of the right to privacy, had to respond to the rapid development in the world of information technology. Working with the development of the right to protection of personal data is not addressed in isolation, but in the context of the development of information technology, and thus states the whole legal framework in the context, thus offering readers a wider understanding.

The aim of the work is to respond to the stormy reactions that accompany the adoption of the general regulation with the support of the media world. In particular, to provide the reader with a real guide in applying the general regulation to the recruitment process in a situation where a large number of materials have been created in the public space, but they are kept at a very general level and do not provide real help to their users when dealing with specific issues.

Therefore, the author of the work will first familiarize readers with the key institutes and basic principles of personal data protection in order to make the orientation in the text as pleasant as possible. It then outlines the basic framework of the employer's obligations following the basic principles of the General Regulation. Then, the author devotes himself to fulfilling the purpose of the work in the form of a specific application of the general regulation to the recruitment process, which is divided into phases by the personal data protection prism, also depending on whether the employer recruits himself or uses the services of a specialized external company. The work also remembers the use of popular web portals where demand is on the labor market. A reader from the ranks is always alerted to the position of the entity and what its responsibilities should concentrate on. In doing so, the thesis in its conclusion deals with the individual rights of job seekers with the fact that the author again provides a reflection on their relevance in the recruitment process.

Key words: GDPR, recruitment, database