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Trends and features in recruitment of candidates

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What is the average number of applicants per job? How much would it cost to hire someone? How long does the hiring process take?

So, I would like to share with you some useful information about the features of recruitment in countries such as the United States and Japan, the latest changes and trends in the field of HR when hiring candidates, that I have prepared for you, having conducted a small research.

According to a recent CareerBuilder survey, companies across the globe are looking to revamp their hiring efforts to fill both the temporary and full-time positions. The same survey found that 44% of businesses in the USA are looking to hire full-time employees and 51% are planning to hire temporary employees.

What are the main reasons?

1. Talent Shortage

Talent Shortage in Japan and USA became one of the biggest hurdles faced by recruiters in 2018–2019. Finding top quality talent will remain the key recruitment goal as 42% of employers are worried they won't be able to find the talent they need.

50% of candidates say they wouldn't work for a company with a bad reputation – even for a pay increase.

2. Latest Recruitment Trends

As per Global Recruiting Trends Report by LinkedIn, the top 4 hiring trends that had a major impact on the hiring process in the year 2018 include: diversity, new interviewing tools, data and artificial intelligence.

Moreover, with each passing year, mobile devices are increasingly becoming more popular and entrenched in our everyday life. According to Glassdoor, 89% of job seekers both in the USA and Japan say their mobile device is an important tool for job searching and 45% use it to search for jobs at least once a day.

According to a research conducted by PageUp, only 29% of Japanese and 32% of the largest universities in the USA have fully mobile-optimized career sites. And now more detail about features of recruitment separately in each country.

THE USA

First of all, it should be noted that the General basis of the personnel management system in the United States, is the principle of individualism and a high degree of centrality. Interesting, the cost of recruiting new skilled workers and managers can be about 35 thousand dollars per person, they include transportation costs, payment for the services of recruitment agencies, as well as the salary of managers.

Not only in the US, but also around the world there are 2 ways of recruitment: internal and external. Of course, the external set is longer and more expensive for any company, but the positive side of such an expensive set is that the company after the search there are new people often with original ideas. I present to you the data showing the top 8 American recruitment firms (pic.1)

Rank	Company	Headquarters	Year Founded	CEO
1	Korn Ferry	Los Angeles	1969	Gary Burnison
2	Heidrick & Struggles	Chicago, Illinois	1953	Krishnan Rajagopalan
3	Spencer Stuart	Chicago, Illinois	1956	Ben Williams
4	Russell Reynolds Associates	New York	1969	Clarke Murphy
5	Robert Half	California	1948	Harold M. Messmer
6	Egon Zehnder International	Zurich, Switzerland	1964	Edilson Camara
7	Diversified Search	Philadelphia, Pennsylvania	1974	Dale E. Jones
8	Lucas Group	Atlanta, Georgia	1970	Andrea Jennings

Picture 1. – The data of the top 8 American recruitment firms

The most interesting feature is that in many American companies, recruitment agencies start working with young professionals while they are still studying at universities. Students are invited to lectures, corporate events, such as quality day, the annual report. After graduation, each young specialist invited to work in a particular company is assigned the so-called “godfather” – a normal middle management manager.

JAPAN

The Japanese version of modern management takes on a “human face”, with a leading philosophy of “We are all one family”. It’s an interesting fact that the employee, who moved to another company, loses his work experience and starts his career again. But, thanks to the system of lifetime employment, there is a guarantee employment, which is common among workers, until they reach 60 years of age. There is a recruitment practice associated with graduates of higher education universities. In Japan the school year ends in March and many firms are hiring future graduates during the last semester so that even before completing their studies they already know, where to work.

Summing up, I would like to conclude the recruitment system plays a key role in the organization. In this regard, every organization should be more responsible, when it comes to approaching the recruitment process and, in particular, the management to increase the organization’s effectiveness.

Литература

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La crisis presidencial de Venezuela en 2019

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En la actualidad se observa una situación bastante inestable y tensa en todo el mundo. Tanto en el ámbito mundial como dentro de los propios Estados, hay muchos desacuerdos en cuanto a la política, la economía y los diversos aspectos sociales. Venezuela, uno de los Estados más ricos en petróleo del mundo, una vez tuvo una estabilidad relativa entre los países de América Latina. Ahora este país está al borde del colapso.

La crisis presidencial de Venezuela de 2019 es una crisis política de la legitimidad de quién ocupa la presidencia de Venezuela. El 10 de enero de 2019, la Asamblea Nacional de Venezuela, presidida por Juan Guaidó, declaró que Nicolás Maduro estaba usurpando el cargo del presidente. Juan Guaidó tomó juramento como presidente encargado del país.

Tras asumir la presidencia interina, Guaidó propuso tres objetivos centrales para su estrategia política: el cese de la usurpación del gobierno de Nicolás Maduro, el gobierno de transición impulsado por la Asamblea Nacional y la celebración de elecciones libres y transparentes.