

Summary

I think it is fair to say that from the 1900s, from the classical schools to the present day, the world of HR has undergone enormous changes. It's quite amazing that thanks to new technologies, the increasing role of digitalisation and recruitment trends, recruitment and selection processes can be carried out much more efficiently than in the past. Posting job advertisements, using recruitment companies and agencies, using social media platforms and holding job fairs are having a positive impact on recruitment. Because of the activity on online platforms, recruitment is nowadays mostly done there. Recruitment companies are looking for potential candidates through various alternative channels e.g. profession, linkedin, github, CV online, facebook groups etc. Employer branding is an important role for companies, to be effective they need to be professional. So you need to rely on data from employer satisfaction surveys and feedback from companies to maintain credibility.

Relying on the results of the questionnaire and interviews, and the answers given there, HR processes are not yet digitised in many places, which is a problem for candidates. In addition, the long selection processes that candidates face are also a problem, along with irrelevant expectations. My research revealed that many candidates said that they prefer hybrid working, as they feel more efficient and comfortable coming into the office and working from home. Many also look for a job according to how flexible the company is in this respect.

In my research, I was curious to see how respondents react to the issue of turnover. It was interesting to me that a large proportion of respondents perceive that their current job is certainly badly affected by this issue.

From the data and results collected in my research, I concluded that the respondents believe that proper organisational communication and the introduction of a performance appraisal system would greatly contribute to stopping turnover. In addition, it is also motivating for employees to be involved in innovative projects and to work with modern machinery and equipment in a well-equipped and modernised workplace.

It was also very interesting, and what became clear to me during my interview with Gabriella, that most companies are not necessarily aware of the current market situation. That is, they are using consultancies to map the market to make sure of the current wages, the candidate wage demands. Often they don't want to pay what candidates are asking for or what they are getting elsewhere for the same position. In my opinion, this may be to avoid wage tension. However, I think the solution to this would be for companies to lower their expectations of candidates or to raise wages uniformly in line with the market.

Overall, I think that companies could change the turnover and staff shortages by spending more money in relation to their revenue if the managers of companies put more effort into training and development, because people generally like innovation and variety of projects and tasks. There is also an investment in other fringe benefits, which also motivate employees. A 13th month's salary, or a fuel allowance, or a holiday allowance are attractive to people. Promotions, and valuing a good workforce, are extremely important, because in today's world it is easier for people to change if they feel they are not valued enough, both financially and humanly, and are not given the opportunity to move up.

