Modern Forms Of Development Of Recruiting Services

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ABSTRACT

The article explores theoretical and methodological development of recruitment agencies. Recommendations were presented for improving recruitment services using research that has an impact on effective employment growth.

KEYWORDS

Reruitment, Systematic Analysis, Distance Labor, Effective Employment, Labor Resources, Personnel Agency.

INTRODUCTION

The recruiting agencies plays important role in promoting employment in the world and recruitment for the legal regulation of the activities plays important role in non-governmental organizations on job placement and other services in the labor market. In particular, in the recommendations of the private employment agencies noted that this issue was one of the most pressing problems both internationally and nationally in the ILO Convention No. 181 on "Private Employment Agencies". At the same time, recruiting companies supply with job 8-10 million people worldwide annually for coordinating the

activities of non-governmental organizations and employment services in the labor market (see http://www.ilo.org). The current innovative economy indicates the special emphasis of legal regulations of private employment agencies, such as staff recruitment, job placement assistance for students and other service providers in the labor market. The development of the innovative economy in our country as a structural unit of the labor market is relevant to use professional mediation to find the problems of working with various public and universal commercial employment agencies and recruitment agencies. There are several approaches how to determine recruiting. In our opinion, recruitment should be distinguished in the broad sense and narrow sense of the word. In the first case, we talk about recruiting as an activity. The most accurate definition of recruiting as an activity is presented by Kartashov S.A., Odegova Yu.G. and I. Kokoreva: "Recruitment is the activity of creating conditions for filling vacancies at the customer company (employer), which meets the requirements of the customer in terms of their quality characteristics." (Recruiting: hiring personnel).

State and non-state employment structures differ significantly from employment structure. The State Employment Service is responsible for monitoring the overall situation in the labor market, providing with the materials and social support for the unemployed and implementing the employment policy. Government and non-governmental employment services complement each other to promote a common social goal to ensure free and effective employment. The interactions of these organizational structures are of great importance. However, at the present time there is no data on the full and objective analysis of the relationships between the state and non-state employment services in private employment services.

The development of private employment services occurs when the state employment service cannot meet all the applications in the rapidly changing market and organize activities in a separate segment in the labor market.

It should be noted that recruitment as a private employment service is a business activity of legal entities (recruiting agencies) on contractual provision of recruitment for job seekers and recruitment for employers. The recruiting agency is a commercial organization to provide these services in accordance with the legislation of the Republic of Uzbekistan. This activity protects the common interests of the population to create a competitive environment in the market for employment promotion services, such as a prevention of illegal labor migration and clear regulation of mechanisms for promotion of employment by public and private sectors.

In addition, the adoption of the Law of the Republic of Uzbekistan about "On Private Employment Agencies" on October 16, 2018 is the main legal document to regulate the activities of private employment agencies in the country.

According to Article 3 of this law, a private employment agency is a commercial organization that provides the job searchers to be employed in the recruitment services, as well as supplying with the information in the consulting services. (see Lex.uz) A private employment agency must have at least two employees, including a highly-educated manager.

This law provides private agencies to provide with the employment for the persons who is seeking employment in the Republic of Uzbekistan and outside the country on a paid basis.

Private Employment Agencies are provided with a service contract between a private employment agency and a job seeker.

The following terms include in the job search services who is seeking an employment in the Republic of Uzbekistan:

- The dissemination of information about job seekers among employers with using communication and information technologies;
- Searching the employers who have vacancies;
- Negotiating with employers how to find job seekers and be employed;
- Preparing job seekers for the job interviews and participating in the interviews between employers and job seekers;
- Participation in the development of employment contracts between employers and job seekers;
- According to the areas of activity, non-governmental employment services can be classified by several criteria;
- According to this, the non-state employment service has several dimensions in its activities, such as the state employment service;

MATERIALS AND METHODS.

According to the information of the Ministry of Labor and Employment, 88 of the legal entities were officially registered as private employment agencies in 2019. About 65 of them have licenses for employment of citizens abroad and in the current days 59 of the private employment agencies officially work. During the first half of 2019, 1,655 citizens were employed abroad, 77 were employed in the country, and more than 33,000 people were provided with counseling and information services (see http: // www. Labor.uz).

According to the reseach, private employment agencies are most effective in urban area trends and of the country, in a result, their activities will be focused on the skilled labor market segment.

It should be noted that most of the clients of private employment agencies are young people. The research shows that the majority of young people who is applying for these services are between 16-25 years old.

According to the information of the Ministry of Labor and Employment, the unemployment rate were raised up to 9.4% in the first quarter of 2019 in Uzbekistan (9.7% in the same period last year). According to the report, this figure is 0.1% higher than January-December in 2018 (9.3%), but 0.3% lower than January-March in 2018. 1 391,1 thousand people are in need of employment. The unemployment rate was 15.3% among 30 year-old youth and there were 17.1% of unemployment rate between 15 and 25 year-old youth.

Economic activity among young people, low job search mobility, employment of young people in low-wage sectors of unsustainable jobs require systematic work with young people applying for private employment agencies.

On the contrary, We can see number of people who are applying for the employment service in the state is declining from year to year. In this regard, job seekers are dissatisfied with the proposed jobs and barriers to official registration as unemployed and a number of other reasons. As a result, citizens who are in need of employment prefer the proposals of non-state employment services rather than applying to state employment agencies.

As a result of this research, we used systematic analysis, integrated assessment, statistical and economical modeling, forecasting methods. Employment of the able-bodied requires to identify the rational parameters of effective employment in the regions. It is desirable to use mathematical and statistical methods such as correlation-regression, extrapolation for identifying , analyzing and predicting rational parameters of effective employment. Due to the concept of regional development from the point of view of studying the socio-economic

development of the regions is to determine the role of productive employment, economic use of labor resources and the direction of their development.

RESULTS AND DISCUSSIONS

In a result of our research, the identifications based on state-active employment regulation policies, the key factors influence the correlation-regression methods and development of multivariate regression models and the prospects for the development. In this regard, first of all, it is necessary to identify the factors of employment for economically active citizens and the role of recruitment services, the changes in job creation by sectors, and their analysis using correlation-regression methods.

Source: The Ministry of Labor and Employment of the Republic of Uzbekistan. See Lex.uz

The factors are selected to form an econometric model of the main employment factors (Table 1).For exploring the effects of these factors on the causal factor, we can use correlation-regression analysis, which is based on the calculation of pairwise correlation coefficients.

The included data analysis of the correlation-regression study shows that there is a high correlation and linear relationship between the independent variables of the main factors and there is a correlation between all variables in the correlation analysis. The employment of able-bodied people (Table 2) (Y) is proportional to the underlying factors. In this case, the level of employment services and employment in recruitment services was increased up to 124.0 thousand people in 2014 and the highest point was in 2018--128.2 units, the share of those who had a job in professional recruiting through recruiting agencies 0, Growing from 5% to 4.2% and the quantity of the employed in career guidance through recruitment agencies increased from 0.5% to 4.2%.

Table 1.

Y-	Result indicator – The quantity of employment rate is one thousand able-bodied people
	The Key factors
X1	One thousand economically active citizens
X2	The rate of the employed - one thousand people.
X3	The employment rate in organizations based on state ownership form- one thousand people
X4	The employment rate in non-governmental structures
X5	The application rate to the employment agencies %
X6	Amount of capital investments in fixed assets (billions of soums)
X7	Number of newly created jobs- one thousand
X8	Unemployment rate,%

X9	Number of people employed in recruiting services-one thousand people
X10	The employment rate of job seekers through professional recruitment agencies (%)

The peculiarity of the multivariate correlation linkage is that several important and significant factors are involved in its regression equation. The most important of these factors are to incorporate them into the regression equation. There are software programs that allow to use methodological methods and to choose the effective model of analysis. During the research, the analysis was carried out with the help of SPSS software package.

Table 2.

The help of SPSS program for increasing employment rate in the linear of multivariate econometric computed model.

	Coefficients (not standardized)		t-criterion	Results of probability
	Coefficient	Standard errors		
(Constant)	-835892,0	285,0	-2,712	0,01219
X1	-1,270	1,764	-1,711	0,02510
X2	1,722	2,011	2,329	0,02301
X3	3,552	3,100	3,651	0,02530
X4	8,183	3,912	2,198	0,08311
X5	7,015	4,912	2,845	0,05781
X6	8,658	4,201	-1,561	0,08211
X7	5,511	6,012	-1,550	0,07285
X8	7,152	1,491	2,165	0,05795
X9	5,043	2,491	7,612	0,03856

Table 3 presents the results of the linear multivariate econometric calculated model using the SPSS program to increase employment rate, as a result of analysis non-standardized coefficients and standard errors are selected. In this model, the probability of economic indicators varies from 0.01219 up to 0.08311.

We recommend to improve the following organizational mechanisms that may have a positive impact on the development of non-governmental employment services:

- Specialization of private employment agencies;

- Introduction of modern methods to state and non-state employment services;

- Encouraging the export of workforce abroad;

- Establishing the cooperation in employment of citizens who in need of social protection and employment services;

Based on the results obtained in this model, we analyze the balance of labor resources in the Republic of Uzbekistan (Table 4). The economical active population is a separate demographic category in the working-age population. The balance of reporting of labor resources is compiled each year according to the last period. Table 4 shows the forecast of labor resources balance for the period of 2018-2023 years.

Table 4.

The future changes of labor resources balance in the Republic of Uzbekistan (one thousand people)

Indicators	Total report for 2018	2019	2020	2021	2022	2023	the changes during 2018-2023(%)
Economical active population	14921,3	15288,7	15664,2	16048,3	16445,0	16826,4	112,7
A quantity of total employed	14163,0	1451,7	14866,1	15229,6	15605,2	15987,5	112,8
From:							
In the formal sector of the economy	8528,1	8676,5	8676,5	8824,9	8971,5	9114,2	106,9
In the informal sector of the economy	4567,6	4721,7	4892,1	5078,9	5264,4	5454,2	119,4

People who left to work abroad	1067,2	1112,5	1149,1	1177,3	1210,5	1239,0	116,9
Persons in need of employment	758,3	778,0	798,1	818,7	840,5	862,0	113,7
Unemployment rate%	4,6	4,4	4,4	4,4	4,4	4,4	95,6
Economical inactive population	4796,4	4820,7	4843,0	4863,6	4886,0	4909,5	102,3
Total labor resources	19717,7	20109,4	20507,2	20911,9	21314,0	21719,8	110,5

According to the table above, the forecast development period of total labor resources in 2023 will increase by 110.5% compared to the reporting period of 2018, development period of economical active population is expected to increase up to 16,826,400 people or up to 112.7%. In the analyzed period, total employed people is expected up to 112.8% and the employment rate in the formal sectors increases up to 106.9% and the employment rate in the informal sectors increases up to 119.4%. In summary, the changes of employment in the informal sector indicates flexibility of increased labor market. In addition, the unemployment rate was 4.4% in the forecast development period in 2018, now this point indicates 4.6% which means we can see that the rate is declining.

CONCLUSION

In this regard, the innovative economy should use a variety of modeling techniques to regulate the activities of private employment agencies, such as staff recruitment, job placement assistance, and other service providers in the labor market. In today's economic reforms, the dismatch often occurs between supply and demand for skilled workforce. The personnel training system is not flexible due to the needs of the regional labor market are poorly understood. Several modeling techniques have been explored to investigate such imbalances. Specifically, in "Modeling of the recruitment and evaluation process," by A.A Zinchenko, selected seventy candidates value the factors of their probationary informations are determined. Medium-level office workers are selected and it begins by adapting binary choice models to solve the selection problem. The most important factors that can be distinguished and formalized by the candidates' resumes. These factors include candidate's gender, age, education, length of service, quantity of organizations where employed, English language proficiency, the proficiency of another foreign languages indicated on the resume, computer skills, and the required salary. Studying and applying these methodologies will increase the content of recruiting services provided by recruiting agencies, create a competitive environment in the market for employment promotion services, prevent illegal labor migration, and improve public service and private sector employment mechanisms. In our opinion, in the development of recruitment services, it is necessary to pay attention to the creation of favorable conditions for the establishment of

flexible modern forms of labor relations: distant labor, freelance, out sorting, out staffing. This will have a positive impact on all-round employment support, career guidance and employment, as well as encouraging initiatives and promoting a decent lifestyle. In addition, the activities of private employment agencies have a number of advantages over the provision of public employment services and it is advisable to develop cooperation with employment facilitation centers in the regions. In our view, it is advisable to carry out organizational work in the following priority areas for the development of nongovernmental employment services:

- There need to be selections of competitive employees in organizations and enterprises to enhance the effectiveness of the advisory information system;

- The use of regional programs to assist the able-bodied, temporary unemployed, in the specialization of exchanges in creating job quotas in organizing the activity of commercial labor exchanges.

- Providing employment advisory services and enhancing monitoring of employers' adherence to labor laws by providing extension services to agency specialists;

- -To improve of modern mechanisms of marketing services for vocational training and retraining of unemployed citizens with assistance of the State Employment Service Training Centers;

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