

HOW TO FIND THE RIGHT EMPLOYEES AND KEEP THEM? (ЯК ЗНАЙТИ ТА УТРИМАТИ ЕФЕКТИВНИХ ПРАЦІВНИКІВ?)

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Сильні корпорації відбирають і потім наймають на роботу службовців, яких вони цінують і будуть намагатися зберегти. У нових службовців враження про роботу формується протягом шести-восьми тижнів, після чого вони приймають рішення – залишитись членом команди чи шукати нову роботу.

Every organization has its star employees. They may be the folks sitting in the senior ranks at headquarters or they could be the high-potential new kids on the block. However, they all have something in common: the ability to outperform their peers continually, the constant determination to strive for improvement and the creativity to reinvent their job tasks.

With limited resources and a finite supply of talent, companies must pay extra attention to getting the right employees – and keeping them. Smart companies recruit employees they can retain. By having students apply for jobs on disk, we can reach a wide range of universities. We can find the applicants who are the best, who fit the best. Pre-employment testing plays an extremely important part of ensuring retention. Screening out those who will not succeed with the company saves it time and money. First impressions can make or break a relationship. With a good initiation, the company can continue to build employee loyalty from the beginning.

New employees decide within the first six or eight weeks whether they are going to stay at a company. Orientation gives people the sense of belonging. All employees want to feel their employer takes an interest in their career. Moreover, today that desire for attention is elevating from a plea to a demand. With employees quickly become business's greatest asset, employee must become a company's high priority. It is not enough to hope employees will stay. Here are several tips to help you hire and keep effective employees:

- 1) establish a successful hiring process;
- 2) suggest a solid and generationally-inclusive benefits package;
- 3) know where to look for a great Talent;
- 4) know what candidates you want;
- 5) remember that you are actively competing with other companies around the globe.