



QUICK SURVEY: USED METHODS OF RECRUITING THE STAFF

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INTRODUCTION

HR Capital Consulting in the framework of 8th Job Fair that was held on 10th April 2015 in Tashkent, conducted quick survey:

- 25 Job Fair member-companies were surveyed. The purpose of the research was to identify used methods of recruiting the staff. The questionnaire was designed in the following sequence – from general questions (informative data about companies) to specific questions (directly related to the research purpose).

The following report also includes expert opinion of HRC consultants.

All opinion and recommendations based on the presented information comply with the date of report release. The report is provided for information and analytical purposes only.

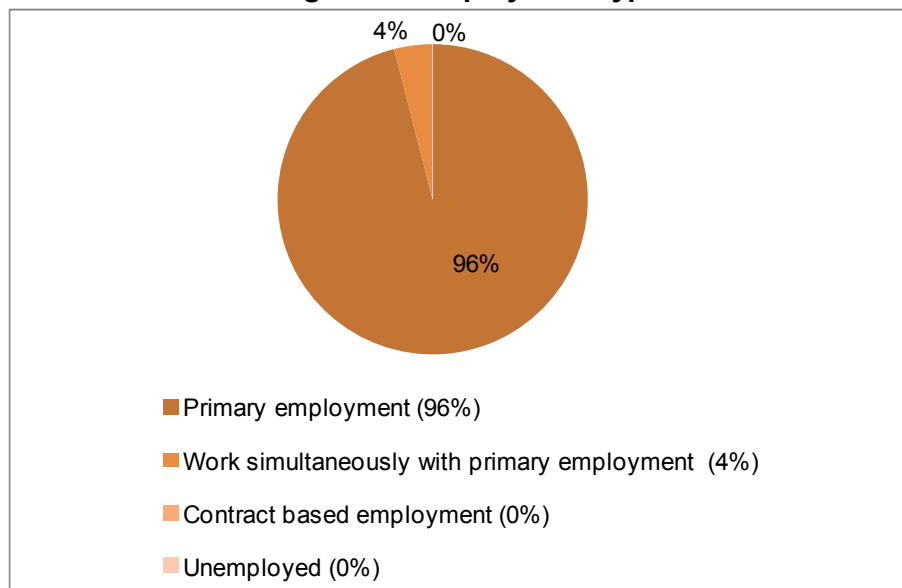
We hope that the presented information will be useful for your future decisions.

QUICK SURVEY: USED METHODS OF RECRUITING THE STAFF

The majority of respondents are specialists aged 23-33. It should be noted that most of the respondents are middle managers with work experience of 1-3 years. Moreover, a number of respondents are specialists and senior managers with 4-10 years work experience.

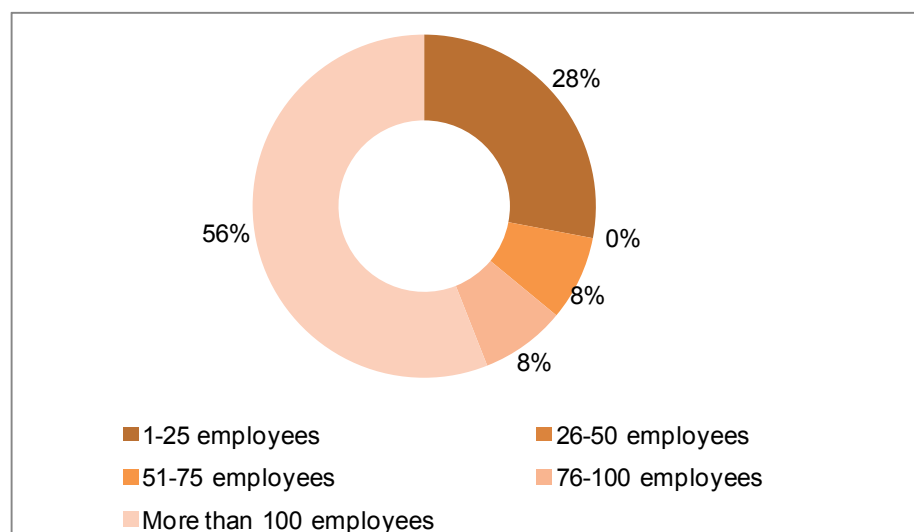
The survey revealed that 96% of respondents are permanently employed, while only 1 respondent works simultaneously with primary employment.

Diagram 1: Employment type



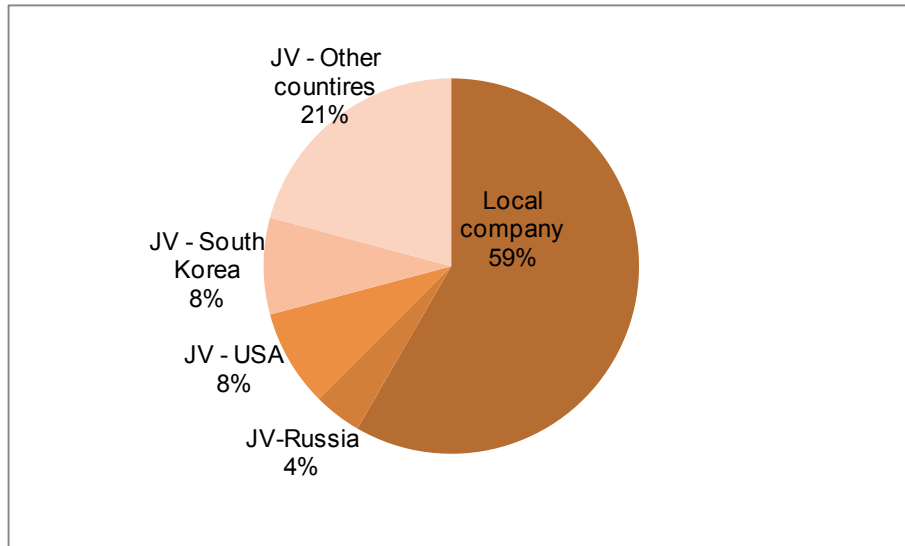
Main participants of the research are companies with more than 100 employees – 56% respondents. Next group of surveyed includes the subjects of small enterprises with not more than 25 employees - 28% of respondents, and companies with 26-50 and 51-75 employees scored 8% each.

Diagram 2. Company size according to number of employees



59% of respondents are representatives of local companies. Among surveyed there are also representatives of joint ventures with South Korea, USA, Russia, Denmark and France.

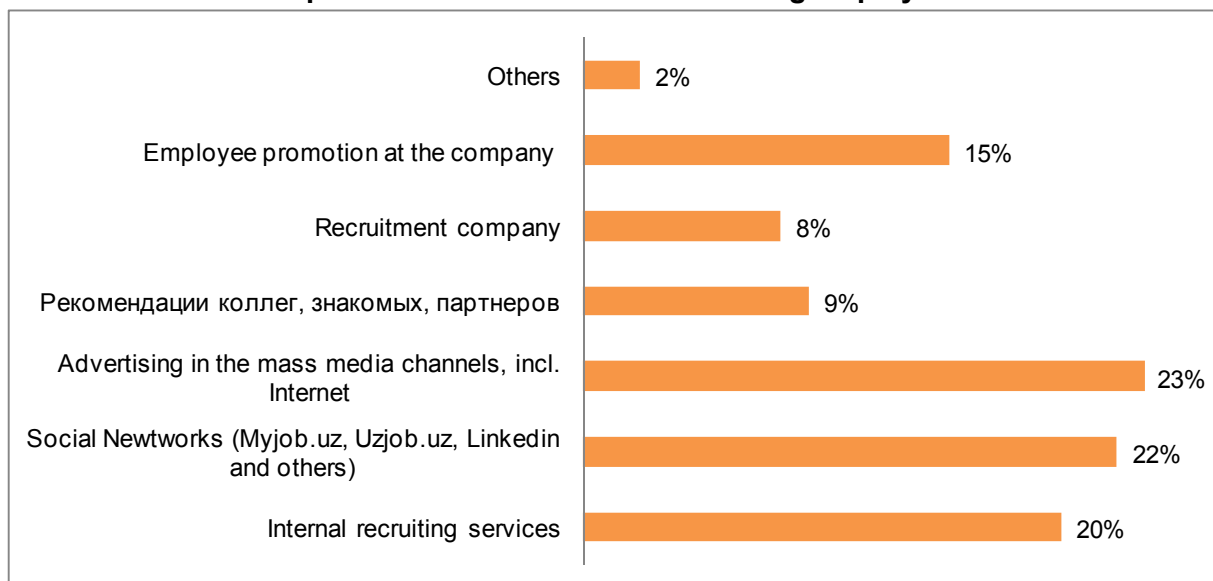
Diagram 3. Respondents' country of origin



The majority of representatives of different companies for the question regarding used search channels for recruiting employees chose the answer stating that advertizing in the mass media (such as internet) is the priority search channel. The second popular search channel is advertizing in Social Networks (Myjob.uz, Uzjob.uz, LinkedIn, etc). The services of recruiting agencies are used only by 8% of surveyed. Another used search channel is internal recruiting service, employees of various departments, who can give recommendations regarding the most suitable candidates for the open vacancy.

It should be noted that among surveyed companies, 15% mentioned that they promote their workers for the open vacancies, which demonstrates that the companies offer career growth opportunities for their employees.

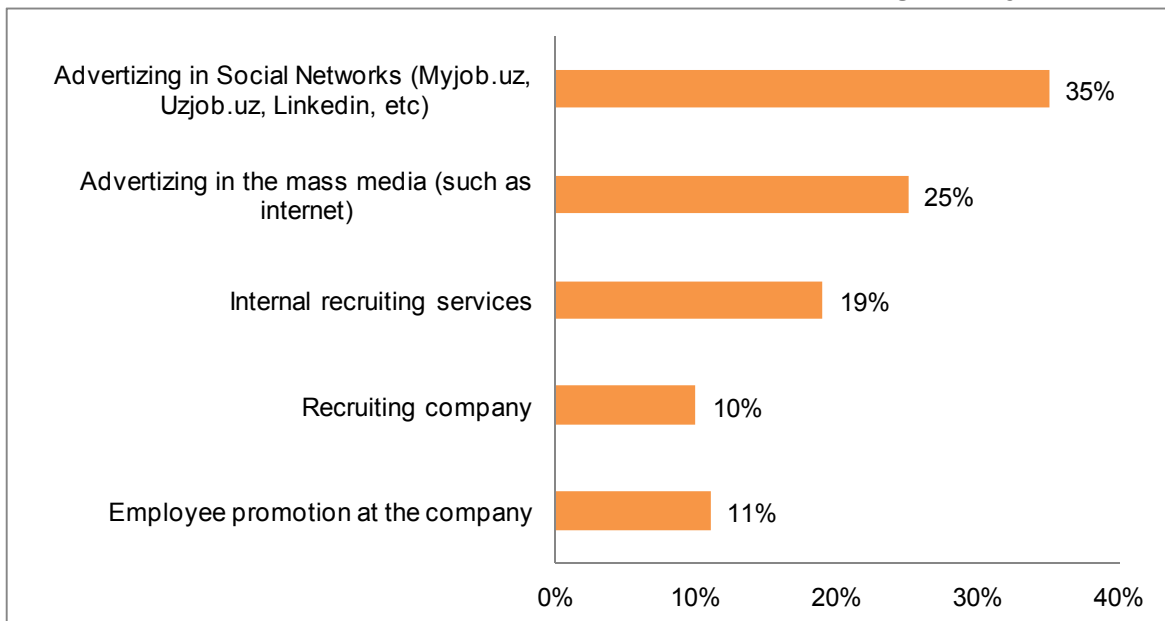
Graph 1. Search channels for recruiting employees



Regarding the identifying the most effective search channel for recruiting employees, according to the representatives' opinion, 35% respondents are assured that advertizing in social networks (Myjob.uz, Uzjob.uz, LinkedIn, etc) is the most effective. Relying on the opinion of 25% respondents, advertizing in the mass media (such as internet) tends to be more effective.

Only 10% are confident that services of recruiting agencies are the most effective search channels, this demonstrates the insufficient activity of this search channel among companies.

Graph 2. The most effective search channels for recruiting employees



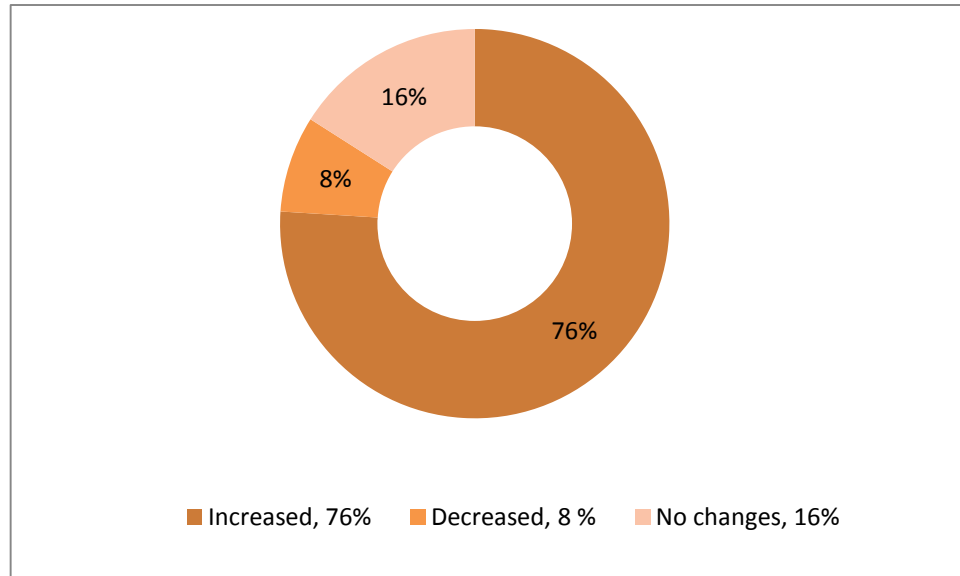
Consequently, social networks have taken the lead among search channels for recruiting employees. Job search websites are becoming more popular each year, as this search channel gives an opportunity not only to quickly place resume, but also get online information on new job places as well. In this regard it should be noted that, the role of online recruitment will increase.

It is noteworthy that 76% of respondents identified that number of employees in their companies has increased in 2014, while 8%, on the other hand stated that the number of employees has decreased, and 16% of respondents noted that this number in their company stayed same.

Those respondents, who claim that the number of employees in their companies has increased, identify the turnover and work growth that requires creation of new job places, as the main reasons.

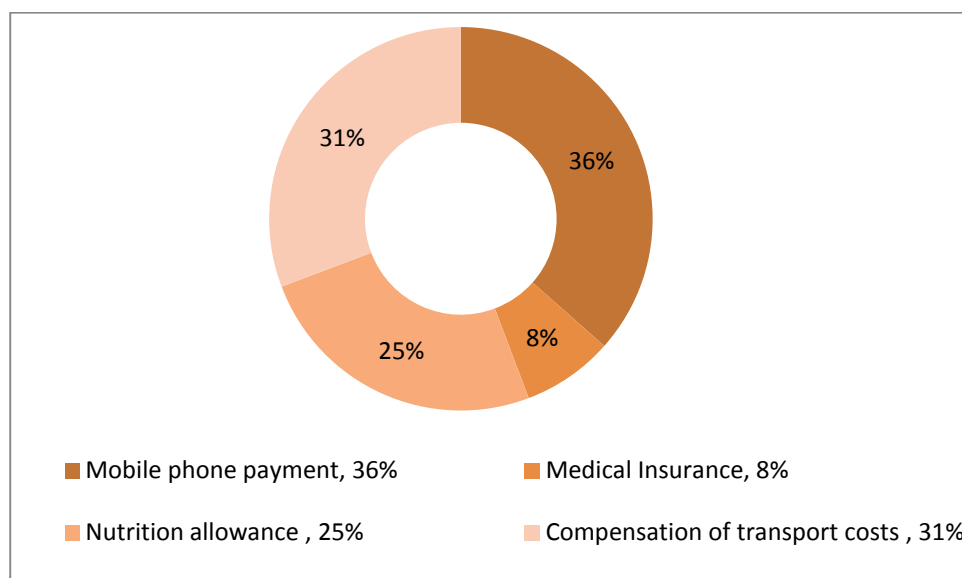
Those companies, whose personnel was reduced, claim that the primary reasons for reducing are decrease in turnover and a dismissal by own will. Throughout the survey it was noted that the dismissal by own will was the result of changing the work place due to unwillingness to adapt to new work conditions of the company.

Diagram 4. Change in number of employees



The results of previous conducted researches on types of supplementary payments, and the results of this research as well confirm that the most common type of additional payment is mobile phone payment, 36% of respondents claim. Second prevailing benefit is compensation of transport costs – monthly card for public transport, compensation of oil and gas costs – 31% of respondents, and the third place in the social package is taken by nutrition allowance – 25%.

Diagram 5. Types of benefits.



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The information herein is believed by HRC to be reliable and has been obtained from sources believed to be reliable, but HRC makes no representation as to the accuracy or completeness of such information.

Opinions, estimates and projections in this review constitute the current judgment of the author as of the date of this review. This survey is provided for informational purposes only.

Thus report prepared for distribution among the professional participants of labor market.

Additional information relative to the survey or issuers discussed in this report is available upon request.

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