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## **IT OUTSOURCING IN BELARUS: ANALYSIS OF THE MOST SUCCESSFUL COMPANIES**

IT outsourcing is the use of external service providers to effectively deliver IT-enabled business process, application service and infrastructure solutions for business outcomes. Outsourcing IT operations are usually driven by the need to save costs, gain access to skills and technologies that are not available in-house, or upscale quickly.

The aim of this paper is to provide insights into IT Outsourcing companies' key strengths, capabilities, and overall performance in the IT outsourcing industry in the Republic of Belarus.

There are 3 types of IT Outsourcing mainly used within Belarussian outsourcing companies. They are as follows:

1. Full Outsourcing: All IT functions and tasks are transferred to a third party including software development, information security, and other aspects of IT operations.
2. Partial Outsourcing: The company transfers only specific functions or tasks in the IT field to a third-party company.
3. Functional Outsourcing: Certain functions or processes within the company's IT department are outsourced to a third-party company.

There are also various types of companies which can benefit from IT outsourcing, such as small and medium-sized enterprises (SMEs) that may find it challenging to maintain an in-house IT department; companies that require access to highly skilled IT specialists but cannot afford to hire them on a permanent basis; companies that want to focus on their core business and delegate operational IT management tasks to a third party

and companies that need flexibility and scalability to adapt to changing IT needs and requirements.

The results of the conducted research have revealed 3 leading IT outsourcing companies based in the Republic of Belarus with the orientation on the foreign market: Andersen, a global software development company; Oxagile, a custom software development vendor; Scand, an IT outsourcing and professional software development company.

The research compares three leading IT outsourcing companies in Belarus: Andersen, Oxagile, and Scand. According to the results, Andersen emerged as a prominent player in the market, showcasing a strong track record of delivering high-quality IT services. With their diverse portfolio, Andersen demonstrates a comprehensive range of competencies. Oxagile, on the other hand, stands out for its expertise in software development. Their focus on cutting-edge technologies and innovative solutions makes them a preferred partner for businesses looking to develop custom software applications. Oxagile's ability to adapt to dynamic project requirements has earned them a reputation for excellence, particularly in the field of web and mobile application development. Scand, with its specialization in software development and IT consulting, brings a unique set of capabilities to the table. Their expertise in various industries, including healthcare, finance, and e-commerce, showcases their versatility and ability to tailor solutions to specific client needs.

In conclusion, each of these companies — Andersen, Oxagile, and Scand — brings distinct strengths and competencies to the IT outsourcing landscape in Belarus. Andersen excels in providing comprehensive IT services, Oxagile specializes in software development, and Scand offers a versatile range of IT solutions across industries. As the IT outsourcing industry in Belarus continues to grow, this research serves as a foundation for organizations seeking reliable partners to meet their IT needs.

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