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IS IT EFFECTIVE TO DELEGATE WORK TO OUTSOURCING COMPANIES IN BELARUS?

The business owners want to reduce costs and at the same time maintain a high level of quality of goods and services. But not many people know how to do it in the right way. The “saving straw” for many is outsourcing, or, in other words, delegation certain business functions or parts of the company's business process to a third-party contractor.

There is no concept of an outsourcing contract in the civil legislation of Belarus. The only normative document that contains the definition of outsourcing is the letter of the national Bank of the Republic of Belarus “On the use of operational risk management principles in the work”, 2006. According to this letter, outsourcing is the involvement of a third-party organization to perform certain types of work.

The legal doctrine also does not clearly reflect the legal and economic essence of this agreement: some lawyers believe that the outsourcing agreement should be referred to as a lease agreement, while others believe that it is most closely related to a paid service agreement or a contract.

Advantages of outsourcing

Outsourcing is a real opportunity for a business to optimize and free up human and financial resources by transferring certain functions and works to another company. First of all, this means reducing the cost of maintaining IT infrastructure and reducing the load on personnel and accounting administration of personnel. Outsourcing also improves the performance and stability of IT systems, reducing risks and costs. Outsourcing companies usually guarantee customers prompt recovery after troubleshooting, a transparent reporting system, and a reduced tax base. All this only increases the investment attractiveness of the company.

Disadvantages of outsourcing

By engaging third-party specialists, the company must address information privacy issues. For risk-free outsourcing, it is necessary that there is a developed market for services. If a division is liquidated in a company and its functions are transferred to

the only third-party organization on the market, then problems may arise both when this organization is ruined and when mutually beneficial cooperation is in its favor.

In general, the development of outsourcing in Belarus has led to the fact that there was a large staff of professional developers. A developed labor market has been formed with a high level of salaries for our country and good conditions for work and professional growth.

But state-owned enterprises are often hindered by the inertia of management thinking or lack of independence in making strategic decisions. The use of IT technology outsourcing is difficult due to the fact that many companies have their own staff of automation specialists, and it is extremely difficult for them to switch to a new type of technology management.

In addition, there is one feature of doing business in Belarus: many companies care about the confidentiality of information. Another obstacle to the implementation of outsourcing processes is that doing business in this mode requires an extremely high level of management organization.

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REMOTE IT RECRUITMENT TECHNOLOGIES

This paper is devoted to a comparative study of remote IT recruitment technologies when interacting with various groups of candidates based on the US market trends. Our special attention was paid to the use of software products based on artificial intelligence algorithms in the recruiting process, in particular during interviews with candidates for positions in the field of IT.

The purpose of our work is to identify the conditions and directions for the appropriate use of artificial intelligence in IT recruiting based on an analysis of the current situation in US IT recruiting and taking into account the various groups of candidates.

The object of the research is remote IT recruitment technologies in the US market.

The subject of the study is the general and specific technologies for remote recruiting in the IT field using AI in interaction with various groups of candidates.