

Секция: Экономические науки

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MAKING DECISION ABOUT CHOOSING A DATABASE MANAGEMENT SYSTEM FOR A SMALL RECRUITMENT AGENCY

Using databases (DBs) of candidates in recruiting staff for vacant positions is an effective tool for optimizing the recruitment tasks. The use of database management system (DBMS) is quite common in Ukrainian enterprises, however, is more developed in large companies, where it is necessary to process, store, transmit large volumes of information.

In their writings, they considered the database and their use in recruiting staff - Leontiev I. O., Donets O. S., Kish L. M., Moroz V. V., Soviet B. [3]. The use of information technology in the recruitment of staff was considered by foreign and domestic scientists, in particular, Leung L., London, J., Powell T., E. Dent-Mickaleff, Jane P. Laudon and Kenneth K. Laudon, M. A. Plahotnikov, V. Vertakova, A. L. Gaponenko, M. V. Savelyeva, A. V. Deineka, V. A. Bepalko [1] ect. Questions and problems of decision making were considered by such scholars as M. Negrei, K. Tuzhik, I. B. Gevko, O. V. Tsukanova, O. O. Goroshanska, N. M. Garkusha, N. A. Khrushch , P. M. Grigoruk ect.

In accordance with [2, p. 2], "database (data compilation) - a set of works, data or any other independent information in an arbitrary form, including electronic, the selection and placement of its component parts and its arrangement are the result of creative work, component parts of which are available individually and can be found using a special search engine based on electronic means (computer) or other means".

DBMS - a set of software tools that provide database management at all levels [3, p. 36]. Personnel recruitment is a system of measures envisaged by the organization to attract employees who have the necessary professional skills and moral qualities and are able to perform all job duties in the production [1, p. 160].

The purpose of the study is to select a database management system (DBMS) that can be used to automate the recruitment process in a small recruiting agency. To achieve this goal, the following tasks were set: to develop alternatives and criteria for their evaluation; analyze the advantages and disadvantages of the DBMS; choose the best option and present it to the decision maker (DM), that is, the director of the recruiting agency. A classic (rational) model for making managerial decisions was used to make and adopt a solution.

The choice of a particular DBMS depends on the enterprise's capabilities and the information needs of the management system and DM. DBs can be created: 1) in general-purpose applications and applications (MS Excel, MS Access, Google Sheets, etc.); 2) specialized programs with human resources - modules (SAP R/3, Baan, Oracle Applications etc.); 3) in software products created directly for personnel management and recruitment (CleverStaff, E-Staff Recruiter, Asper etc.).

To solve the tasks, we have developed 5 criteria for the evaluation of the DBMS. They are arranged in order of priority in the following way (1-highest, 5-lowest): 1. Cost - the cost of software. 2. Access - The ability to share

software and access from various devices. 3. Complexity - the complexity of staffing or the need for staff training. 4. Functional - easy to use for small businesses. 5. Convenience - the availability of ready-made templates to create a candidate base and the convenience of their setting.

Having conducted the study of DM information needs, we have formulated the following restrictions: 1. DBMS cost: free or at minimal cost (\$0-10/month). 2. Number of recruited personnel: 2-3 persons (including director and recruiters). 3. Scope of work: on average, 2-3 realized vacancies per month (at the same time, this process is not measured, and the terms of implementation may vary, depending on the specifics of the vacancy and the labor market). 4. DBMS level: software (software) must be "familiar" in functionality and easy to use for primary or intermediate users. 5. Functional: high flexibility of the DBMS and the ability to create a database "from scratch".

As the recruiting agency works for the Ukrainian market, the most popular software tools were selected on the territory of Ukraine to complete the task. The results of DBMS evaluation by the defined criteria are presented in the tabl. 1.

Table 1

Evaluation of software according to selected criteria

Name Software	Criteria names				
	Value	Access	Difficulty	Functional	Convenience
<i>1</i>	<i>2</i>	<i>3</i>	<i>4</i>	<i>5</i>	<i>6</i>
1. MS Excel	+	-	+	+	-
2. MS Access	+	-	+	+	-
3. Google Sheets	+	+	+	+	-
4. Airtable	-	+	-	+	-
5. 1C: Enterprise	-	-	-	+	+
6. Parus Staff	-	+/-	-	+	+
7. CleverStaff	-	+/-	-	+	+
8. E-Staff Recruiter	-	+/-	-	+	+

Source: formed by authors

Based on the results of a comparative analysis of the alternatives developed, Google Sheets 'cloud computing' was the best option. After the ODP

decision, they were implemented for a recruiting agency (two recruiters). In this DBMS, DBs with shared access of all members of the team and a cloud schedule of interviews were developed. As a result of the introduction of the database: 1) due to the elimination of recurrent recurrences or other employees resume the candidates, the effectiveness of their processing increased by 3-8 resumes per day; 2) due to the opportunity to make notes about candidates, the reserve of candidates for office was used; 3) Creating a cloud timetable for interviews in the DBMS allowed to increase the number of interviews from 5-6 to 7-10 per day and so on.

It is revealed that the use of DBMS in the process of recruiting positively affects the organization of business processes, namely: 1) the quality of coordination of employees' activities is accelerated, which leads to increased productivity; 2) there is an opportunity to quickly organize remote access to information about potential candidates; 3) the rationalization of the organization of the processing of CVs and the organization of interviews with candidates reduces the psychological pressure on employees, which leads to the improvement of socio-psychological climate in the team; 4) the external reserve of candidates gives an opportunity to accelerate the implementation of vacancies in the future and transfer the candidate's database with the expansion of the recruiting agency or increase of its work volume, etc. The benefits of using this system are higher than the risks.

Thus, the use of the database even at small enterprises gives an opportunity to improve the organization of recruitment activities, through its automation and the release of its reserves. Directions of further development will be exploring the feasibility of other types of information and communication technologies in small organizations.

References

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