

ANALYSIS OF THE WAYS TO IMPROVE CURRENT RECRUITMENT METHODS IN AEROSPACE INDUSTRY

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Putting together a team that will be effective in developing the most efficient method of transmitting a safe space communication signal is a difficult task that necessitates a variety of approaches to finding the right people for the job. In the space industry, there has recently been raised an issue of selecting the best workers simply based on their prior experience outside of the business.

Due to the way current methods of recruitment are constructed in the aerospace industry, they can sometimes miss one important detail: the truth of the professional's prior experience [1]. If we assume that the appointed professional has no prior professional experience in the area for which they are applying, such as the aerospace engineering department, which is in charge of transmitting communication signals from Earth to the spacecraft; for instance, from NASA Headquarters on Earth to the International Space Station (ISS) presently orbiting around the planet. One explanation for this may be that the professional worked without a legal authorization, preventing them from putting the experience on their resume. Secondly, the professional might not want to return to one of their former jobs due to a dispute with the previous employer [2]. Thus, the professional might not mention the jobs which bring negative memories or which were simply an unpleasant experience. Since the connection between an employee and their employer is so delicate, it can be difficult to renew their link after it has been broken, even though neither party did anything wrong. The person may believe that if a prospective employer approaches the company with which the professional had a dispute, it will harm them in the long run.

The third explanation why the resume may not be the best way to assess a prospective employee's performance is that the professional may not have included all of the necessary information into the resume [3]. For example, they may have left out the work experience or a university course that they believe is irrelevant to the current position, but which the employer is looking for in a new employee [4]. The professional truly has the best intentions and wishes to get hired in the position which they are applying for, but once the person has a lot of years of experience, it may be a challenge to single out, in other words, choose, the experiences which are best to be placed on the resume.

Another concern arises as a result, namely, if the employer is straightforward enough about what they expect from a new employee, or they

should improve the recruiting process as well. Obviously, it depends on the employing organization; however, a number of hiring organizations in the aerospace industry have a deadline for when a new recruit must begin to work. That might present a challenge, especially when time is needed to find and determine the most suitable professionals for the job. As a result, a longer time slot for a personal interview will be assigned for some applicants than for the other ones [5]. This situation raises concerns about fairness, as some applicants will not simply have enough opportunities to prove themselves.

The problem described above can most likely be solved by dividing the job application process into several rounds and assigning each applicant their own time slot. Each time slot for each applicant should be of equal time, so that each professional will have the same amount of time to present themselves to the organization, which can be their potential employer [6]. For example, if Applicant A has a total of 30 minutes for their interview, they should not spend 1 hour at the interview, simply because it would be considered unfair in regards to other applicants. Undoubtedly, exceptions apply, but the main point of the time slots should be that they help companies make the hiring process as fair as possible.

Finding out about the applicant's educational history and areas of interest is another way to improve the recruiting process in the aerospace industry. Whilst recruiting a new employee, the field of interest is particularly important because it reveals what the individual enjoys doing the most and therefore will be most impactful and good at [7]. The educational history of an individual will show whether or not they are adaptable and, as a result, capable of performing numerous tasks on the job [8]. Often, an employee's educational history will show whether they are capable of doing two jobs at the same company or whether they can select a different job within the same company than the one for which they decided to apply.

Both of these sources of evidence are relevant before hiring a new employee, as it can be more difficult to terminate anyone after it is revealed that the person is not a good match for the job. The application process would then have to begin all over again, delaying the advancement of new technology advances in the aerospace industry.

Analysis of the current methods of recruitment and a way to improve those methods was conducted in this paper. As a result, it can be recommended that even when a prospective employee lacks the necessary experience for the job, they may be able to apply based on multiple factors. To begin with, the applicants may not have included all of their relevant experience on their resume. Secondly, the prospective employer may not always give explicit information about what they are looking for in a potential employee, and employers can spend more time determining the questions they will ask candidates during the interview. It would also be ideal if the recruiting firm allotted each participant an equal amount of time, making the application process fair for all professionals who wish to apply.

Finally, educational experience and field of interest play an important role in the recruiting process because, in theory, an organization is more likely to employ a professional who enjoys their work over one who does not.

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DEVELOPMENT OF INFORMATION TECHNOLOGY IN THE RECRUITMENT PROCESS IN THE AEROSPACE INDUSTRY

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Identifying the skills required for any aerospace work is the first step in establishing the job description. It can be difficult to narrow down the skills