

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

required for the positions at the computer science department since they normally involve a wide range of not only general skills but also technical knowledge. Setting up a computerized process to identify the most necessary qualifications for any aerospace job, as well as for a particular aerospace job, will significantly relieve the personnel department's workload while also saving the company time and money.

This publication analyses a system for determining the most appropriate qualifications for a specific position in the aerospace industry. The first step in putting together such a system would be to write down all available skills, both directly and indirectly linked, that might be required to succeed in an aerospace job [1]. A Bachelor's or Master's degree, a specific form of qualification, a number of years of experience in the industry, time spent working on a project requiring a specific set of skills, and several others are examples of such skills.

Jobs in information technology and cybersecurity, in general, necessitate very unique skills that might not be present in the applicants with a prior experience in other fields. A person who has worked in the hospitality business, for example, may not have the skills required to succeed in the aerospace industry [2]. While there is no guarantee of an individual's ability to master new skills related to cybersecurity and other fields, the majority of computer science positions require a certain level of background knowledge.

The next step in selecting the most effective competencies for a specific job is an assessment of the professionals currently employed at that department. Hereafter, it is advisable to see how existing employees' skills stack up against the skills of a potential new employee. Another aspect to consider is if the department needs more professionals with the same or similar qualifications, or whether it requires a specialist with newer and different skills.

Additionally, this method of defining the best set of skills will include some general skills and specific qualifications for a future employee. The basic skills include, but are not limited to, mathematical and statistical skills, critical thinking skills, outstanding verbal and written communication skills, the ability to pay careful attention to detail, knowledge of several languages, and others. There are also skills which are very specific [3]. For example, the skills which could only be applied to one particular job. Thus, not everyone in the application process needs to have those skills.

Although the abovementioned skills are called general skills, they are all relevant to the aerospace industry and can be found useful when reviewing candidates' applications. General skills which can be found in other industries can also be helpful when applying for a position in the aerospace industry [4]. A vast range of skills can show the employer that the professional is versatile, meaning that they can perform a number of various tasks. Some employers also look for leadership qualities in case that the position which is being offered requires the professional to look over a few other professionals. In other words, if it is a management position in the aerospace industry, there is a good chance

that leadership skills of the applicant will be put to test during the recruitment process.

One of the most challenging aspects of designing a method for determining work duties is that after the system estimates the skills required and recommends them to the personnel department, the department must also review the skills to ensure that nothing has been overlooked.

As a result, the personnel department's position remains critical to the company's success in finding the right employee [5]. However, the computerized system that applies this novel approach saves the aerospace company that uses it a significant amount of time and money.

When managing each phase of the computerized method, Big Data and the Internet of Things (IoT) will significantly reduce the burden of categorizing and characterizing job duties. Nowadays, some companies find that Big Data is not only a helpful but a required asset for their day-to-day operations [6]. It is possible that some companies wonder how organizations existed without the use of Internet, computers, and other technological marvels which are present today.

The approach suggested in this paper will assist the personnel department in evaluating the most appropriate and applicable skills, work duties, and responsibilities required for any job in the aerospace industry [7]. Finding a potential recruit in the information technology, cybersecurity, or computer science departments usually necessitates extensive time-consuming research into the applicants.

The new computerized system would reduce the workload for the personnel department while also maximizing the time limits set by the company's various departments. First and foremost, the system will locate all current and potential skills for a given job. Second, it may equate the expertise of current or former workers to the skills that might be required by a new employee. In addition, the system will suggest a number of basic skills for the personnel department to consider.

This paper analyzes the usage of information technology in the recruitment process in the aerospace industry. The publication also explains that the benefits of utilizing information technology on a daily basis greatly outweigh the disadvantages. The results of the research will be useful for the improvement of the recruitment process in the aerospace industry.

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PROSPECTIVE DIRECTIONS OF DEVELOPMENT OF SOCIALLY ORIENTED BUSINESS IN UKRAINE

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In the context of the global crisis and pandemic, the issue of ensuring sustainable development of territories, addressing socio-economic issues and reducing the negative impact of falling macroeconomic indicators is acute.

Deterioration of these indicators has a negative impact on business conditions and, as a result, reduces corporate profits, slows down economic development, the amount of revenues to the state budget decreases - the state has fewer opportunities to overcome problems. A funnel is created.

Therefore, more and more companies around the world are focused on solving social problems, they are so-called "social enterprises". Solving social and environmental problems using public tools and methods requires significantly more resources than when the private sector is involved. [1]

If in the developed countries has long been actively implemented the concept of social responsibility of business, in our country in this direction only the first steps has been made [2]. The most active in this area are the representative offices of foreign companies, which transfer modern world practices, principles and standards to the Ukrainian business activities, as