

THE GLOBAL TRENDS OF SOCIAL AND ECONOMIC SYSTEMS

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The global trends of social and economic systems are the following [1]:

– succession of generations. Another change of technological structures is underway, which changes the characteristics of the people themselves – in the near future people who cannot imagine life without computers, and the Internet, will reach the working age; which must be taken into account for their management. This is also important in the view of a significant transformation in the labor market, which occurs due to the succession of generations. It provides for the division of all people, depending on the age of birth, into generations X, Y and Z, which have specific behavioral characteristics that determine their behavior in the labor market. For instance, generation Y (Millennials) until 2030 will amount to approximately 75% of the global labor market [2].

– increasing the level of automation, and robotic application work. It is predicted that by 2025 smart machines and programs will be able to replace 33% of professions [2]. That is, the feature of the future requirements of employers to employees will be the ability to perform not routine work, but creative, which, in turn, will change the management methods for such a workforce.

– population growth and aging [2]. By 2030, the world population will increase by 13% to 8.4 billion people, and the average age of the population will increase to 34 years, which is four years more than now;

– activation of migration processes [2]. Globalization facilitates the free movement of labor and capital to more favorable locations and has created new ways of interacting. As a result, it is becoming increasingly difficult for the companies to engage and retain talented employees. An increase in the share of migrants by 5% leads to an increase in world income by 1%;

– increasing flexibility and adaptability of management processes. Dynamic transformations of economic processes, and globalization require changes to be made in approaches to the formation of labor collectives in general. Organizational structures should be flexible and adaptive to the rapid disruption of the external environment, updated requirements and needs. The concept of a "company employee" widens - blending workforce management [2]. The modern generation of workers aims to try themselves in different industries and areas of activity, provokes frequent changes in the workplace, the desire to have flexible work schedule and work from different places in the world, which requires the HR services of enterprises to find non-standard solutions for staffing. That is why the concept of "blended workforce" appears – when not only full-time employees, but also external industry experts, freelancers, etc. are engaged in the implementation of business tasks of the company.

References:

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