

Any government agency, association or local government can organize a new trade fair. The only limitation is that in order to hold an event with the "international" status, it is necessary to obtain the approval of the relevant government authorities.

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## **BEST PRACTICES INTERVIEWING IN EMPLOYMENT**

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Research shows that interviews and additional appraisals in the recruiting process contribute 27 % to the successful hiring of a qualified applicant.

Interview is the most commonly used selection method when applying for a job. This can be expensive, time-consuming, and some organizations do not get the most out of it. However, when used correctly, a job interview can be a great indicator of job performance.

Many organizations conduct unstructured interviews (that is, they invite a person to "chat" to see what they are like). They may also simply ask the same questions to each candidate, assuming it is a "structured" interview. This is considered best practice only if structured questions are behavior-oriented. A non-behavioral survey is not in line with best practice and is not considered an effective and consistent method for predicting work performance.

Key selection criteria (KSC) arising from job analysis should be used to shape behavior-oriented interview questions.

The recruiting staff in the group should be appropriately trained in interviewing techniques. Trainings should establish how structured interviews are organized, provide effective feedback, contain instructions for keeping records, eliminate interviewer bias and merit-based selection of candidates. Such trainings should be conducted regularly to provide interviewers with interviewing skills.

The interview questions should be based on each critical KSC, as determined during the job review process. Behavior-based interview questions are recommended instead of situational questions (for example, asking a candidate what they will do if presented with a specific situation), since past behavior is the best predictor of future outcomes.

In behavior-focused competency interviews, applicants are asked to use past behavior that has demonstrated the particular competency in question. Interviewers should note candidates' responses in the following areas:

- context: what was the situation / background;
- action: what the applicant actually did;
- result: what were the results of the applicant's actions.

Interviewers should rate candidates' responses using a descriptively linked rating scale. A descriptively linked rating scale uses descriptors to help determine numerical ratings. This helps to align the interviewers' assessments and removes some subjectivity of the assessment.

Research shows that complementary assessment methods can improve hiring quality. Complementary techniques increase the credibility of a structured, behavior-focused interview by providing a higher level of predictive performance in the workplace.

Complementary assessment methods can take many forms. These may include psychometric testing (personality or cognitive ability), testing of working samples, or testing of professional knowledge.

Adding these techniques dramatically increases the level of predicting how well a candidate will do his job.

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## CHINA'S ECONOMIC DEVELOPMENT

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China's GDP has surpassed Japan to become the "second largest in the world", it still falls far short of the United States, which ranks first in the world. China's per capita GDP is 3800 US dollars. In 2020, China's economic aggregate surpassed Japan for the first time and became the world's second largest economy after the United States. With a per capita GDP of \$3,800, China ranks around 105th in the world. In fact, in addition to ranking low in the world in terms of per capita, China still lags behind in many areas, including health care, education and the environment.

The Chinese economy has enjoyed nearly 30 years of rapid growth. China is in rapid advance of industrialization and urbanization development stage, with the development of economy and greater support material technology base, with the increasing market demand, has the rich resources and the increasing improvement of the overall quality of labor force, a group of dynamic growing up through reform and innovation of enterprises, has a stable social and political environment. In order to solve the domestic problem, it has been proposed to increase domestic demand, and the focus of increasing domestic demand should be on raising the income of the people, especially the low-income groups. High-income groups still mostly need to save and invest after their income increases, while low-income groups can only consume secondary consumption when their income increases. Consumer demand is heavy.

The main China's economic development problems were revealed: the extensive economic development mode, which relies on a large amount of factor input and takes the growth rate of GDP as the core, results in low efficiency and high consumption of resources and energy utilization, and serious damage to the ecological environment; China's economy is more and more dependent on foreign markets; China imports a large amount of oil and raw materials from abroad, and a large part of China's products are sold to foreign markets; domestic consumption has been insufficient for a long time and it is difficult to stimulate domestic demand; outdated production capacity is gradually eliminated, and the emerging industrial structure has not yet formed; demographic dividend disappearing, aging and