

Q3

2023

What shouldn't be on the list of benefits?

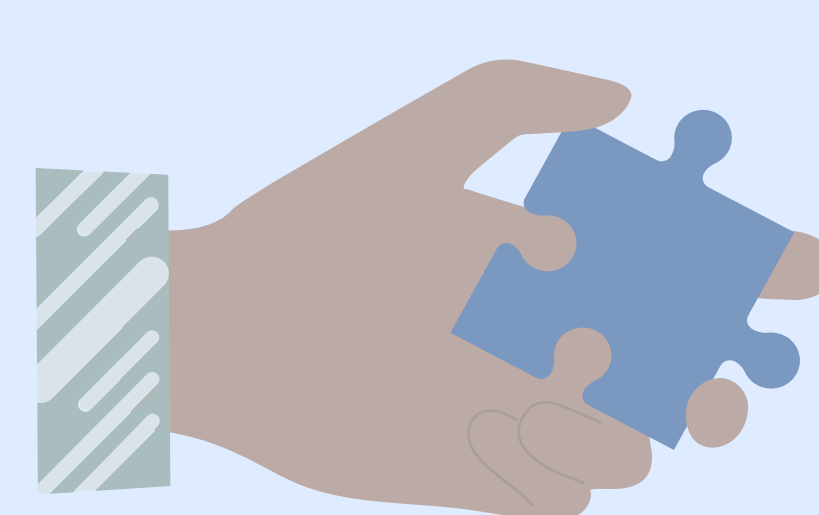
To stand out in talent searches, you need to think carefully when naming additional benefits. The most common NOT benefits in job ads:

- Friendly team
- Timely payment of remuneration
- Paid overtime
- The tools you need to do the job
- All social guarantees

How to distinguish NON-benefits? What an employer is obliged to provide for the performance of employees' job functions and to ensure it, by the provisions of the Labour Code, also abstract, subjective conditions.

- Additional one-time bonus for joining the company, referring a friend for a job, or for the birth of a child
- Housekeeping services
- Car cleaning services
- Infertility treatment
- Paid personal fitness trainer
- Personal wellness and health consultant
- Menstrual leave
- Remote work from anywhere in the world

The latest trends in benefits packages:



It is important that each employer chooses the benefits package that meets the needs of its employees. In order to stand out, it is advisable to personalize the gratuities, i.e. to allow employees to choose the gratuities that best suit their interests. This is also one of the innovations in the labour market that can help employers to stand out from the rest.

Types of interviews: what to avoid, why is it important?

The purpose of the job interview is to assess the candidate's competencies, skills, suitability for the position and cultural fit with the team and the organization. The interview method and the sequence of questions chosen should be the same for all candidates being assessed in a given selection to make the selection process more objective.

Structured interview

you provide pre-prepared questions to assess the candidate's competencies and skills and follow the same interview process in all interviews

Semi-structured interview

you ask some of the same questions to all candidates, but the interview has a flexible script and more room for discussion

Unstructured interview

the least reliable way of assessing and comparing candidates when you ask different questions to each participant and the interview scenario varies

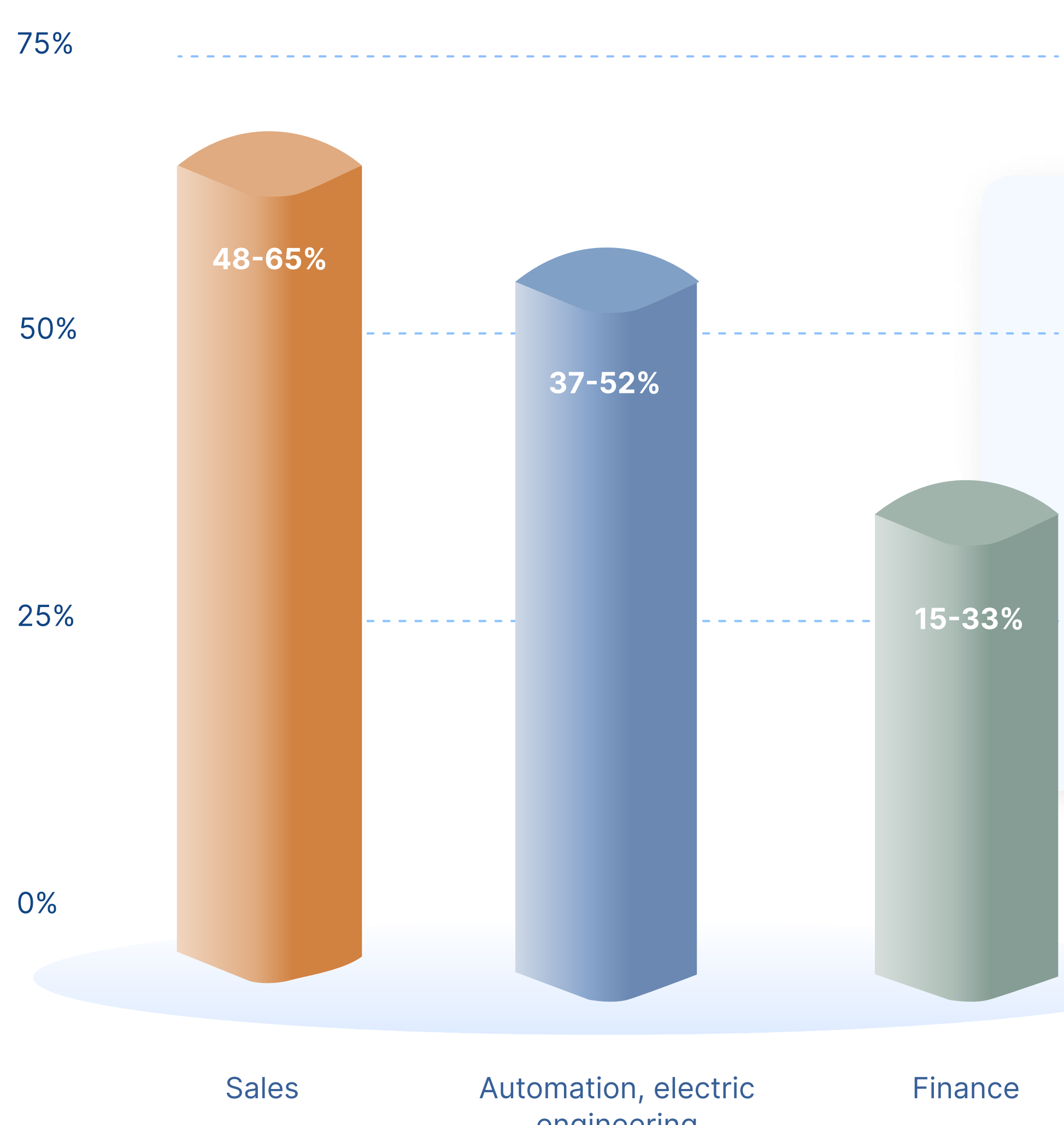
The structured interview is the most reliable type of interview for a proper assessment and comparison of candidates. If you want to focus more on getting to know the candidate, you can also choose a semi-structured interview to make the interview livelier and engaging.



How can you reduce the likelihood of candidates "dropping out" of the selection process for reasons related to you as an employer?

To reduce the likelihood of a candidate refusing to continue, it is important to be prepared, to communicate smoothly and transparently throughout the process, and at the end, to reinforce and not change the conditions discussed during the process.

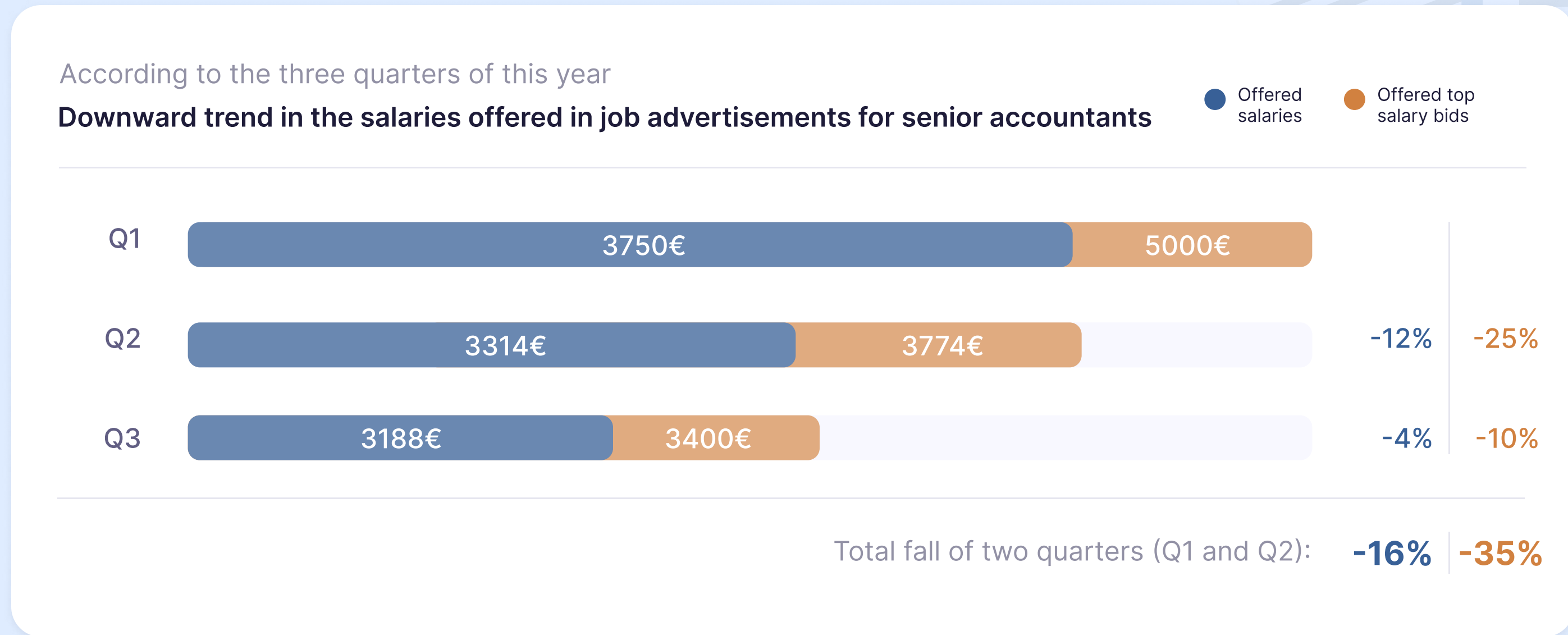
- Make the selection process as short and clear as possible
- Ensure that the position is reflected in the job advert
- Prepare for the job interview, assess the candidate's experience, and be prepared to answer questions related to the position and the company
- Build on your values, don't be afraid to "sell" your company and your position
- Communicate with candidates throughout the recruitment process
- Try to ensure that the salary offer meets or is not significantly lower than the candidate's stated expectations
- Do not include un-discussed conditions in a job offer, or do not make important changes without first informing and interviewing the candidate



Which professionals' remuneration expectations are most out of line with what the market offers?

- Sales positions lead the way. The difference is 48-65%
- In engineering, automation and electrical engineering positions stand out. The difference is 37-52%
- Finance comes third. The difference is between 15% and 33%

We noticed!



Workers don't hide in the bushes - grow the right specialist yourself!

What are the benefits of apprenticeships for you as an employer?

- Staff development is tailored to your needs
- Development of Corporate Social Responsibility
- Savings on the cost of recruitment or retraining
- 70% lower personnel costs through the Employment Service programme
- Involvement in the development of teaching content and standards
- Reimbursement of up to 20% of the master's estimated salary (through participation in the Employment Service programme)



Apprenticeships enable learners to gain job-specific competencies in a vocational training institution, helping to add value to enterprise.

[Find out more](#) →

Continue discussion:

lt.sales.manpower@manpower.lt
 +370 6491 6109
 +370 6850 2424

<https://manpower.lt/patarimai/>