

## **Introduction**

To start with one should define the topic of the following paper – the topic is “Intercultural Differences in Recruitment Methods”, which exist in the countries of Europe and in the United States.

The paper is based on the analysis of the article “A Comparison of Assessment Center Practices in Organizations in German-speaking Regions and the United States” by Diana E. Krause and Diether Gebert.

The aim of this research is to reveal the intercultural differences in recruitment methods among European countries and the USA.

First of all, the term recruitment should be defined: "recruitment includes those practices and activities carried on by the organization with the primary purpose of identifying and attracting potential employees". (Breaugh J. A. and Starke M.; 2000)

Intercultural differences always are a matter of interest in various spheres. They help to understand other culture and to use experience of other culture. Recruitment methods are an important part of HRM. They have been developing over time and changing. Some methods are not perceived in one country but are widely used in another. In such a way, there is a necessity to analyze the reasons of such intercultural differences.

There are numerous researches concerning recruitment methods and intercultural differences, but the article by D. Krause and D. Gebert is based on the comparison of German-speaking countries and the United States.

The authors show that some recommendations have not received sufficient attention in the countries which have been analyzed. The problem of the research is formulated, then the methodology and results are presented and the questions for further discussion are provided. D. Krause and D. Gebert write about Assessment Center practices in organizations as a recruiting method.

### **1.3 Methodology of the research**

This study was divided into three stages. First of all, the authors developed a survey on the conception, operation, and evaluation of ACs. They studied the already published literature on this topic. Then company representatives described the AC used in their organization. It's a typical stage for conducting a survey and one of the most important, because of the gathering on necessary data.