

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.~~

Comment [AB1]: This sentence is unnecessary, and besides there are intercultural differences in HR recruitment methods throughout the world. Best to start with the next sentence.

The paper is ~~based on the~~ an analysis of the 2000 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 German-Speaking (GSc) 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 cultures and to use the experiences of other cultures. Recruitment methods are an important part of HRM. They have been developing over time and are constantly 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-is~~ numerous researches concerning recruitment methods and intercultural differences, but the article by D. Krause and D. Gebert (YEAR????) is based on the comparison of German-speaking countries GSc and the United States.

Comment [AB2]: The word “research” is both singular and plural, but is always treated as singular when conjugating it with other verbs.

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

1.3 Methodology of the research

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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 already published on this topic. Then company representatives described the AC used in their organization. It's a typical stage-forstep in conducting a survey and one of the most important, because ~~of the-gathering on-necessary data~~ is the basis of any survey development.