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TOOLS FOR IT-SPECIALISTS' RETAINING IN THE LABOR MARKET TRANSFORMATION CONTEXT

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Abstract. The labor market for IT specialists is in a transformation state associated with a number of contradictory trends: the experienced professionals' relocation, a large influx of low-skilled and inexperienced programmer courses graduates, a wide salaries' spread for IT specialists in different economic sectors. The labor market state gives rise to a rather intense staff turnover, including its flow from state organizations to large business structures with more favorable salary offers. The article contains an analysis of the reasons for the IT-specialists' dismissals from large federal organizations that have regional divisions in Yekaterinburg. Based on the data for 2020-2022, interpreted for this study purposes, it is concluded that the main reasons for this category layoffs are high salary offers from other employers, the lack of opportunities for vertical mobility within companies, poor intra-team interaction in remote work conditions, poor quality of feedback. The results of the staff engagement assessment conducted in October 2022 and the analysis of the current retention showcase were also analyzed. In order to retain valuable employees, we propose a tools system that allow to solve partially the problem of excessive IT personnel turnover upon retirement.

Keywords: IT specialists; IT specialists' labor market; IT specialists' turnover; layoff reasons; retention tools.

JEL codes: J63; M12; D14.

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