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Recruitment and Retention of Expat Staff

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Abstract



Five continents represent a great sport festival on Earth after every four years which results into a successful event like Olympic!

Can we imagine Olympic without participation by one continent, certainly no. The same is true for industry also, doesn't so? Recruitment, Selection, Screening, Hiring, Human Resources, and various functions like Operations, Production, Technical, Sales, Marketing and Safety must go hands in hands to achieve status of truly successful organization. Infact a strong chain like Olympic symbol is a must for achieving vision of success!

It is important to highlight on this aspect as recruitment can't be done in isolation. Human Resources should consider as a strategic partner of Management Business Objectives in any organization.

Why the need to write something on issue related to Human Resources by a person from technical background! Lets us have a look on some facts through this paper.

Author has experienced how faulty recruitment process can result into a complete Loss-Loss situation for employer and employee.

The aim of paper is to highlight the issue of recruitment and retention of expats for Middle East oil industry. The facts

and findings presented in this paper should be prove as an eye opener for organizations and expat workforce in equal way.

Introduction

Various reports, surveys, and articles published in recent past focused on situation of availability of skilled manpower for oil & gas industry across the globe.

Reports, particularly for Middle East countries emphasize on crunch of skilled manpower for oil industry.

According to reports available through internet, average age of Engineers in the Middle East region is now around 50. Surveys indicate a widening gap in demand-supply for highly skilled manpower. The problem is multiplied by the fact that pressure is to replace the ageing workforce by new inexperienced manpower. To fulfill the gap of replacing experienced nationals, oil & gas industry in Middle East is continuously thriving to hire people from South East Asia particularly countries like India & other Far East countries (This fact is supported if one take a look on the Job Advertisements regularly appearing in print and electronic media). The cheap investment in Human Resources (Expats) to fulfill demand of short term strategy might be one of the cause to attract expats for specialized jobs. At the same time people from South Asian countries find it attractive to get employment in Middle East due to many advantages associated.

In the whole process there are many loopholes which are not in the interest of both national oil companies in the Middle East regions as well as expats those who are accepting the lucrative offer mostly for making money within short span of time.

(The facts cited in this paper may not be applicable for every organization because some of these organizations are highly professional image and some are in the process of changing their image particularly with respect to Human Resource strategies).

Before diverting into the further details and real cases which actually happens, let's have a look on:

- A. What is Recruitment?
- B. Different Types & ways of Recruitment.
- C. Why win-win situation of recruitment is important for Employer-Employee in equal way.

- A. What is Recruitment?