

Research shows that complementary assessment methods can improve hiring quality. Complementary techniques increase the credibility of a structured, behavior-focused interview by providing a higher level of predictive performance in the workplace.

Complementary assessment methods can take many forms. These may include psychometric testing (personality or cognitive ability), testing of working samples, or testing of professional knowledge.

Adding these techniques dramatically increases the level of predicting how well a candidate will do his job.

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CHINA'S ECONOMIC DEVELOPMENT

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China's GDP has surpassed Japan to become the "second largest in the world", it still falls far short of the United States, which ranks first in the world. China's per capita GDP is 3800 US dollars. In 2020, China's economic aggregate surpassed Japan for the first time and became the world's second largest economy after the United States. With a per capita GDP of \$3,800, China ranks around 105th in the world. In fact, in addition to ranking low in the world in terms of per capita, China still lags behind in many areas, including health care, education and the environment.

The Chinese economy has enjoyed nearly 30 years of rapid growth. China is in rapid advance of industrialization and urbanization development stage, with the development of economy and greater support material technology base, with the increasing market demand, has the rich resources and the increasing improvement of the overall quality of labor force, a group of dynamic growing up through reform and innovation of enterprises, has a stable social and political environment. In order to solve the domestic problem, it has been proposed to increase domestic demand, and the focus of increasing domestic demand should be on raising the income of the people, especially the low-income groups. High-income groups still mostly need to save and invest after their income increases, while low-income groups can only consume secondary consumption when their income increases. Consumer demand is heavy.

The main China's economic development problems were revealed: the extensive economic development mode, which relies on a large amount of factor input and takes the growth rate of GDP as the core, results in low efficiency and high consumption of resources and energy utilization, and serious damage to the ecological environment; China's economy is more and more dependent on foreign markets; China imports a large amount of oil and raw materials from abroad, and a large part of China's products are sold to foreign markets; domestic consumption has been insufficient for a long time and it is difficult to stimulate domestic demand; outdated production capacity is gradually eliminated, and the emerging industrial structure has not yet formed; demographic dividend disappearing, aging and

serious health, education and health problems; the impact of e-commerce on the traditional economy will destroy the backbone of the society; environmental pollution is worsening; the rapid withdrawal of Chinese capital and the increase of overseas investment, etc.

According to the existing problems and challenges of China's economy, some solutions and suggestions are given: promoting energy conservation and emission reduction and curbing excess capacity; strategic emerging industries development and industrial restructuring promotion; consumer demand expanding and strengthening the role of consumption in driving economic growth; prudently promoting urbanization and improving the quality and level of urban development; strengthen the ability to respond to the international financial crisis; slowing down the pace of urbanization; shifting from investment to consumption; a proactive fiscal policy and a moderately easy monetary policy implementation; promotion structural adjustment, energy conservation and emission reduction; reform deepening and enhancing the driving force of economic development; policies and measures to promote employment implementing.

In the future, China's economy seems to be an important participant and dominant player in global economic development.

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ENTREPRENEURIAL UNIVERSITY MODEL

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Today many industrially developed and developing countries focus on strengthening the contribution of science and the introduction of scientific achievements in the modernization of their national economy in order to ensure the long-term dynamic development of industry and other sectors of the national economy, as well as to increase the competitiveness of their country in the world market. The basic platform for scientific knowledge, the creation of new technologies and innovations are the universities, since they have a constant influx of intellectually active young people, the necessary resources, the ability to implement research projects, as well as the potential to train highly qualified specialists in new areas of scientific knowledge and professions that meet the rapidly changing needs of the economy and modern society. The "entrepreneurial university" model was developed by Burton R. Clark, who also introduced the term "Entrepreneurial Universities" (in Russian-language literature, the term "University 3.0" is more often used) [1].

The strategic goals of the university in the implementation of the "University 3.0" model should be: formation of management bodies of higher education institutions aimed at supporting science and innovation; diversification of activities based on the study of market needs; formation of mobile project structural units, project offices, whose activities are aimed at achieving certain results; search for alternative sources of financing, attraction of non-state financing of innovative projects; formation of innovative structures that interact with customers, consumers of high-tech goods and services; creation of a system for