



**Alma Jeftić**

### **(Un)awareness of a Change**

For those who read this column regularly (*when it is not only an order of publication, but also the attempt to find connection between topics*), the former is likely to be sketchy and incomplete. That is especially important for the population of the young Bosnian&Herzegovinian seeking for job. *What is the matter?*

The main problem – lack of proper recruitment procedures and methods and the (mis)use of the „recommendation“ – were just enlightened and noted without providing specific solutions.

In order to mitigate the „improvement“ of the aforementioned errors (if it can be called error), the possible solutions will be briefly suggested, without imposing much „better“ and more „practical“ one since that is not the goal of this column.

Selection of the best candidate (**note** – *„the best“ is usually not the „best placed“ since the latter is elected by other criteria*), job analysis, task analysis, finding the connection between „best candidate“ and her/his most „suitable“ job, are just some of the methods applied by organisational/occupational psychologist. Here is not important to favor any profession, but to leave the job to the well trained and educated person. So, the solution lies in the establishment of the offices for human resource management within each organisation/private company/public service.

Before the aspiring reader asks whether something similar exists in any other European country, it is well to recall that the reform of human resource management is one of the key preconditions for EU membership, and, therefore, there are a lot of literature and references which can prove the existence of human resource management offices in EU countries (within which a team of psychologist). The problem of the young Bosnian&Herzegovinian is not impossibility of

correctly organised recruitment and selection procedures, but the inability to adapt his/her awareness to change.

**The impossibility** is a word that brings with it a certain amount of exclusivity in which it suggests an **inability** to organise and/or understand the ways in which the recruitment procedure can be performed. However, this case is not about the inability and incompetence, but a lack of will and desire to establish something.

Europe as such, conceived in the dream of our Bosnian&Herzegovinian, is a shelter for all, which belongs to us and everyone, and also brings some new principles and postulates that we have to accept. It is also the moment in which we stop asking whether this is something we want for ourselves, but a moment in which we begin to act for our children, their children and the rest of the planet.

Awareness of a change was startled Bosnian&Herzegovinian from his deep, peaceful sleep and brought him to the edge after that there is nothing which could draw him/her out of the darkness, except himself/herself. It may sound wierd, but before any other reform in Bosnia and Herzegovina, it is necessary to reform awareness.

At one point, it is very difficult to talk about the possibilities of reform of awareness, because it seems that the darkness in which individuals roam is very well designed and appropriate. To what extent it will be possible to break the darkness in which we are, remains to be seen. It became ridiculous to blame the time, because it is not ready to deal with other people's problems. It is only there to accompany them.

Although neither this column did not offer anything else except the draft solutions to problems facing the majority of Bosnians/Herzegovinians, it enlightened key unresolved issues. We must become aware that the darkness some people perceive as their personal light can easily become their own darkness. Untill then our Bosnian&Herzegovinian will be awoken from the unresolved nightmares, and he/she will think that to find a job without „recommendation“ is Utopia. In case that we consider the abovementioned proposal as Utopia, perhaps we need to review our personal awareness. But seriously, not in the spirit of „April 1<sup>st</sup>“.

PR

DIOGEN pro kultura

<http://diogen.weebly.com>

NE KOPIRATI