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THE BUSINESS FUTURE IS IN THE INTERNS

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Overview of staff turnover in Mexico:

In Mexico, the staff turnover rate is 16.75% [1]. A study carried out by OCCMUNDIAL [1] indicates that the cost of staff turnover in Mexico for the companies is between 19,000 USD and 33,000 USD of a middle manager.

The cost depends on the level that must be replaced, but it is always proportional to the hierarchy of the worker since the degree of specialization intervenes, and the time and money that the company invested in their training considering the selection, recruitment, and adaptation period and benefits expenses.

We will analyze the case of a company specialized in solar energy that needs highly trained professionals, with three candidates for mid-range managers with adequate capacities for management.

In order to have the most appropriate middle management, the company CIDEL AGRO ENERGY SA DE CV considered the employees with the following conditions: academic level of engineering or experience in the field, thus obtaining three types of candidates, interns, technicians and engineers.

In search of candidates for mid-range managers

To carry out this study, the employees who worked between the years 2015 to 2019, 21 Interns, 6 technicians and 4 engineers hired by open call were evaluated. They were analyzed by experience, level of education and number of accredited courses, assigning them a rating from 0 to 10, considering 10 as the highest and 0 the lowest.

Table 1. The evaluation averages.

	Experience	Hrs experience	Courses
Inter utnc	2	5	10
Inter	8	4	10
External	10	4	2

By having empirical values associated with nominal values, it was determined to use the bias-correction technique for Cram'er's V and Tschuprow's T [8].

The usual estimators of these coefficients are simple functions of the Pearson chi-square statistic.

Consider a probability distribution on an $r \times c$ contingency table with the probability in cell (i, j) denoted π_{ij} (i.e., $\sum_{i=1}^r \sum_{j=1}^c \pi_{ij} = 1$). The mean square contingency (also known as inertia in the correspondence analysis literature) is:

$$\phi^2 = \sum_{i=1}^r \sum_{j=1}^c \frac{(\pi_{ij} - \pi_{i+} \pi_{+j})^2}{\pi_{i+} \pi_{+j}},$$

where a '+' in a subscript denotes summation over that subscript. Two well-known measures of nominal association based on ϕ^2 and Tschuprow's T (Tschuprow, 1925, 1939), Equations:

$$T = \sqrt{\frac{\phi^2}{\sqrt{(r-1)(c-1)}}}$$

Both coefficients range from zero to one, with equality to zero if and only if there is independence in the table, i.e., if and only if $\pi_{ij} = \pi_i + \pi_j$. Furthermore, $T = 1$ if and only if there is perfect association in the table, i.e., if and only if exactly one cell in each row and each column has nonzero probability. Thus, T can only equal 1 for square tables. On the other hand, V can equal 1 for any rectangular table [8].

Performing the equations we obtain:

$$\phi^2 = 1.199 - 1 = 0.199$$

$$T = \sqrt{\frac{0.199}{\sqrt{(3-1) * (3-1)}}} = \sqrt{\frac{0.199}{2}} = \sqrt{0.0995} = 0.315$$

Considering that $T = 1$ if and only if there is perfect association in the table, 0.315 it indicates a close (strong) association between the nominal variables.

Which indicates that there is indeed a relationship between the different types of candidates and their ability to become a mid-range manager in the long term.

Having the best leaders...

The leaders are a fundamental part of the business success. That is why the search for talent represents an area of opportunity, the best strategy to find talents is essential in the race to business success. When analyzing the three different candidates, the following aspects were determined:

Considering the high rate of staff turnover in Mexico, the probability that an employee hired externally leaves the job is very high, which is why it is considered a high risk investment.

The technicians evaluated have the experience in the field but not the engineering knowledge to make decisions, so it is recommended to motivate them to study at university and later apply for vacancies.

The probability that an intern in Mexico is hired by the company where he carried out his professional practices is 2,949% [3]. The monitoring carried out by

the UTNC to its graduates indicates that 56% have a job and 7% are working in the place where they carried out their professional practices. [6].

Conclusion: Therefore, investing in interns is the most viable option to have trained and highly motivated middle managers. Where can companies look for their future managers and leaders? In the interns....

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APPLICATION OF ICT AND E-VOTING SYSTEM FOR EDO GUBERNATORIAL ELECTION 2020 IN NIGERIA

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Introduction

The continuous advancement in Information and Communication Technology (ICT) has led to its wide range adoption in virtually every facet of human lives, including in democratic processes such as election and voting. There is no gainsaying the fact that ICT is now being applied in every sector including Education, Banking and Commerce because of its seeming advantages. Similarly, different governments across the world have also welcomed the application of ICT and E-voting system in elections. The [4] defined E-voting as a form of computer-mediated voting in which voters make their selections with the aid of a computer. E-voting, also known as Electronic voting allows for the use of technology in the basic election process which includes ballot composition, casting, recording, and tabulation. [7] **asserted that electronic voting focused on** the use of computers or computerized equipment to cast votes in an election while aiming for an increased voter's participation, reduced cost of conducting elections and improvement in the efficiency and accuracy of election results.[1] observed that many electoral processes now involve the use of ICT to ensure transparency and speedy