

Obydiennova T., Hryhortsev A.

THE IMPORTANCE OF STAFF ADAPTATION IN MODERN ORGANIZATIONS

The adaptation of personnel in an organization is a necessary link in personnel management. Indeed, becoming an employee of a specific enterprise, a newcomer is faced with the need to accept organizational requirements: work and rest, regulations, job descriptions, orders, orders of the administration, etc. He also accepts the totality of socio-economic conditions provided to him by the enterprise. He is forced to re-evaluate his views, habits, correlate them with the norms and rules of behavior accepted in the team, enshrined in traditions, and develop an appropriate line of behavior.

Based on personal experience, as well as from theoretical knowledge, it can be argued that the importance of measures for the adaptation of workers in our country is not taken seriously enough by personnel services for a long period. Until now, many state-owned enterprises and commercial organizations do not even have basic adaptation programs. Meanwhile, in the context of the introduction of a new management mechanism, self-financing and self-sufficiency, which is accompanied by a significant release and, consequently, a redistribution of labor, an increase in the number of workers forced either to master new professions or to change their workplace and team, the importance of the adaptation problem increases even more.

Implementation of an adaptation management system in an enterprise is a rather difficult task, but it does not depend on the solution of such important tasks for an enterprise as: reducing start-up costs, reducing staff turnover; the fastest possible achievement of performance indicators acceptable to the organization - the employer; the employee's entry into the work collective, into its informal structure and the feeling of being a member of the team; reducing the anxiety and uncertainty experienced by the new employee. Anxiety and uncertainty in this case means a fear of failure in work and incomplete orientation in the work situation. This is a normal fear of the new and the unknown, saving time for the supervisor and ordinary employees, developing a new employee's job satisfaction, a positive attitude towards work and realism in expectations. The adaptation system is designed to solve the above problems.

The adaptation process itself has two sides:

- professional – mastering knowledge, skills and abilities, the formation of professionally important personal characteristics and a positive attitude to work;
- socio-psychological – the development of the socio-psychological climate, the system of relations, norms and values adopted in the company, the coordination of its position with the goals and objectives of the company.

The bilateral nature of the adaptation process dictates the bilateral nature of its goals. The purpose of staff adaptation on the part of the employer is the most complete, quick and effective adaptation of the employee to the organization and the work performed. The goal of adaptation on the part of the employee is the most complete, quick and effective adaptation to the organization, the creation of an image of a professional as soon as possible, the desire to remain an employee of the organization for a long time.

The relevance of this topic is explained by the fact that the main goal of personnel adaptation is to ensure the easiest entry, new employees into an already formed team, and therefore the faster the new employee feels more confident in the new team, the faster and more successfully he will perform the tasks set by the management, which means the level of competitiveness and profit of the enterprise will increase.