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## **STAGES OF PERSONNEL MANAGEMENT IN MODERN CONDITIONS**

Personnel management is an important structural unit in the system of general management of the enterprise. And the success of the enterprise will depend on the quality of management. The company, together with its employees – is the basis for the formation of gross state revenues, so the art of management not only him but also staff, is part of the economic formula for success. In an economic system, everything is interconnected: from one employee to the global, so the problem of effective management must be addressed in a complex.

Personnel management in modern conditions includes several interdependent stages:

1. Development of an effective system of personnel management (definition of the subject, tasks and content of this type of management, its main directions, principles and methods for a particular organization).

2. Formation of the mechanism of personnel management and the corresponding organizational structure.

3. Human resources planning (drawing up plans and forecasts for working with staff, planning the number and composition of employees, creating automated human resource management systems).

4. Recruitment (knowledge and skillful use of all existing sources of staffing needs).

5. Career guidance and adaptation (introduction of hired employees to the organization, development of their understanding of what the organization expects from employees and what work in it receives a well-deserved assessment).

6. Formation of personnel potential of management (the analysis of qualitative structure of administrative shots, the organization of employment and constant work with young experts, development of scientific and practical bases of selection and placement of leading shots).

7. Evaluation of personnel and their activities (organization of evaluation of management personnel, development of principles and methods of working with the reserve, organization of competitions for specialists, certification, development of effective evaluation methods).

8. Organization of staff training.

9. Management of labor discipline and staff turnover (development of the structure of wages and benefits in order to attract, hire and retain staff, development of procedures for promotion, reduction, transfer and dismissal of employees).

10. The organization of office work and an estimation of efficiency of work of personnel.

In the conditions of transition of the Ukrainian economy to market relations, its integration into the world economic system there is a problem of development of such economic policy and strategy that allows the organization to maintain competitiveness. The actions of organizations and their leadership cannot be reduced to a simple response to changes. The need for conscious management of changes on the basis of a scientifically sound procedure for their anticipation, regulation, adaptation to the goals of the organization, to changing external conditions is becoming more widespread. The most important success factor is the transition to a modern personnel management system.

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