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Modern methods of personnel management in the enterprise

Introduction

The staff is one of the most important elements of many types of businesses. Personnel management is a complex and integral component of the management of the organization. It is difficult because people are different from other resources and require special approaches and management practices.

Resources and methods

The survey used the scientific achievements of modern Ukrainian and foreign managers and economists.

Results

Methods of personnel management called ways of influencing teams and individual employees with the purpose of coordination of their activities in the production process. Methods of personnel management are the kind of "signals" that the organization sends its employees with the purpose of orienting their behavior. All the methods are divided into three groups: administrative, economic and socio-psychological. Administrative methods are focused on such behaviours as

perceived need labour discipline, sense of duty, the desire to work in a particular institution, they are distinguished by the direct nature of impact. Economic and socio-psychological methods are indirect administrative effects. Using economic methods implemented financial incentives for teams and individual employees. Socio-psychological methods of management in turn is based on the use of social mechanism.

The success of management personnel due to two main factors:

- 1) the ability of the organization to clearly identify what you need to achieve its goals;
- 2) the ability to "guess" what methods encourage workers to the desired behavior.

Both tasks are equally important and complex, especially in the face of constant change. To achieve the goals of the organization requires that workers have specific skills and used them. In other words, we need a certain type of production behavior. Under production behavior implies not only technical competence, but also a certain behavior in the relationship with the client, then there are skills that also contain motivation. It is known that one of the most important tasks is to determine the required production of the conduct or simulation carried out on the basis of the analysis the objectives of the organization. Method of modeling the production of behavior that is becoming

more popular is the method of determining competence, or the creation of a "portrait of competence". The method consists in determining the set of competencies needed by the employee to successfully perform business functions.

Conclusions

All management methods (that have been considered in the work) are used in the practice of the leader as an individual, separate and independent means of influence, but as a coherent system of interrelated and interacting specific methods. So, the best effect and the quality of the personnel management system is achieved by an integrated, consistent and appropriate application of methods of personnel management in the enterprises.

References

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