

Summary

Subject matter: The formation of personnel policy and ways of its improvement in a modern organization (on the example of the North Caucasus regional centre of the Russia's Ministry for emergency situations).

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Customer organization: North Caucasus regional centre of the Russia's Ministry for emergency situations.

Topicality of the research is conditioned by the fact that personnel policy in a modern organization regardless of the form of property, is a powerful tool of the provision of competitiveness, development and achievement of the goals set. For effective personnel management an organization needs an integrated system of the work with personnel enabling it to manage the staff from the moment of their employment to the end of their career. A competent personnel policy allows one not only to control the current situation but also to model the necessary reorganizations of management structures following the change in an organization's need.

Objective of the research is the study of the modern state of personnel policy of North Caucasus regional centre of the Russia's Ministry for emergency situations and the development of recommendations on its improvements.

Tasks:

1. to analyze the content of the main theoretical approaches to the essence and content of personnel policy of a modern organization;
2. to explore the factors affecting the formation of personnel policy in a modern organization;
3. to study the changes of building personnel policy in a modern organization;
4. to give a general characteristic of the performance of North Caucasus regional centre of the Russia's Ministry for emergency situations;
5. to develop practical recommendations on the improvement of personnel policy in North Caucasus regional centre of the Russia's Ministry for emergency situations.

Theoretical significance of the results of the research is that the proposed recommendations constitute the theoretical basis of building the system of an organization's personnel management realized through the formation of personnel policy..

Practical significance of the research is that its main theses, conclusions and recommendations on the improvement of personnel policy are of great importance for further development of an organization.

Conclusions:

1. The North Caucasus regional center is a young organization. Its main task is the realization of the single state policy in the field of civil defence, protection of the population and territories from emergence situations.

2. At the current stage personnel situation in North Caucasus regional center of the Russia's Ministry for emergency situations and its divisions can be characterized as stable. The work with the personnel is carried out in compliance with the requirement of laws, established norms and rules regulating the vital activity of the workers, personal responsibility for the fulfillment of their official and professional duty.

Recommendations:

1. For the successful development of the personnel we proposed the method of "Business game".
2. Optimization of work conditions stimulating the employees' professional self-actualization.
3. We worked out and proposed the methods of evaluation of the heads of the departments which take into consideration:
 - professional qualities;
 - leadership qualities;
 - personal qualities.