

SUMMARY

Subject matter: THE IMPROVEMENT OF THE PROCESS OF ADAPTATION OF YOUNG SPECIALISTS (an example of LLC "Lukki").

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Information about customer organization: Limited liability company "Lukki.

Topicality of the research: In modern conditions, the issues related to the staffing of state and commercial organizations of our country are becoming increasingly important. The establishment of such social proportions in the main personnel characteristics of organizations that contribute to its growth and development, including through the recruitment and consolidation of professionally trained young professionals, is becoming paramount. This actualizes the problem of their adaptation in the modern organization, the search for new management tools, methods and technologies for its successful resolution.

It should also be noted that the special importance of the adaptation of young workers in our country is still very poorly understood by both the management and employees of the personnel services of the majority of organizations and institutions, where even basic adaptation programs are not applied, not only for young professionals but also for other categories of workers. Therefore, the relevance of the scientific analysis of the problem of the adaptation of personnel in Russian organizations today is generally high, and it is all the more expedient to study such components of this problem as the adaptation processes of young specialists, and also develop special programs and technologies for adaptation to this category of workers that take into account all modern requirements, positive domestic and foreign experience.

The **objective** of the research is a comprehensive analysis of the theoretical and practical foundations of the process of adaptation young professionals in modern organizations and the development of a concept for its improvement.

Tasks of the research:

- to analyze the essence and content of the concept of staff adaptation;
- to determine the specifics and features of the adaptation of young specialists in modern organizations;
- to give a description of the purpose, tasks, functions, types and stages of adaptation of young professionals in modern organizations;
- to consider the peculiarities of foreign and domestic experience in the adaptation of young specialists;
- to conduct an analysis of the system of adaptation of young specialists in LLC "Lukki";
- to develop a draft concept for the adaptation of personnel in LLC "Lukki";
- to characterize the resource provision, expected results, possible difficulties and conditions for the introduction of the concept of personnel adaptation in LLC "Lukki".

Theoretical and practical significance: The theoretical significance of the research is that its results can be applied in the further development of theoretical and methodological problems of adaptation of young specialists, further understanding of the personnel processes taking place in modern organizations, in analyzing the problems of the question under study and determining methods for their elimination.

The practical importance of the research is that the provisions, the proposed concept and conclusions can be used by modern state and commercial organizations in terms of improving the process of personnel adaptation in particular and personnel management in general.

Results of the research: The analysis of the personnel adaptation system in LLC "Lukki" was carried out in 3 stages: analysis of local documents, interview with the manager, questioning and questioning of personnel. In the course of the study, we came to the conclusion that LLC "Lukki" has a fairly good and comfortable socio-psychological climate, the majority of employees are satisfied with the regime and working conditions chosen by the profession, but at the same time, a number of shortcomings in the adaptation of young specialists to LLC "Lukki": the adaptation of the staff is not singled out as a separate function and is

not in any way reflected in the local regulatory documents; there is no well-developed adaptation program; there is a weak training of young specialists to perform functional duties; mentoring as a method of adaptation is used from time to time, the mentors themselves do not have the necessary competences for effective work with newcomers.

Recommendations: To eliminate and minimize these problems, we developed a concept for the adaptation of the personnel of LLC "Lukki". This concept includes comprehensive measures that accelerate the adaptation process, as well as an activity program consisting of modern methods, approaches and specific tools for adaptation.

The use of the concept minimizes the risks of newcomers and increases their professional confidence, prevents a sense of fear for possible mistakes, since it is during the work of a new specialist and mentor that there is an awareness of possible errors and accumulates theoretical and practical experience.

Based on the experience gained, the employee moves to the final stage of becoming a professional. He realizes his place in the organization, becomes a confident and stable worker.

An important advantage of the developed concept is the system approach, which makes it possible to apply it within the framework of implementing not only the adaptation function, but also throughout the management cycle. The unity of personnel policy, its complexity and sequence of implementation will be provided, first of all, by relying on the legal and regulatory framework of external and internal order and the overall corporate policy.