

Summary

Subject matter: Organization of the activity of the Personnel Management in the organization (on the example of LLC “Combining boiler resort”).

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Customer organization: LLC “Combining boiler resort”

Topicality of the research: The modern stage of the development of the society on the whole and the market relations in particular confirms that the result of overcoming of difficult political, economic, social, cultural and moral, economic and other problems depends first of all on the people participating in their decision, on their competence, professional, business and moral qualities.

Today especially sharply there is a problem of staffing strategy of the commercial organizations. It is connected with the sudden change and complication of functions of management, in particular management of human resources, with growth of dynamics and unpredictability of environment, with advantages of orientation of production on innovative type of development, with world tendencies of a humanization and a social orientation of management.

Topicality of qualification research is caused by the need of radical reforming of existing practice of activity of personnel services, in connection with it there is a task of the scientific analysis of this activity and development of recommendations about its improvement that will allow to conduct transition to the ordered, classified and productive practice of human resource management.

Objective of the research: is to identify the problems in the organization of the work of the Personnel Management in the organization, and determine ways to solve them.

Tasks:

~ to analyze the evolution of views on the organization of Personnel Management in modern organizations;

~ to study the structure, functions and peculiarities of the modern personnel services;

- ~ to study foreign experience of personnel management in the context of national management models;
- ~ to present the dynamics of ideas and practices of personnel services in modern Russia;
- ~ to analyze the personnel management system in LLC "Combining boiler resort";
- ~ develop ways of improving the organization of personnel management in LLC "Combining boiler resort."

Theoretical and practical significance of the research is caused, first of all, by its orientation on expansion and deepening of theoretical, organizational and methodological bases in the sphere of personnel services activity in the commercial organizations. Conclusions and recommendations of this work can be used by the administrative personnel and the staff of personnel services for the purpose of improvement of management process in modern Russian organizations, in particular in LLC "Combining boiler resort".

Results of the research

The analysis showed that specifics of activity of personnel management and the recommendations developed by us in LLC "Combining boiler resort" makes it necessary to change the status of this division and extend the activity. The need of transition from mainly command methods of control to democratic forms of formation, use and development of personnel, wide publicity in personnel work is obvious.

Recommendations: the analysis of personnel structure, preparation of offers to the management about modification of the staff list in connection with needs for new positions and specialties; the organization of work on a set, selection, movement, release of experts and personnel with the use of traditional and nonconventional technologies; effective use of professional and personal potential of workers, preparation and realization of programs of development of professional qualities of workers; formation of a personnel reserve.