

## SUMMARY

**Subject matter:** IMPROVEMENT OF THE METHODS OF ASSESSMENT IN THE SELECTION OF THE PERSONNEL IN A MODERN ORGANIZATION (on the example of LLC “SBSV-KLUHAVTO MITSUBISHI CMW”)

**Author:** Ustinova Valeria Sergeevna

**Supervisor of studies:** Alieva Svetlana Vicktorovna

**Customer organization:** LLC “SBSV-KLUHAVTO MITSUBISHI CMW”

**Topicality of the research:** is based on the fact that the mistakes in the selection of new employees can lead to significant losses as a result of recruiting a person not possessing the characteristics necessary for the successful fulfillment of the work in a specialty. Badly organized assessment in the selection of the personnel can also lead to such negative phenomena as high turnover of the personnel, bad moral and psychological climate in the entity, low labour discipline (truancies, delays at work and untimely leaving the place of work, low efficiency of the labour time). In modern conditions the assessment in the selection of the personnel to an organization is a constant component of the work of any enterprise. Qualitative staff directly depends on the methods of the selection of the cadres. Nowadays in foreign and native companies great attention is paid to the assessment of the candidates, for the right choice of people to the company can not only reduce the costs, for example, for education, adaptation, etc., but also bring benefit to the organization.

For Russian organizations the formation of the qualitative assessment of the personnel during the procedure of employment has great significance because the foreign experience testifies to the fact that cadres are really an important resource and one of the main factors of the development of business and economy.

Nowadays the economic development has predetermined the direction of the business in the work with human resources, therefore, the activity of not only the

employees involved in the work of the enterprise, but also of the newly employed personnel and candidates for the vacant places.

**Objective of the research:** the investigation of the theoretical bases and practical experience of the application of the methods of assessment of the personnel in the process of cadre selection, as well as the development of recommendations of their improvement.

**Tasks:**

- to consider the essence and peculiarities of assessment of the personnel in the course of selection;
- to examine the main methods of assessment of candidates in the course of personnel selection;
- to reveal the conceptual approaches to the choice of methods of assessment of candidates;
- to study the experience of personnel selection in an organization on the example of LLC “SBSV-KLUHAVTO MITSUBISHI CMW”;
- to reveal the problems of choice of methods of assessment in the course of personnel selection on the example of LLC “SBSV-KLUHAVTO MITSUBISHI CMW”;
- to develop the recommendations concerning the improvement of the methods of personnel assessment at employment;
- to estimate the efficiency of the offered actions.

**Theoretical significance of the research:** works of foreign and Russian scientists in the field of management, sociology, psychology, philosophy, and economics. The study used a dialectical, systemic and conceptual approaches, scientific methods of divergence, convergence, transformation, sociological (surveys, observations, conversations, interviews), as well as methods of comparison, generalizations and analogies.

**Practical significance of the research:** The conclusions about the essential influence of personnel assessment at employment for receiving additional benefits by a firm, and also the recommendation about the application of the methods of

assessment of the candidates can be used in the human resource management of a modern organization.

**Results of the research:** As a result of the analysis of the operating system of hiring and personnel assessment in LLC “SBSV-KLUCHAVTO MITSUBISHI CMW”, made in Chapter 2, the author of the thesis has noted the following shortcomings interfering the development of the company:

1. In the firm there is no questionnaire survey and testing.
2. The practice of work with the recommendations from the previous places of work is not applied as a selection criterion.
3. It is necessary to point out the fact that in 2013 in comparison with the previous year the number of the specialists having the incomplete higher and higher education increased, but this growth was insignificant and obviously insufficient for systematic strengthening of the position of the firm in the market of wholesale trade.
4. Also it is necessary to point out the fact that mass media, in particular announcements by radio, in local newspapers are a source of involvement of those employees who leave less than in a year of work in the dealer center. It means that this channel of selection of the personnel is only the reason of turnover of the cadres and, undoubtedly, that has an adverse effect on the work of the whole company.

**Recommendations:** It is expedient for the management of LLC "SBSV" to introduce new methods of effective selection of the personnel:

1. Group interview.
2. Testing which will allow to reveal the level of aggression of the candidate, the alcohol addiction, the existence of financial problems, the problems of the sexual character, the lack of interest to work and so forth.