

# ASSESSMENT OF OPTIMIZATION EFFECT OF TECHNOLOGIES OF PERSONNEL FORMATION OF ENTERPRISES

**Borysiak O.V.**

PhD Student,

Ternopil National Economic University

The automation of many business processes at enterprises provides the intellectualization of labor. In the basis of this, there are such principles as continuous learning, fluency in foreign languages, digital skills, creativity, teamwork, polifunctional, mobility of personnel etc. All this factors determine the application of optimization approach to selection, implementation and assessment of effectiveness of innovative technologies of personnel formation.

The purpose of the article is analysis of the impact of features of optimization development of enterprises on personnel management and the development of methodological algorithm of assessment of optimization effect of technologies of personnel formation of enterprises.

In the context of sharing economy, the implementation of the strategy of optimization development of enterprises is highlighted.

Deduced that personnel policy planning at enterprises and selection of innovative

technologies of personnel formation depend on the solution of two interrelated tasks. First one – maximizing the profit of implementation of these technologies and second one – minimizing the costs of personnel formation.

As a consequence, the implementation of principle of optimization technologies of personnel formation of enterprises is relevanted.

The complex methodological algorithm of assessment of optimization effect of technologies of personnel formation of enterprises is proposed. It includes the analysis of optimization criteria's of personnel formation and optimization criteria's of technologies of personnel formation, financial results of enterprises, correlation between the indicators of labor productivity and the costs of technology of personnel formation. According to this, actual task is to conduct the research of development of recommendations of implementation of innovative technologies of personnel formation of enterprises in the condition of optimization development.