

## THE MAIN PROBLEMS OF THE PERSONNEL ADAPTATION AND METHODS OF THEIR SOLVING AT ENTERPRISES

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In the modern conditions one of the effective way for improving the competitiveness of the enterprises is the maintaining the high quality of the personnel. There are a lot of instruments of personnel management. These are recruiting, training, retraining and adaptation. As a rule management of the enterprises pay a lot of attention to the recruiting, training, retraining processes as to ways for increasing level of personnel qualification. But personnel adaptation is very important also because often only the high employee professionalism is not sufficient. In order for him to fully start a new job in a new team, it is necessary to help him adapt.

So, the goal of the article is identifying problems and developing measures to improve the process of personnel adaptation at an enterprise.

In the articles the different point of view for defining concept "personnel adaptation" are considered. The personnel adaptation is defined as the process of adapting a person to a new environment, based on the gradual inclusion of an employee in the production process in the new conditions. Based on the

scientific literature the classification of the personnel adaptation's types is generalized. Also the main factors influencing the quality (successful or unsuccessful) of the adaptation process at the enterprise.

For analyzing the main typical problems faced by the enterprise the problem map is constructed. There are typical problems of personnel management: small budget for personnel adaptation; low number and qualification of staff in the personnel department; employee's undesirability to improve their qualifications; "nepotism" and "debauchery" during recruitment; high turnover; absence of personnel adaptation process.

For deciding defined problems the personnel adaptation process is suggested. The measures for successful integrating new employees into an enterprise are given. The methods of personnel adaptation are considered and the most effective for modern domestic enterprises are provided.

The suggested personnel adaptation process has to increase the competitiveness of employees and increase productivity at the enterprise.