

## METHODOLOGICAL APPROACHES TO THE FORMATION OF PERSONNEL POLICY ON ENTERPRISE

**Hondoka V.A.**

Master's degree,  
National Technical University of Ukraine  
"Igor Sikorsky Kyiv Polytechnic Institute"

**Марченко В.М.**

Doctor of Economic Sciences, Professor,  
National Technical University of Ukraine  
"Igor Sikorsky Kyiv Polytechnic Institute"

The article presents theoretical aspects of the formation and implementation of personnel policy at enterprises. The main types of personnel policy of the organization are highlighted and described. New approaches to the implementation of personnel policy as a necessary condition for the successful functioning of the organization are outlined.

Work with personnel refers to the key points of the activity of any enterprise as an element of the state's economy. Particular attention is paid to using the human factor, improving the quality and creative impact of intellectual and human resources, and improving the training and use of specialists.

The basis of the formation of personnel policy of the company is the analysis of the structure of personnel, the effectiveness of using working time, forecasts of enterprise development and employment of staff. For a complete analysis of the personnel policy of any enterprise, it is necessary to allocate evaluation criteria: the quantitative and qualitative composition of personnel, the level of staff turnover, the flexibility of the policy, the degree of consideration of employee / production interests.

An analysis of the quantitative composition of personnel is necessary to identify the reserves for improving the efficiency of the enterprise.

The analysis of the qualitative composition of the personnel of the company involves the study of employees by gender, age, education, qualifications, work experience and other features.

Flexibility of personnel policy is evaluated based on its characteristics: stability or dynamism. Personnel policy should be dynamically rebuilt under the influence of changing conditions and circumstances. Flexibility of personnel management ensures staff competitiveness.

If each of the criteria for evaluating staffing policies is taken differently, then they do not seem to be significant, but in aggregate they allow a new level of work with personnel to be raised.

Thus, the system of personnel policy of an enterprise for the successful functioning of this system should systematically analyze the use of human resources of the enterprise, timely determine the personnel needs and consider the system of personnel policy at the strategic level.