

FEATURES OF THE ADAPTATION PROGRAMS DEVELOPMENT FOR THE STAFF AT FOOD INDUSTRY'S ENTERPRISES

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Organizational features of the staff adaptation system at the food industry enterprises are investigated in our article. The types, directions and goals of staff adaptation are characterized. The process of staff adaptation was studied using the example of the CJSC "Confectionary Factory AVK Dnepr". SWOT-analysis of the staff adaptation process of the enterprise was carried out. The development of an adaptation program is substantiated; this program will allow regulating the stages, timing and adaptation methods at the enterprise. An algorithm for implementing such an adaptation program is proposed.

The aim of the article is to study the peculiarities of adaptation processes at food industry enterprises and to develop an adaptation program for different staff categories.

Practice shows that a successful adaptation program facilitates the creation of a highly motivated staff to meet the challenges of the enterprise.

The program proposed by us should consist of two parts: (1) general and (2) individual. In the general part of the employee should be acquainted with the organizational and administrative elements of adaptation; in the individual part, the employee gets specific knowledge of his position, responsibilities, perspectives.

The adaptation program in the enterprise will consist of several stages; each of them involves performing certain tasks which are fixed by the concrete responsible participant of the procedure. Stage 1. Terms. Stage 2. Program for employees on the probation period. Stage 3. Placement plan. Stage 4. Decision to pass the probationary period. Stage 5. Registration in the HR-department.

Correctly organized adaptation forms employees' loyalty to the enterprise and motivates for a long-term cooperation, in search of actively implemented employees in the company's strategy that should fit to their strategic objectives.