

PROBLEMS OF CREATING AN AUTOMATED INFORMATION MANAGEMENT SYSTEM FOR PERSONNEL

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The purpose of this study is to examine the possibilities of increasing the efficiency of the operation of the personnel management system through the introduction of an information base. Many processes that determine the personnel situation are quite dynamic: the number of staff changes, its structure changes. The orientation of personnel work on the development of one's own work force can not be successful without knowledge of labor costs, investments in human capital (labor costs, training, medical care, social services). The basis of the information system should be a single array, which reflects the information about each employee, his environment and external conditions in relation to him, which in turn requires a certain organization of information and methods of operation with an array of data.

Implementation of the requirements of timely provision of processes for managing the necessary information in conditions of increasing its volumes can be fully realized

in the event that the information base will find its organizational design in the form of an automated personnel management system.

It's important to create a single automated network at the enterprise, which involves the mutual exchange of personnel information between all levels of management based on modern means of data transmission. The main ways to improve the quality of information management personnel of the enterprise are: further integration of personnel, economic information; increasing the efficiency of making changes to information files; substantial expansion of information, characteristics of workplaces, the content of the work itself, defining requirements for the employee, which will allow the recruitment of a new employee with the characteristics of vacancies (posts); Providing employees with information on possible wages, vocational qualification promotion and other information necessary for timely assessment of the worker.