

Evaluation of the labor management system and distribution of personnel in agricultural enterprise

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This article includes an assessment of the management system for hiring and dismissal of personnel in an agricultural enterprise. The analysis of the indicators of the movement of personnel, in particular the number of adopted and retired employees. The coefficient of turnover on reception and coefficient of personnel turnover are calculated. Two main types of business appraisal of staff are given, including the assessment of candidates for vacancies or job placement during staff selection and the current periodic evaluation of staff in the certification of staff.

The article presents the form for the announcement of candidates for the position of specialist in informatization in an agricultural enterprise. Characteristics of technology personnel are provided. The advantages and disadvantages of personnel leasing in the agrarian sector are investigated. Mentioned advantages of internal promotion and external hiring of employees. Ranking of motives of potential turnover of agricultural personnel in the Poltava region is carried out. The reasons for dismissal of employees in the enterprise are shown.

The article states that the director or inspector of personnel is obliged on the day of release to give the employee a copy of the order on dismissal from work, drawn up a work book and carry out a calculation with him. The release of an employee on the initiative of the administration may take place after the consent of the trade union organization. The application of the administration to the trade union committee with a request to give consent to the release of an employee should precede the release order.

It has been determined that decrease of motivation of labor activity in agrarian sphere causes decrease of quantitative and qualitative characteristics of personnel potential of economic entities and to a large extent limits possibilities of realization of functions of personnel management.

Consequently, the assessment of the system of hiring and release of personnel in the enterprise revealed a number of shortcomings of the personnel inspector, the elimination of which will enable an increase in the labor potential of the agricultural enterprise.