

SYSTEM-COMPETENCE-BASED APPROACH TO MANAGEMENT OF DEVELOPMENT OF PERSONNEL POTENTIAL COMPANIES

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The management of human resources development processes at enterprises needs to take into account the effects of external and internal environment, the interaction and interaction of personnel and personnel management system, systemic influence of all resources of the enterprise on the efficiency of implementation of personnel potential.

The development of human resources is a combination of organizational and economic measures aimed at disclosing the personal potential of workers and increasing their abilities.

Conducted analysis of concepts, foreign and domestic methods of personnel management revealed a large number of special innovative techniques to ensure the effectiveness of human resources development. Human resources management at enterprises today is realized without taking into account systematic and strategic planning of personnel. Reduced professionalism, aging of personnel, mass layoffs, provoked by the crisis economic state of the enterprises of the water industry, create the preconditions for reduction and loss of personnel competencies. The study of world experience, the structuring of personnel potential, the generalization of functions, implementation of which ensures the development of personnel, formalization of the properties will allow to justify the mechanism and management system of personnel potential at enterprises. Further research should be directed to the development of tools to ensure the effectiveness of the formation, build-up and implementation of human resources in enter-

prises, taking into account crisis impacts. In particular, methodological support for the development of human resources in enterprises has:

- to be of a systemic nature,
- to focus on increasing the competence of employees,
- take into account the interaction of the management system of personnel and employees,
- to orientate on increasing the quantitative composition and qualitative characteristics of the production personnel;
- take into account international requirements for the competence of workers, quality and safety of transportation.

Taking into account the above mentioned scientific achievements, we propose to manage efficient development of personnel potential at enterprises on the basis of system-competent approach. The main subsystems for ensuring the effectiveness of the development of human resources include personnel, material incentives, informational, financial and non-material security, self-development, implementation and protection of innovation, access to information, the ability to master it, systematization and application, remuneration of labor, and increase employee income. Let's consider in more detail a subsystem of personnel, the basis of which are three components: competence, competence and individual potential of the employee. The efficiency and dynamics of adaptation, the cost effectiveness of building up these components determine the efficiency and dynamics of human resource

development. The main tools for managing the development of basic competencies in the development of human resources are the training or selection of personnel, retraining, advanced training, and adaptation of employees to changes in the environment.

System-competent approach to managing the development of personnel potential of an enterprise will increase the efficiency of costs for increasing the competitiveness and professionalism of personnel, productivity, quality and responsibility of employees.