

METHODOLOGY FOR DEVELOPING THE STRATEGY OF PERSONNEL DEVELOPMENT AT INDUSTRIAL ENTERPRISE

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The development of a personnel management system affects the results of functioning of the enterprise, competitiveness of staff and the organization in general. Therefore, constant monitoring of changes in the system and developing ways of improving its components are necessary. Development of a methodology of formation of strategic staff development will contribute to the competitiveness of enterprises both in the domestic and global markets.

The article identified the importance of creating a strategy for staff development to the effective functioning of the production organization. They are:

1) growth dynamic of environment leads to a decrease in its predictability, so the prospects for the development of personnel who able to perform the planned financial indicators is becoming an important aspect for managers

2) the strategy of personnel development of the company provides the development and implementation of a long-term qualitatively certain directions in the work of staff whose primary purpose is to provide a composition and consistency of the decisions made to enhance human resources organization. There is proposed the process steps forming the methodology development of the strategy of development personnel. They are:

1) formation of an algorithm for developing strategy of personnel development (it is based on determining the main events of development of the personnel development strategy);

2) formation of the list of works on development of the strategy of personnel development;

3) construction of a network model for developing the strategy of staff development (it is based on probabilistic estimation of work duration and calculation of the main indicators of the network schedule);

4) build operogramme for linking the works and performers (it is based on the list of works on developing the strategy of personnel development);

5) implementation of vulnerability assessments of strategy for the development of staff through the application of the method "tree of risks".

The algorithm of development of the strategy of personnel development at the metallurgical plant is recommended. The algorithm consists of 14 steps, which will enable the enterprise to build an effective strategy for the development of personnel to meet the real needs of the enterprise and its harmonization with the business strategy of the enterprise as a whole.

Operogramme of work on the implementation and adjustment strategies of staff development is built. The assessment of the viability and effectiveness of the proposed strategy for staff development is carried out using the method of "tree of risks". The development of the methodology for realization of the strategy of personnel development at the enterprises of metallurgical industry in the crisis conditions requires further research.