

## **FEATURES OF MANAGEMENT PERSONNEL DEVELOPMENT IN HIERARCHICAL ORGANIZATIONAL SYSTEMS**

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In terms of the intensification of the economic crisis in Ukraine, to stabilize the activity of enterprises and organizations at the forefront measures to improve the system of management, given the minimal of funds allocated for this purpose. Thus, of particular relevance are becoming theoretical rationale and practical implementation in the system of management development of methods of accounting of management features in hierarchical organizational systems, relationship of various management levels both in the domestic environment of such systems and their relationship with the regional, industry and national levels of governance.

In the system of management development in the hierarchical organizational systems, in our opinion, comes to the fore the issue of professionals' labour career planning, forming reserve of managers, evaluation and selection of staff. This talent pool is considered as a group of managers and professionals with the ability to management activities that meet the requirements set by position of a certain rank, which have passed the selection procedure and systematic target qualification training.

On the one hand, we need to have common principles of working with reserve managers: selection of candidates to the reserve on their moral-psychological and professional qualities to solve the problem of continuous improvement of the quality of the managers; respect for age and educational qualifica-

tion of candidates for nomination; management determine the optimal structure and composition of the reserve, given that every management position must have at least two or three candidates; regular systematic search for candidates for reserve managers on the basis of broad publicity work on reserve for the nomination at the enterprise. On the other hand, training, retraining and advanced training of employees to include reserve managers should definitely consider the peculiarities of each level of the hierarchical organizational systems. Elucidation of these issues in the system of administrative personnel in the hierarchical organizational systems has not yet received sufficient coverage studies. The purpose of the article – the development of the overall mechanism of groups of personnel reserve within the management development in the hierarchical organizational systems with a direct view of features of such systems.

Researched the features of the formation of groups of reserve managers in the hierarchical organizational systems. The algorithm works with reserve managers, allowing improved assessment procedures and personnel selection, motivating the best candidates, preliminary monitoring their activities. Shown a possibility of using the above unification algorithm not only when working with groups of personnel reserve, but also in teaching, training, retraining and advanced training of managers in general.