

ESSENCE AND CLASSIFICATION OF PERSONNEL RISKS OF ORGANIZATIONS

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This article describes the essence of a concept of "personnel risk". An analysis of the literature sources showed that the personnel risks are described to be the potential loss or the threat of the organization's activities. At the same time the dualistic nature of the risk is ignoring. The necessity to consider positive and negative consequences of personnel risks in management decisions has been proven. The basis of personnel risks is human nature as a complex object of the management, resulting in the low controllability and high behavioural and informational uncertainty. The author improved a classification of personnel risks. The possible consequences, the sources and stages of management personnel are the classification forms of risks. In article described a generalized description of the relevant personnel risks. Personnel risks with a quantitative nature are described by a variety of losses due to non-compliance of the actual

number of employees of the organization's needs. Qualitative personnel risks arise due to the mismatch of the actual characteristics of personnel and the requirements, which the company states. Classification of risks by the stages of personnel management allows identifying the risks associated with the recruitment of staff and the selection of personnel; risks of adaptation of new employees; evaluation and certification of personnel; risks associated with the motivation of employees; risks inefficient use of personnel of the organization; risks related to the dismissal of workers. The risks of each of the above groups are complex, and they are a composition of simple risks. This classification allows starting the process of identifying personnel risks, considering that. This should be considered in the construction of the risk management system of the company and the development of instruments to influence the risks.