

PERSONNEL POLICY AND WAYS OF ITS IMPROVEMENT

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The article is devoted to topical questions of formation and improvement of the personnel policy of the organization. The author analysed and systematized the problems that arise during the organization of the system of personnel policy. Currently, Ukrainian enterprises operate in a crisis. In this regard, their economy is largely subject to different risks and threats, including human resources.

The relevance of the topic lies in the fact that the forms and methods of management, and organizational structures aimed at developing market relations of enterprises, which are being introduced in enterprises, are often inefficient and do not reach their goals. One of the main reasons for this is the weak security of the conducted reforms by necessary personnel. Well-developed personnel policy of the organization should help to solve this problem.

The personnel policy is one of the most important instruments of active influence on all processes in the team, including the economic development of the country, since the solution of many economic issues depends largely on the proper use of frames. Work with the staff refers to key aspects of any enterprise as a part of the state's economy.

Currently, no one doubts that the most important resource of any organization is its employees.

The essence of the personnel policy is to work with staff in a way relevant to the concept of the organization development, i.e. human resources policy is an integral part of the strategic policy of the organization.

The problem of formation of effective personnel policy is of high relevance. This is due to the following circumstances: first, the modern living conditions have created some of the requirements of the society of labour; secondly, now the competition goes in the personnel plane. Thirdly, the undoubted importance has a high potential of well-formed personnel policy, which allows providing the optimal balance of personnel processes.

The main task of personnel policy is to ensure consideration of the interests of each employee. Personnel policy defines the goals, influencing the relationship of the enterprise with the external environment, as well as the goals associated with the attitude of the company to its employees. The personnel policy is a strategic and operational management system.

The personnel policy has the main goal of providing at the moment and in the future every workplace with appropriately qualified staff. Of course, its main purpose should be the formation and optimal use of personnel for achieving the goals of the enterprise.