

## **SOME QUESTIONS OF THE ADAPTATION OF YOUNG SPECIALISTS IN THE ORGANIZATION**

**Hirman A.P.**

Candidate of Political Sciences, Associate Professor,  
Senior Lecturer at Department of Economics  
and Social Relations,  
University of Customs and Finance

**Terekhova D.S.**

Student,  
University of Customs and Finance

The article addresses the question of finding new forms and methods of adaptation of young specialists in an organization. The various research materials on the problems of adaptation of the personnel allow concluding that, from the socio-labour and socio-management point of view, the adaptation of a new employee in the organization is usually viewed as a multilateral process.

The authors believe that from the view of optimization of HR processes in the organization, the adaptation of young specialists is of particular importance. The main emphasis is on the fact that professional adaptation actually begins during training profession and it is a long process, which is the result of purposeful activities of the university and the labour collective, which employs young specialists after their graduation. That is, the mechanism of professional adaptation should be thought of as a specific systemic-structural formation of interdependent and interacting components of different rank. Functional components of the structural-log-

ical model of this mechanism must be professional selection, professional education, and professional position.

The authors assign a special role to the professional education. They believe that it is necessary to adapt to Ukrainian realities the international experience of the combined system of learning, in which learning is interrupted by periods of practical activity (a sandwich system). Under such conditions, the future employee develops future professional activity in advance and adapts to it. To do this, first of all, one should pay attention to the adjustment of programs and the organization of a process of professional education with the requirements and needs of the customer of educational services on the use of programmiograms, allowing to estimate degree of initial vocational training and professional thinking, the level of acquired skills.

This will allow us to meet the demands of both employers and young people who begin their working career.