

*A. Andriivska, Master student,
J. Bogoyavlenska, PhD in Ec., As. Prof., language advisor,
N. Krushynska, lecturer, language advisor
Zhytomyr State Technological University*

PERSONNEL MANAGEMENT OF SYSTEM ENTERPRISE

Implementation of economic activity, the output that would be competitive in the domestic and foreign markets depends not only on the technical equipment of the enterprise, the availability of modern technology, clearly set system of quality control, market research, market environment and consistent implementing the concept of moving goods to overseas markets but also on the skills of the company and effective personnel management. An effective system of personnel management in the company is becoming increasingly important as a factor in increasing competitiveness, success in the implementation of development strategies.

Control system is an ordered set of interrelated elements that have different functional purposes, operate autonomously, but they are aimed to achieve the overall objective [3, p. 15].

The essence of Personnel Management is in its purpose, which is formed as the efficiency of the whole enterprise system and its subsystem "personnel management" based on optimizing the interaction of its elements, coordination and ordering productive activities of employees.

Withstand adverse environmental factors and improve market position enable the development strategy of the company. In this connection it is necessary to form the mechanism of strategic management of the personnel. Design and implementation of human resource strategies allows better usage of human resources within the framework of the enterprise.

Personnel management as a science affects the operation of real companies, becoming the property of people engaged in the management of production. Modern conditions of enterprises place totally new conditions to the human resource managers, implying higher intensity of their work, the ability to appreciate the time, have complex organizational and psychological qualities, provide a creative approach. In this connection improvement of quality content business managers on staff becomes particularly relevant. However, in Ukraine the situation where management personnel do not pay enough attention to the development technologies and personnel appointments are not perfect. In most cases there is no focus on achieving social efficiency in personnel management. This relates to the problem in a number of management personnel at different enterprises.

If you rely on international experience, such as in the US, their workers are selected according to criteria such as education, experience, psychological integrity, teamwork. American experience provides compliance office to management activities based on the mechanism of individual responsibility, individual performance assessment,

development of quantified goals that are short term in nature. Management decisions are usually taken by a specific person responsible for their implementation.

In Japan, the situation is just the opposite. First human abilities are learnt, then they are selected for the post. Also in Japan, workers are hired on a long career of promising job growth, wages are paid taking into account the age of the employee, his seniority, educational qualities and abilities. In this country there is no tradition of division into three categories of workers (skilled, semi-skilled and unskilled). All workers at the time of their employment are not qualified. They will definitely improve their skills. Moreover, there is no clear distinction between the technical staff and workers. In Japan, workers are hired for a lifetime job, and if they are fired, or if they quit their job, they have a difficulty finding a job at another company.

Japanese firms have no rigid classification of fixed rate wages each. Duties among people clearly are not distributed clearly. It is encouraged to perform various types of work at flexible interaction among workers depending on the situation. Earnings are based on an individual assessment of the employee on many criteria.

Wage increases with seniority - one of the major components of the system. Other criteria are reflecting the contribution of labor, success and diligence in education and training, teamwork and so on. Great importance is the evaluation of the direct supervisor.

In Japan, wages are paid with consideration of seniority, marital status, etc., when an employee comes after college, he was paid a salary, when he married, the needs increase and wage increases. When a child is born, accordingly the salary increases. Education and training in Japan are usually carried out within the company. One of the important goals – developing different skills and abilities needed by a particular company. That workers can perform a wide range of manufacturing operations or they are qualified to solve many production and technical and administrative tasks, they should be familiar with all the production-technical system of the enterprise, the whole deal is used by technology.

An important factor which is thought to improve the quality of HR is its motivation.

Such means of motivation include: encouraging exercise (recovery) for success in career and business service and professional advancement of personnel; implementing incentive service and professional growth; motivation to perform service and professional growth; advance to executive positions; increasing wages.

An important stimulee for qualitative work is career. In order to achieve it the following requirements should be met: analyzing the effectiveness of management of labor and career advancement of personnel; analyzing the effectiveness of the training program, retraining and reserving; analyzing the effectiveness of selection, placement and use of personnel; analyzing the movement of personnel; analyzing the employment of the company potential and its divisions.

It will be useful to implement labor accounting, management reporting career, service and professional promotion and reserve personnel, accounting personnel promotion; monitoring performance of departments heads of business management career, monitoring the quality of teaching the proper usage of the personnel. An

important condition of the enterprise is to develop plans to meet the requirements for personnel, for research workers for their career, help to the workers to fulfil labor. The state in this aspect will develop HR strategies to achieve and to carry the following functions: development of a flexible labor market that should be aimed at job employment centers; protection of national interests in the export and import of labor, providing flexible wages in the enterprise for the purpose of appropriate strategic approach and so on.

It is clear that a large number of ways increases the efficiency of HR management, each company chooses a path that depends on the specific activities and features already existing system of governance. The highest efficiency of administrative activity is reached in the case when they used a variety of purposes and methods of personnel management strategy that would build the best national and international experience.

REFERENCES

1. Гевко І.Б. Методи прийняття управлінських рішень: Підручник. - К: Кондор, 2009. - 187с.
2. Мурашко М.І. Менеджмент персоналу: Навч. посіб. – К.: Т-во «Знання», КОО, 2008. – 435 с.
3. Хміль Ф.І. Управління персоналом: Підручник для студентів вищих навчальних закладів. – К.: Академвидав, 2006. – 488 с.