

Summary

Subject matter: Staff management in an organization as a factor of its development (on the example of “Mega-Auto, ltd.”).

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Customer organization: KBR, Nalchik

Topicality of the research: At present investment in human resources plays a more significant role than investment in the improvement of industrial capacity. The science of the management of human resources must meet the demands of the time and develop in conformity with the constantly changing socio-economic realm.

The modern market requires from heads of organizations a different approach both in the determination of the strategy of their development and in the improvement of the style and methods of work with the staff. The system of staff management is shaped under the influence of the strategy of the organization’s development and leadership style of its top management. All this predetermined the choice of the theme.

Objective of the research: is the development of the theoretical principles and practical recommendations on the organization and functioning of the mechanism of human resources management in a modern organization.

Tasks of the research:

-to reveal the essence of the basic notions and concepts of human resources management;

-to outline the criteria and factors of human resources management;

-to examine the system of staff management as a tool of the formation and development of human resources;

-to substantiate the need for the detection of the factors of effective human resources management in “Mega – Auto, ltd.”;

-to conduct the analysis of the functioning of the system of the staff management in “Mega-Auto, ltd.”;

-to determine the chief aspects of the improvement of the system of staff management in “Mega-Auto, ltd.”

Theoretical and practical significance of the research is that the introduction of the results obtained will promote the effectiveness of the system of staff management in an organization in modern economic conditions and improvement of the strategy of the realization of its competitive edge. The proposals and recommendations can serve as a methodological basis for the reforming of HR departments, promotion of the status of their leader, improvement of its organizational and technical provision of the system of staff management which in totality will promote the growth of the effectiveness and competitiveness of the organization as a whole.

Results of the research can promote further in-depth knowledge of the complex research and analysis of the effectiveness of human resources management of auto service in small and medium-sized businesses, the objective need for the improvement of the management in the organization in question.

Recommendations: the proposals and recommendations can serve as a methodological basis for the realization of the reforming of HR departments, improvement of the status of their leader, improvement of the organizational and technical provision of the system of staff management that will promote the growth of the effectiveness and competitiveness of the organization as a whole.