

Summary

Subject matter: Formation and development of personnel in modern Russian organizations (on the example of branch “Pyatigorsky” of the CB “EvroCityBank”, plc).

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Customer organization: CB “EvroCityBank”, plc

Topicality of the research: Due to the intensification of competition on the market there emerged the need for the rational use of human capital and its designation as one organization.

Of great importance is the system of the formation and development of personnel for commercial organizations including the bank sector. At present the main and decisive advantage promoting the successful development of business belongs to the bank that puts staff technologies at the top of their priorities list.

Objective of the research is the study of the system of the formation and development of personnel in branch “Pyatigorsky”, plc of the CB “EvroCityBank”, revealing of the topical problems and development of recommendations on their solution.

Tasks:

- to consider the theoretical approaches to the problems of the formation and development of personnel in organizations in the historical dynamics;
- to characterize modern technologies of the formation and development of personnel in organizations;
- to study the experience of the world’s advanced companies on the formation and development of personnel of organizations;
- to analyze the strategy of the development and personnel policy in branch “Pyatigorsky” of the CB “EvroCityBank”, plc;
- to identify the key problems of the formation and development of the personnel in branch “Pyatigorsky” of the CB “EvroCityBank”, plc;

- to develop recommendations on the optimization of the system of personnel management in the “Pyatigorsky” branch.

Theoretical significance of the research is that it is based on the modern research material, scientific monographs, articles, dissertations, materials of the scientific seminars, conferences related this way or another to the solution of the problems put by the author.

Results of the research.

1. In planning – short-term planning prevails.
2. Recruitment (the dominant recruitment from inner sources).
3. Selection (mainly through “interview”).
4. Motivation and stimulation (material forms of stimulation dominate).
5. Adaptation (lack of thought out programs of adaptation).
6. Training (the bank seldom uses the outside sources of training).
7. Career development (absence of the individual plans of career development).

Recommendations:

To adhere to certain principles:

1. continuity of planning;
2. flexibility;
3. economicalness of plans;
4. to make an extensive use of recruitment from the outside;
5. rise in payment and realization of moral support on behalf of colleagues and administration, etc.