

Summary

Subject matter: Workforce capacity in modern organizations: building, use, development (based on the example “RV Trans” Ltd).

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Customer organization: “RV Trans” Ltd.

Topicality of the research: the peculiarity of the current state of the domestic system of management is the controversial process of its transition from the command to the market economy. This conditions the fundamentally new requirements for the workforce capacity in modern business organizations. The corresponding economic difficulties make us redefine the theoretic approaches to workforce capacity management of modern enterprises. That's why one of the main tasks at the current level of our society development is the search for the ways of building, use and development of the workforce capacity. The necessity to research the social conditions and the laws of managing the workforce capacity implementation in modern organizations determined the choice of the subject matter.

Objective of the research: the comprehensive analysis of the theoretical and practical foundations of managing the workforce capacity and proposing the measures of its improvement in modern Russian organizations.

Tasks:

- to determine the essence of workforce capacity and the main parameters of its assessment;
- to study the building and use of workforce capacity;
- to identify the aspects of workforce capacity development;
- to characterize the operations and the organizational structure of "RV Trans" Ltd;
- to analyze the workforce capacity in "RV Trans" Ltd;
- to propose the ways of improving the effective management of workforce capacity in "RV Trans" Ltd.

The theoretical and practical significance of the research: the analysis of the theoretical issues on building, use and development of workforce capacity is presented in the paper. The contents, conclusions and proposals, presented in the research, can be used when preparing study books on human resources management, in delivering lectures on the sociology of management, human resources management, the theory of management, the theory of organization, social management, the psychology of management, etc. The main ideas of the research can also be used by the managers of Russian organizations of all forms of ownership, "RV Trans" Ltd in particular, as they were formulated in view of their further practical implementation in modern Russian enterprises.

Results of the research: the analysis of the workforce capacity of the enterprise in question showed that the system of human resources management has both advantages and drawbacks, such as: low quality of the recruitment and orientation of the personnel; low level of education among the personnel; the working conditions in workshop №2 of "RV Trans" Ltd do not meet the standards set (the noise level exceeds the standard and reaches 88-95 decibel); the current system of remuneration in "RV Trans" Ltd doesn't distribute the payment efficiently among the personnel.

Recommendations: to eliminate the above mentioned drawbacks it is proposed:

1. The personnel department should be renamed the Human Resources department.
2. The Personnel inspector should be renamed the Human Resources department manager.
3. To introduce the position of HR manager in the Human Resources department.
4. To introduce the modern methods of the personnel selection.
5. To use the general and specific personnel orientation programmes.
6. To allocate the targeted personnel to training courses.

7. To create the favorable working conditions through the use of antinoise protection systems in the workshop №2.
8. To introduce the remuneration system based on grades.