

Summary

Subject matter: Improvement in the business appraisal of personnel in modern organization (on the example of the operational office “Pyatigorsk №2 of the Branch of “Bank Russian Standard” ltd. in Rostov-on-Don).

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Customer organization: Operational office “Pyatigorsk №2 of the Branch of “Bank Russian Standard” ltd. in Rostov-on-Don.

Topicality of the research: In modern conceptions of human resources management the role of personnel appraisal as a function of personnel management is increasing rising. The formation of the effective mechanism of planning, recruitment, of the reward system and continuous professional training, provision of their promotion, formation on the competitive basis of the staff reserve and securing of its effective use are the key items on the agenda.

Objective of the research: is a complex analysis of the theoretical, organizational and technological practical foundations of the process of management of the function of the personnel appraisal in modern organizations and development of proposals on its improvement.

Tasks: 1. to analyze personnel appraisal as a function of personnel management; 2. to consider certification as a traditional form of the appraisal of the work activity of personnel; 3. to study the classification of forms and methods of business appraisal of personnel; 4. to give the general description of the goals, tasks, powers and functions of “Bank Russian Standard”, ltd.; 5. to study the existing system of personnel appraisal in the operational office “Pyatigorsk №2” of the Branch of “Bank Russian Standard” in Rostov-on-Don”; 6. to develop direction on the improvement of the realization of the function of personnel appraisal in the operational office “Pyatigorsk №2” of the Branch “Bank Russian Standard”, ltd.

Theoretical and practical significance of the research: is conditioned, above all, by its targetness at the expansion and intensification of theoretical ideas as regards management of the procedure of personnel appraisal in modern commercial

organizations. The main ideas of the work, its conclusions and recommendations are formulated domestic their practical realization in modern domestic organizations, particularly, in financial and credit organizations.

Results of the research: A complex approach to the appraisal that integrates the positive sides of all the private approaches is the best one.

Recommendations: the use of the competence – based approach to the appraisal of the bank’s employees: minimization of the formation of the appraisal; re-naming of the HR department to Personnel service and its integration of the training department; introduction of the program of the Center for personnel appraisal and “360 certification”.