

SUMMARY

Subject matter of the Graduation Thesis: The Personnel Policy at a Modern Motor Transport Enterprise (by the Example of the Limited Liability Company «North-Caucasian Transportation Company»)

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Information about customer organization: Limited Liability Company «North-Caucasian Transportation Company».

Topicality of the research: The issue of the personnel policy formation requires a deep research and analysis in terms of motor transport enterprises. Nowadays the motor transport companies are experiencing the following trends: traffic volume increase; domestic carriers' access to the international market and, correspondingly, the need to increase the competitiveness of transportation services; the growth rate of competitive struggle both in the industry on the whole, and among motor carriers. These all stipulate the necessity to reassess the general management paradigm for motor transport enterprises. The strategic role in the operation and further development of the enterprise in the modern economic environment is given to the personnel.

Objectives of the research: are to work out and ground the recommendations to improve the efficiency of the personnel policy at a modern motor transport enterprise on the basis of a complex analysis of its theoretical and applied aspects.

The tasks of the research:

- to examine the theoretical foundations of the personnel policy of a modern enterprise;
- to carry out the analysis of the peculiarities of the personnel policy at motor transport enterprises;

- to study the practice of implementing the personnel policy at a modern motor transport enterprise and determine the limitations of its improvement (by the example of the limited liability company «North-Caucasian Transportation Company»).

The theoretical and practical significance of the research. The findings and practical recommendations elaborated in the research work are able to increase the efficiency of personnel formation and development of the limited liability company «North-Caucasian Transportation Company», as well as of other motor transport enterprises.

The results of the research: The process of selection and employment at the limited liability company «North-Caucasian Transportation Company» has consisted so far of the search for candidates through friends and acquaintances and of the selection according to some specific characteristics. The risk to hire an employee with a low vocational fitness and social adaptation makes the employment by recommendations practically the only method of recruitment by this narrowing the circle of search on the labour market.

The problem that requires solution is the lack of the management mechanism of the driving staff taking into account its specific features in the practical activity of the motor transport company.

Recommendations: In order to improve the personnel policy efficiency at the limited liability company «North-Caucasian Transportation Company» it is possible to use personnel selection and hiring techniques. The personnel selection and hiring technique consists of three elements: the specification of the selection and hiring procedure; information and documentation support of the procedure; the technique adaptation to some specific conditions.

One of the mechanisms of the personnel policy aimed at the driving staff management, may be a programme of drivers' work quality improvement based on the assessing its safety. It is reasonable to carry out a real assessment throughout the motor transport company during selection and hiring as well as during the recertification of the drivers.