

## Summary

**Subject matter:** The improvement of the system of the official-professional promotion of the staff (on the example of “Klyuchavto-Mitsubishi KMV”), ltd.

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**Customer organization:** “Klyuchavto Mitsubishi KMV”, ltd.

**Topicality of the research.** In the condition of the growing competition, of the rising role of the human factor the success of running an organization directly depends on the effectiveness of the processes of the building, use and development of its executive staff. Management career affects a number of socially-economic problems, job satisfaction and the executives’ work productivity; continuity of administrative professional experience and culture of an organization; succession and rationality of the replacement of key positions, etc.

There is a rise of interest in the problems of career growth management of one’s own behalf of each manager which is related to the democratization of the Russian society. The freedom of the selection of the ways of promotion in the social structure generates competition and poses a problem for each person of improving their competitiveness on the labor market.

**Objective of the research** is the substantiation of the theoretical theses and development of practical recommendations on the improvement of the system of the official-professional promotion of the staff of “Klyuchavto-Mitsubishi KMV”, ltd.

**Tasks:** to explore the notion of the official-professional promotion and determine its place in the system of staff development of a modern organization. Besides, to carry out the analysis of the organization and realization of the process of the official and professional promotion of the employees in “Klyuchavto-Mitsubishi KMV”, to determine the state and reveal the problems in the sphere of personnel management in the organization. And in conclusion to work out the system of measures on the improvement of the process of the official and professional promotion of the staff of “Klyuchavto-Mitsubishi KMV”.

**Theoretical and practical significance of the results of the research** is the revealing of the place and role of the official-professional promotion of an employee in the system of the personnel development of the organization, and also of the technologies of planning the employees' business career in a modern organization.

**Practical significance of the research** is that its conclusions and recommendations can be used by the service of personnel management of "Klyuchavto-Mitsubishi KMV" in order to manage the employees' business career.

**Results of the research:**

1. Career goals of a considerable part of the employees have not been defined;
2. The planning stage of building one's career is not paid due attention to;
3. The surveyed employees have revealed insufficient professional training;
4. The administration and employees themselves show no interest in career promotion.

**Recommendations.** The following opportunity areas are identified for the organization to concentrate upon:

1. An employee's career management should start from the moment of their employment. The employee should from the start formulate his/her career goals.
2. Professional career should start from the stage of planning and development of one's career;
3. One has to rigorously implement the entire set of measures ensuring the successful realization of the plan;
4. The process of an employee's career management must be assessed;
5. Training must become an important aspect at any level, as it is intended to raise the level of work motivation, commitment of the personnel to their organization and involvement in its affairs;
6. To stimulate the management and employees' interest in career promotion, one has to use the intra-job qualification differentiation;
7. The system of career management process in "Klyuchavto-Mitsubishi KMV", should consist of the interconnected tasks, functions, technologies, principles, structures.