

Summary

Subject matter: Staff policy in modern organizations (on the example of “Mc Donald’s restaurant”, plc. in Pyatigorsk.

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Customer organization: “Mc Donald’s restaurant”, ltd. in Pyatigorsk.

Topicality of the research: Firstly, personnel has become a strategic factor of the intensification of competitiveness; Secondly, the systematization of the staff policy and planning of the development of its individual elements have become the priority directions of the administrations work; thirdly, insufficient elaboration of this problem.

Objective of the research: is the analysis of the theoretical foundation, revealing of the problems and determination of the main directions of the improvement in the realization of staff policy in modern organizations.

Tasks of the research:

- to determine the essence and content of staff policy of an organization;
- to consider the existing types and elements of the organizational staff policy;
- to analyze the foreign experience of the formation and realization of the system of personnel management and staff policy in particular;
- to offer a general description of the company’s work;
- to highlight the problems and develop recommendations on the improvement in the staff policy in “Mc Donald’s, plc.

Theoretical and practical significance of the research: is its theoretical and practical conclusions can be used in the further development of the conception of the development of the staff policy in the organization.

Results of the research: 1. “Mc Donald’s” staff policy meets the modern requirements, the needs of the organization and its employees; 2. We have revealed some drawbacks and proposed the recommendations on their elimination.

Recommendations:

- to expand the range of the recruitment and selection criteria;

- to use different types of testing;
- to hold events on the increase in the employees' involvement;
- to introduce a new complex system of assessment (Assessment Center).