

**Subject matter:** Complex evaluation of the executive staff in “Business Partner – 1, ltd.”

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**Customer organization:** “Business Partner – 1, ltd.” Pyatigorsk.

**Topicality of the research:** It is no secret that the bigger the company is the more complicated it is to monitor and evaluate the work of the staff as a whole and the performance of each employee individuality. Moreover the more jobs the company has, the more complicated it is to unify the staff evaluation procedure in an organization and develop such criteria and methods of staff evaluation that could give a complete idea of an employee’s performance. The main task of the administration is to find such principles and mechanisms that enable the organization to create the effective system of staff management oriented at the mutually beneficial strategic cooperation between the organization and its employees.

**Objective: of the research is** the study and solution of modern theoretical and practical problems of the complex evaluation of the executive staff and formation of concrete recommendations on its conduct to obtain comprehensive objective evaluation results promoting the effective administrative decision making and well-grounded development of staff measures.

**Tasks:**

- to examine the content and significance of the staff evaluation in the system of staff management;
- to analyze the approaches to the formation of the subject of staff evaluation;
- to conduct the analysis of the formation of the complex system of criteria of the evaluation of the executive staff;
- to analyze the study of the content of the methods of staff evaluation for the development of the evaluation process;

- to examine the development of the system of complex evaluation of the executive staff on the example of “Business Partner – 1, Ltd.”;
- to propose the methodological recommendations on the conduct of the complex evaluation of the executive staff of “Business Partner – 1, Ltd.”

**Theoretical significance of the work** is the systematization of the material on staff evaluation. We have analyzed the works of the outstanding scholars in this field and studied all the approaches to the staff evaluation.

**Practical significance of the work** is that the developed methods of the complex evaluation of the staff can be applied to obtain complete and comprehensive information about the workers needed for the effective decision-making in staff management. The main conclusions and practical results can be used in the staff work of any organization enabling it to improve the quality of staff management. Practical significance is proved by the approbation of the results of the research in the organization.

**Results of the research:**

1. Complex staff evaluation is implemented to test the relevance of the employee to the occupied position;
2. Evaluation of an employee’s potential, their personality and business qualities is conducted as a rule by specialists;
3. Evaluation of the individual contribution enables one to establish the quality, volume of labour and time spent for its execution;
4. Self esteem of an employee’s potential can be realized by means of a questionnaire “Vacancy” during the recruitment procedure;
5. Staff certification is complex certification which into account the employee’s potential and individual payment.

**Recommendations:** The introduction of the results of the paper into the economic practice, in my opinion, will promote the quality of the staff evaluation procedure and will enable the organization to use all its possibilities which will promote the intensification of the staff work and improvement of the system of management in organization.