

SUMMARY

Subject of the final qualifying work: Perfection of the personnel management system (on the example of LLC "SBSV-KLYUCHAVTO KMV")

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Relevance of the research issue. It is impossible to achieve the goals that are set before the organization and society without close attention to the issues of competent personnel management, therefore the problems of the formation of a personnel management system on a scientific basis and the improvement of this system taking into account the successful practical experience of various companies in Russia and abroad.

The purpose of the final qualifying work is to analyze the personnel management system in the organization and develop measures to improve it.

Within the framework of this purpose, the following objectives are solved in the study:

- consider the essence and content of the personnel management system in the organization;
- analyze modern approaches to personnel management in organizations;
- give a general description of LLC "SBSV-KLYUCHAVTO KMV";
- analyze the personnel management system in order to identify weaknesses in LLC "SBSV-KLYUCHAVTO KMV";
- develop recommendations for the improvement of the personnel management system in LLC "SBSV-KLYUCHAVTO KMV".

Theoretical and practical significance of the research. The theoretical and practical significance of the research is the actual comprehension and generalization of the problems of improving the personnel management system in modern organizations and identifying aspects that require more detailed scientific development.

The practical recommendations worked out as a result of the research can be applied to improve the efficiency of the personnel management system in LLC "SBSV-KLYUCHAVTO KMV" and other Russian organizations

Results of the research: the personnel management system in LLC "SBSV-KLYUCHAVTO KMV" was analyzed. The analysis revealed shortcomings and weaknesses of the existing system. The result of the research is the recommendations developed by the author on the improvement of the personnel management system at LLC "SBSV-KLYUCHAVTO KMV".

Recommendations: the program for improving the personnel management system in KLYUCHVAVTO, that we have proposed, consists of the following elements: optimization of the organizational culture KLYUVAVTO; improvement of the implementation of the personnel management functions in the organization; incorporation of the personnel management system into the organization's management system. We should emphasize that it is necessary to raise the status of the HR department in the organization to the level of top management and professionalization of its activities. It is necessary to specify the amount of work and determine the personal responsibility of HR personnel for the work performed and distribute their duties more clearly. The external conditions of professionalization are market economy and rivarly, the scientific potential of management, state policy in the world of work, the mentality of society, the developed infrastructure of personnel work, etc.