

## Summary

**Subject matter of the dissertation:** selection and adaptation of the personnel in modern organizations ( Ex: McDonalds)

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**Customer organization:** McDonalds

**Topicality of the research** due to the fact that in today's conditions, particular importance is given to the staff of the Organization, on which depends the future of the company. In this context, the significant role of acquiring theoretical knowledge on the management of personnel, with their practical application, to increase the efficiency of any organization.

This is a completely natural appearance of the need to improve the functions of selection and adaptation of the personnel in enterprises, because properly selected personnel is the main component of the success of any organization. Equally important is the integration plan drawn up by the staff properly, which would meet modern world standards.

**Objective** of the research is to select the most appropriate selection methods in modern organizations and personnel adaptation, their refinement and elaboration of proposals on solving theoretical and practical problems of the personnel management system in the organization.

**Tasks** of the research:

- to review the selection and adaptation of the personnel as integral of function
- the study of the principles and criteria of these functions for further analysis

- to explore the methods of selection and adaptation in modern organizations
- to provide a general description and determine the structure of the HR  
McDonalds
- an analysis of the selection and adaptation of staff functions in McDonalds
- to identify topical issues and define the main directions of improvement of  
personnel management system at McDonald 's.

**Theoretic and practical significance of the research** is to make content concepts for the selection and adaptation of the personnel as an integral function of human resource management in modern organizations. The particular importance is a copyright of concept bundles functions of selection and adaptation, which is a truncated, but at the same time highly adaptive and minimally adequate personnel management tool to be used by small organizations.

The practical value of the research consists of the possibility of further use of the results of the study to improve the functions of selection and adaptation of the staff in the restaurant McDonald 's, in the development of modern training for commercial organizations, in the development of training courses for the discipline of personnel management.

The findings of the study could be applied by any commercial and government organizations.

**Results of the research:** perfecting the function of selection and adaptation of the staff in the restaurant McDonald's in Pyatigorsk is possible:

- improving the efficiency of staff
- attracting sufficient and required numbers of new staff
- level turnover and contributing to the rapid integration of new staff in your organization, you can increase the competitiveness of the restaurant McDonald's is

using our suggested procedure for the adaptation of the personnel, you can improve the entry of new members to the organization

-to develop the team as a whole, must work to improve the level of cohesion and internal integration.

**Recommendations:** We offer the following methods of the selection of the staff in the restaurant McDonald's in Pyatigorsk

-Interview or a stress interview. The method in which experts will create a stressful situation and observe the behavior of the employee. Gestures and movements of the candidate will help to determine how he is stress resistance

-group interviews involving compliance with several candidates. This will give an opportunity to the employer through a comparative analysis to choose a better candidate for the job.

Our studies on the adaptation of workers of the restaurant McDonald's in Pyatigorsk have identified the following patterns:

-among the workers is dominated by informal relations — along with officially recognized the significant role of mentors in the restaurant is so informal mentors, as masters, members of the Brigade, which normally are leaders

-the main problem of adaptation of staff is low wages and, consequently, employee motivation and the unwillingness of the self realization

-adaptation procedure ensures successful completion of probationary period because for the past two weeks, it is clear, as far as coping with the responsibilities of the new employee, how he motivated, so there is always an opportunity to correct his conduct

-worker adjustment period is one month.