

Summary

Subject matter: The development and realization of personnel management strategy in an organization (taking «Vysota 5642, ltd.» as an example)

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Customer organization: «Vysota 5642, ltd.»

Topicality of the research: In modern management personnel management is the most important factor and consistent of the general management system capable with the right organization of ensuring a high level of competitiveness and increasing the efficiency of doing business.

The performance of an organization depends on the strategy selected by the head whose realization entails the implementation of personnel - related measures aimed at the achievement of the tasks it the company at certain stages of its development.

Objective of the research is in the substantiation of the theoretical principles and development of practical recommendations for the improvement of the mechanisms of the development and realization of an organizations personnel management strategy.

Proceeds from the objective it is necessary to identify the **tasks** of the research:

- to analyze the essence and components of the personnel management strategy;
- to characterize the types of organizations management strategies;
- to acquaint myself with foreign and domestic experience of personnel management;
- to examine the organizational - administrative description of «Vysota 5642, ltd.»;

– to work out measures to build and realize personnel management strategy in «Vysota 5642, ltd.»

Theoretically significant of the research consists in the consideration and clarification of the theoretical and methodological aspects relating to personnel management strategy for modern organizations. Practical significance of the research is in the possibility of the application of the mechanism of the development and realization of personnel management strategy in small business organizations and directions of improvement of those processes elaborated in the research.

Conclusions: The application of personnel management strategy makes the organizations performance more efficient, raises the consumer demand, brings about positive changes in the structure of the organizations, prompts the effective achievement of the goals set.

Recommendations: The key aspects of personnel management strategy in «Vysota 5642, ltd.» that promote the increase in the efficiency of the organizations performance:

- to carry out regular attestation of the restaurants personnel;
- to work out the system of internal policy;
- to soften director - generals leadership style;
- to improve the employees working conditions;
- to work out an effective reward system;
- to introduce the system of non-material motivation and stimulation of the employees;
- to thank publicly or showing personal appreciation to each employee.