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IMPROVE THE MECHANISM EFFICIENCY OF PERSONNEL MANAGEMENT

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Introductions. Improving the efficiency of agricultural enterprises in the current economic conditions makes it necessary to improve the provision of personnel management effectiveness of the mechanism. This mechanism guarantees the improvement of management efficiency both staff and the enterprise as a whole, and allows them to compete successfully in the domestic and foreign markets. We are talking about the filling mechanism to ensure the effectiveness of such tools of HR management influence, the use of which will give a real chance to achieve this goal. Staffing management mechanism will improve the productivity and competitiveness of the enterprise.

Aim. Formation of theoretical bases and practical provisions concerning developing a mechanism for ensuring effective personnel management and its introduction into the general information management system of the enterprise technologies.

Materials and methods. Economical to control the quantity and quality of work and to encourage and punish employees. Administrative for recruitment, staff appraisal, career planning, advanced training.

Results and discussion. High productivity and competitiveness are particularly important components of the enterprise on a large number of competitors in the markets. It is in this environment, the agricultural enterprises of Ukraine work. Thus, one way to improve the productivity and competitiveness of enterprises is the improvement in the aspect of human resources management mechanism of its effect on these indicators.

Consequently, to achieve the goal of enterprises need to establish coordinated functioning of all components of the mechanism. The author suggests methodical positions on improving mechanisms to ensure effective personnel management and form their own mechanism of this provision, which is represented in Fig. 1.

The staff is a determinant of the successful functioning of any organization, and, consequently, a major factor in the formation and maintenance of its competitiveness.

The result of the introduction of mechanisms to ensure effective management of the personnel of the agricultural enterprises is to achieve the goals of the enterprise, structural changes on it, raising the level of productivity of administrative staff and gain a competitive advantage.

Modern mechanisms to ensure effective management of personnel should be aimed at improving the competitiveness of the company, its long-term development, the output to the maximum level of profits and increase productivity. Under present conditions, most experts believe that the formula for success of human resources, so their value is growing steadily every day. Accordingly, the mechanism for personnel management is constantly changing, forcing the stereotypes. Need for continuous improvement through the introduction of scientific methods of processes of personnel management, advanced technology personnel work, standardization and unification of the personnel documentation, use of technical means.

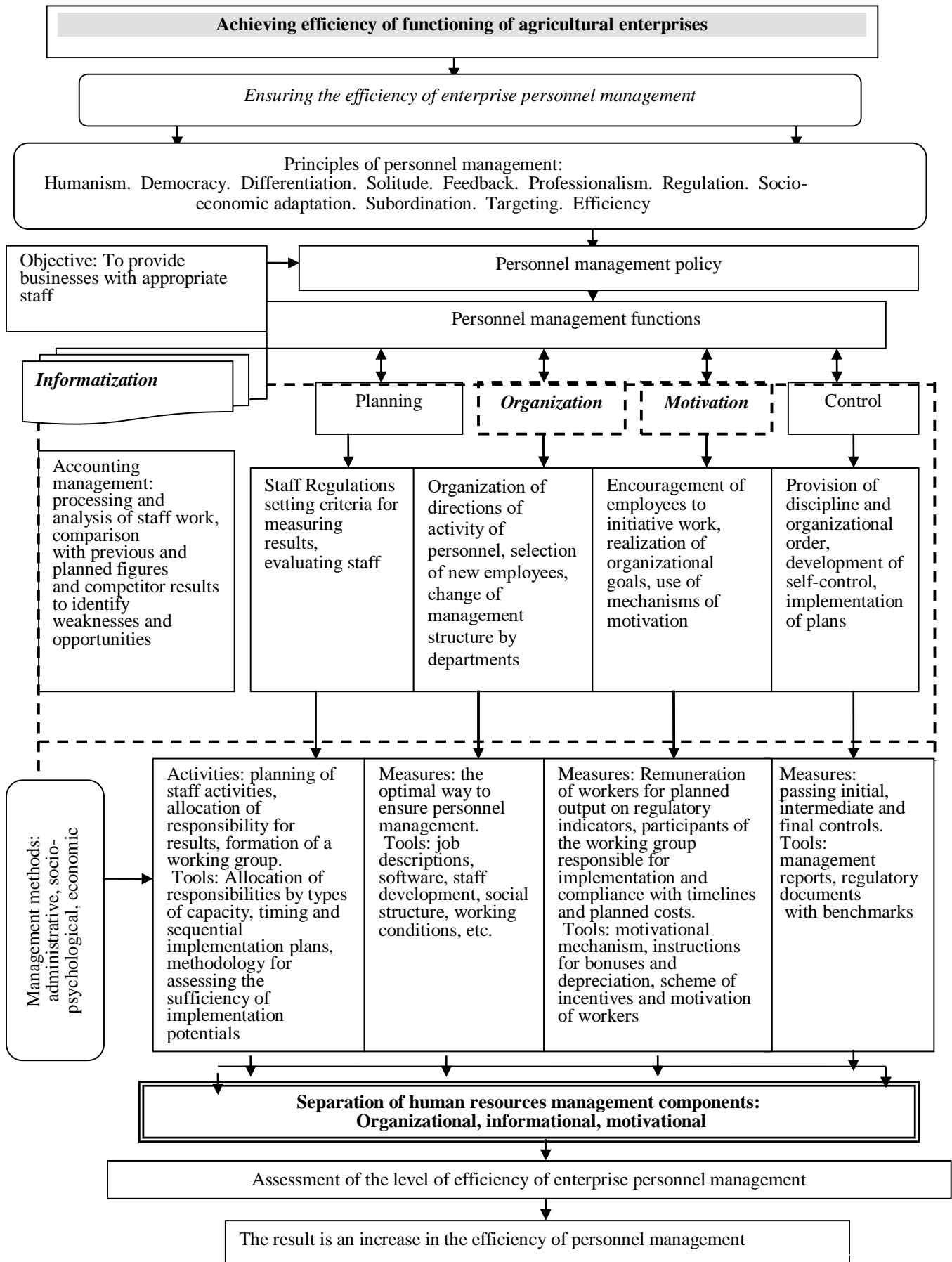


Fig. 1 Mechanism to ensure effective management of personnel of the agricultural enterprises *Note: The author is formed*

Thus, the proposed mechanism for ensuring the effectiveness of the personnel allows agricultural enterprises

- improve the quality and timeliness of work performed;
- ensure participation in the development and training programs (the interest of personnel in the enterprise); reduce the level of staff churn;
- ensure the organization of innovation and improve the efficiency of the enterprise.

Conclusions. As you can see, with the help of the proposed methodological approach to the evaluation of the effectiveness of the management staff of enterprises can determine the direction of solving management problems and improve the effectiveness of the mechanism of staff that will help improve the productivity and competitiveness of the enterprise.