



TO IMPROVEMENT OF EXISTING PERSONNEL MANAGEMENT MECHANISMS IN LIGHT INDUSTRY ENTERPRISES

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ABSTRACT

This article discusses the issues of improving the personnel management mechanism, taking into account foreign experience. The article highlights the aspects of improving the personnel management mechanism from the point of view of modern techniques that take into account the influence of the human factor on the production process.

KEYWORDS:- Personnel, Managers, Enterprise, Staff, Motivation, Personnel Selection.

INTRODUCTION

“People are a strategic resource that needs to be managed taking into account the current goals and objectives of the organization.”

Michael Armstrong, author of books on performance management and human resource management, offers proven techniques and tools tailored to your

company [1]. In the context of economic diversification and large-scale reforms, the problems associated with improving the personnel management mechanism are at the forefront and await a constructive solution. In our research, we would like to highlight the issues of personnel management from the point of view of improving the existing mechanisms, taking into account the use of

foreign experience. In this regard, in our opinion, the issues of the correct selection of personnel are relevant. This, in turn, will be the impetus for solving a number of problems in the effective management of personnel. The mechanism of personnel management is of interest from the point of view of reconciling the interests of the employer and the employee, since they are the main subjects of industrial relations. It is advisable for an employer to effectively organize the production process, create the necessary conditions for workers in order to obtain an appropriate end result. When investigating this problem, we focused on the need to improve the personnel management mechanism, taking into account the above. In the course of the study, attention was paid to the analysis of both theoretical and practical problems of personnel management at light industry enterprises.

MAIN PART

From a theoretical point of view, the work of such Russian scientists as L.M. Gatovsky, A.G. Zhuravlev, G.A.Kovalev, A.L. Kibanov, V.R.

Vesnin, B.M. Genkin can be cited as the basis for studying the effectiveness of improving the personnel management mechanism. ., Dyatlov V.A., Uglov V.A., Evenko, foreign scientists like Michael Armstrong, Jeff Smart, Randy Street. The book by Jeff Smart and Randy Street provides clear guidelines for recruiting and managing people. In the direction of improving the personnel management mechanism, there is a large number of works, the recommendations in which must be used at the present time. Notwithstanding the above, the personnel circumstances in many enterprises are imperfect. People are a strategic resource that is advisable to manage taking into account the current goals and objectives of the organization, noted Michael Armstrong. He is the author of books on effective workforce management and offers tested enterprise-specific techniques and tools [1].

RESEARCH METHODOLOGY

In the course of the study, problems were identified related to the improvement of personnel management mechanisms at light

industry enterprises. Provided suggestions for effective personnel management. The research used the methods of comparative analysis.

RESULTS AND DISCUSSION

As part of the study, we examined the basic principles of human resource management, based on the research of eminent scientists such as Jeff Smart and Randy Street. The main question that they put at the forefront seems to be interesting, who? The question is what has been fundamental until now. That is, what will you produce? But this enterprise strategy, the above researchers have implemented a different approach in recruiting, not what, but who? Who is hiring employees? Who runs the company? Who is responsible for product sales? Are these questions fundamental, and according to the conducted research and calculations, they become the key to the success of every company?

In the recent past, managers relied on the research of scientists who took intuition and a simple algorithm according to the Nobel

Prize winner Kahnemann as a basis for hiring employees into enterprises [2]. The wrong staff, according to research, is costing companies a lot of damages, amounting to millions of dollars.

Managers may incorrectly answer the question who ?, in the case when:

- Personally have a vague idea of the employee's responsibilities for certain qualifications;
- Feel an insufficient number of candidates;
- Lack confidence in their abilities when choosing the best candidate;
- Are faced with the loss of personnel, whom they would very much like to have in their ranks.

Deficiencies in the selection of who can get quite expensive.

Research into potential clients has shown that regular mis-hiring of employees can lead to additional costs and reduced productivity within the fifteen monthly salary of a given employee. One can imagine that one wrong appointment of a leader with a salary of one

hundred thousand dollars presents the company with damage of 1.5 million or more! In the case when in the selected business during a certain period there were supposedly 10 incorrect appointments, the damage will be equal to fifteen million! From this point of view, the issues of improving the personnel management mechanism should be given appropriate attention, taking into account the above studies of outstanding specialists in this field. It is interesting that the leading representatives of the Russian business elite laid the foundation for borrowing the foreign experience of the above authors. Using the foundations of the book by Jeff Smart and Randy Street could usher in a new era in recruiting, including for the light industry.

CONCLUSIONS

In conclusion, I would like to note that the wrong recruitment of personnel is becoming a frequent occurrence. As you know, the outstanding Peter Drucker and other management pioneers have established the fact that currently the average efficiency of

correct personnel policy is about 50 percent! You can imagine a lot of time and effort used inappropriately!

But let's take into account some other aspects unknown to most managers: the problem of improper hiring can be solved! Both top and middle managers and observers who have dealt with this problem and profited from an effective recruitment solution argue that there is no simpler method of success in business than choosing the right people. This is the guarantor of your success and your company. Choosing the right people will help managers make the right decisions.

The decisive condition for improving the personnel management mechanism is its correct selection, which includes the following stages:

- Certification of employees based on the results achieved;
- Assessment of the achievements of employees;
- Ranking of employees, taking into account their individual contribution to the common cause;

- Monitoring of the individual development plan of the employee;
- Taking into account the parameters for measuring human capital, etc.

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