Summary

Subject matter: Management of professional orientation and adaptation of personnel in a modern Russian organization.

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Topicality of the research is conditioned by the fact, that the problem or professional orientation and adaptation of young specialists acquires ever greater importance as the negligence of the problem may lead to high staff turnover which is determined both in terms of the social and economic damage. In the course of the realization of the competent profession-oriented and adaptation programs, organizations will get mature employees, work-motivated and capable of improving the effectiveness of the whole organization.

Objective of the research is the study of the theoretical and methodological principles of management of professional orientation and adaptation of personnel, exploration of specific features in Russian organizations and development of measures aimed at its improvement.

Tasks:

1. to specify the essence and content of the notions “professional orientation” and “adaptation”;
2. to explore the technologies of management of the processes of the staff’s professional orientation and adaptation;
3. to study the organizational conditions of the conduct of professional orientation and adaptation;
4. to research into the experience of professional orientation and adaptation of the staff of a Russian organization;
5. to develop recommendations on the improvement of management of professional orientation and adaptation of the staff in an organization;
6. to substantiate the expediency of the developed measures.
Theoretical and practical significance of the results of the research is that its conclusions and proposals may be used for the development of the system of professional orientation and adaptation of the staff of a concrete organization.

Results of the research. The effectiveness of professional orientation and adaptation in combination with the socio-psychological adaptation of young specialists depends on certain conditions, the most important among them being:

- the level of the readiness of a young specialist to a professional activity;
- interpersonal relations with colleagues and management;
- the morale in the collective;
- the nature of the professional interest to the chosen profession.

Recommendations. To develop:

1. the plan of the adaptation in the profession;
2. the plan of rendering assistance to an employee in the process of the realization of the adaptation program;
3. the plan of control over the realization of measures of the adaptation program;
4. the plan of the organizational and other provision of the measures of the adaptation program;
5. it seems expedient to issue the reference book for a newcomer “The newcomer’s guide”;
6. to conduct a special adaptation training “Welcome-training” to introduce the newly-employed to the job.