Summary

Subject matter: The formulation of the personnel policy of a modern Russian organization based on the international experience (on the example of “Vimpa”, ltd.).

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Customer organization: “Vimpa”, ltd.

Topicality of the research: The radical changes in the economic life of organizations and society as a whole resulted in the need for the search for new approaches and principles to the management of modern organizations. Skilled employee is the most important factor of a company’s success. The building, distribution and rational use of skilled employees is done within the framework of the personnel policy including planning, selection, recruitment, deployment of work resources, adaptation, training and upgrading of employees, career growth opportunities.

Objective of the research: The analysis of the specific features of the formulation of the personnel policy in Russian organizations and, on the basis of foreign experience, the development of recommendations for its improvement.

Tasks:
- to study the essence of the personnel policy in modern organizations;
- to analyze the international experience of the formulation of personnel policy;
- to describe the performance of “Vimpa”, ltd.;
- to study the normative-legal basis of the formulation of the “Vimpa” personnel policy;
- to describe the specific features of the formulation of “Vimpa” personnel policy;
to propose recommendations for the improvement of the personnel policy in the Russian organization “Vimpa”, ltd., using the foreign experience.

**Theoretical significance of the research** is the extension of the scientific ideas of the process of the formulation of personnel policy in modern organizations.

**Practical significance of the research** is that the proposed recommendations for the improvement in the personnel policy can be used in the practical work of “Vimpa”’s management.

**Conclusions**: A purposefully formulated personnel policy is one of the key factors of success and a powerful source of competitive advantages in the work of modern organizations. Personnel policy is a strategic instrument of a company’s management reflecting the philosophy and principles realized by the top managers regarding the personnel, whose main purpose is the provision of the optimal balance between the processes of the rotation and retention of the quantitative and qualitative staff according to the company’s needs.

**Recommendations**: to offer the company the mechanism of the improvement in the personnel policy consisting in the change in the communication system of receiving by the employees of the staff-related information (e.g. e-information, general staff meetings, etc.); the change in the system of work motivation and principles of the distribution of the resources, i.e. formulation of the clear-cut criteria of work payment; the need for the determination of the level of professional and personality-based competences and their compliance with the job position.