SUMMARY

Subject matter of the dissertation: The development of effective HR management strategy within small business organization "ROSTMEDTECH" LTD.

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Customer organization: "ROSTMEDTECH" LTD. Established 18th of March 2005. Company’s location: 357500, Russia, Stavropol region, Pyatigorsk, Ermolova str., 12A. INN: 2632078090; TRANSMISSION: 263207001; BIN: 1052603609596. The average number of the company for 2015 - 51 people. General Director of the Company "ROSTMEDTECH" - Bagatirov Bagomed Alibulatovich. The range of products of "ROSTMEDTECH" LTD presented medical equipment, spare parts to it and other products of domestic and foreign manufacturers of medical direction.

Topicality of the research: The title of the master's dissertation determined by the selection working resources of organization from many functional spheres of HR management department.

Objective: The study of strategic management base in "ROSTMEDTECH" LTD and development of effective strategy HR management.

Tasks:
- explore the economic context and essence of HR management in the organization;
- study the components of the HR management strategy;
- consider the effectiveness of HR management in the organization of small business;
- an analysis of organizational structure of management of "ROSTMEDTECH" LTD;;
- examine the efficiency of the labor force of "ROSTMEDTECH" LTD;
- to assess the current HR management strategy "ROSTMEDTECH" LTD;
— suggest measures to increase the efficiency of HR management strategy "ROSTMEDTECH" LTD;
— calculate the cost-effectiveness of implemented activities "ROSTMEDTECH" LTD.

Theoretical and practical significance of the research: The project of the master's dissertation and suggested activities should help HR management strategy development in "ROSTMEDTECH" LTD. The conclusions and suggestions which had been proposed were brought to the certain methodical recommendation and might be used for HR management strategy development.

Result of the research: Changing of HR policy in "ROSTMEDTECH" LTD can give an opportunity to increase the level of sales plan implementation, and customer service, which in turn will lead to a positive economic effect, namely the revenue growth of the organization and reduce the financial losses organization.

Recommendations: Create of staff learning system within the organization for employee's needs satisfaction in self-development and career growth.

Creation a system of bonuses for salary compensation and staff motivation.

Organization of competition for the best employees, for career and ambitions satisfaction of employees and interindividual communication improvement.