Summary

Subject matter: Management of employees’ business career in a modern company (based on JSC “MOEK”).

Author: Gonibov R. M.

Supervisor of studies: Zolotareva N. V.

Information about customer organization: Moscow, Elektrodnaya St., 4-a, JSC “MOEK”.

The topicality of the research: emphasis on personnel development, career planning and business activity of employees have become a distinctive feature of innovative strategic personnel management of successful companies.

Rates of changes in the values-oriented society in general, and the company personnel in particular, outrun considerably the rate of reasonable changes in management technology that creates a certain gap between ideas about career, stimulus of career growth and its management method in the company.

A necessity of theorist-methodological and practical grounds of the career management organization in the company based on the balance of career requirements, motives and purposes of an individual and interests of the business entity has determined the subject choice, its purpose and tasks.

Target of the research is to do a complex research of theoretical aspects of employees' business career management in the modern company and development of practical recommendations about its improvement as applied to JSC “MOEK”.

Achieving this goal involves a number of tasks:
- to consider concept and types of employees' business career;
- to describe standard models and the mechanism of business career management;
- to give organizational and economic characteristic of JSC “MOEK”;
- to define a personnel policy of JSC “MOEK”;
- to find out basic factors and stages of employees' business career management in JSC “MOEK”;
- to determine a potential of business career management improvement in JSC “MOEK”.
Theoretical and practical significance of the research is defined by relevancy of the solved tasks and demanded results. The theoretical significance of research is to give a theoretical justification and make methodical and practical recommendations about development of personnel policy, employees' business career management in the modern Russian company in order to increase its efficiency.

Practical recommendations stated in this research can be used in development of employees' career management policy in JSC “MOEK” and in other companies.

Results of the research: The carried-out analysis of implementation of employees' business career management in modern energy company allowed to conclude that in JSC “MOEK” as well as at many Russian enterprises, there is a considerable potential for improvement of the existing “MOEK” employees' business career management.

Recommendations: The main methodological recommendations and conclusions within this research can be applied not only to improve the employees' business career management in JSC “MOEK”, but also in other modern Russian companies.