Subject matter of the dissertation: The improvement of procedures of assessment and qualifying of the organ employees.

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Topicality of the research: The main aspect of any managing process is feedback. At the personnel management it is realized by the personnel evaluation that is made with the aim of improving the effectiveness of their activity, and also for the right selection and placement of personnel, the stimulation of their professional growth and the responsibility for the results of the work, defining the level of their professional training, the initiative development and business activity.

The personnel assessment is the component part of the management control process, realized in the case of human resources of the organization. All the said above emphasizes the importance and topicality of the chosen topic, because the degree of the staff work effectiveness and the quality of the service depends on the results of the assessment and evaluation.

Objective is the improvement of the procedures of assessment and qualifying of the organ employees - pension fund department of the Russian Federation in the Chechen Republic.

Tasks: - to define the definition and the meaning of personnel assessment and qualifying, its role and place in the theory and practice of management;
- to reveal the methodical approach of personnel assessment of state offices;
- to examine the personnel assessment procedure as a process;
- to make the system analysis of the evaluation and assessment procedures of the personnel in the state office - pension fund department of the Russian Federation in the Chechen Republic;
- to analyze the approaches and the principles of personnel assessment and evaluation growth in the state office - pension fund department of the Russian Federation in the Chechen Republic;

- to develop the innovative model of organization and making the staff assessment in the state office - pension fund department of the Russian Federation in the Chechen Republic;

**Theoretical and practical significance of the research** consists in the fact that working on the degree work there were presented and analyzed the definite notions of «assessment and evaluation», methodical approaches of the personnel assessment of the state offices were examined, there was analyzed the personnel assessment procedure as a process, the system analysis of the personnel assessment and evaluation procedure was made in the state office - pension fund department of the Russian Federation in the Chechen Republic, there was developed the innovative model of organization and making the staff assessment in the state office - pension fund department of the Russian Federation in the Chechen Republic.

**Results of the research:** During the research we defined that the assessment is checking qualification of an employee by means of periodical assessment of his/her knowledge, experience, skills, ability, his correspondence to the post title or job status; «personnel assessment» is more often is used as a process, procedure and the result of measurement; the procedure of assessment consists of three main stages: preparation to make the assessment; the assessment itself; making the decision according to results of assessment; system analysis of the assessment evaluation and personnel assessment in the state office - pension fund department of the Russian Federation in the Chechen Republic, showed that personnel’s evaluation is actually an assessment, that is implemented in accordance with the Administrative point of Russian Federation pension fund «About the order of personnel assessment of the system of pension fund department of the Russian Federation» by the 15th of January 2007 N 5p;
**Recommendations.** 1. with the aim of improving the impartiality of assessment, it is offered to use the new form of evaluative document - «Employee estimation list»; 2. it is reasonable to make the estimation once in a year; 3. one of the main conditions of strengthening methodological and standard base of the assessment employees in the state office - pension fund department of the Russian Federation in the Chechen Republic, is, to our mind, profesiographical research organization, creating the models (job analysis) of this or that post or specialty. And also, in some cases (for managers, as a rule) to develop job analyses - psychological characteristic description, the observance of which is necessary to fulfill professional duties; after the estimation results are got, it is necessary to discuss them with the employee. 4. One of the interview results of a manager and an employee should be the personal plan approval of a state office - of the pension fund department of the Russian Federation in the Chechen Republic on the next assessed period, the main aim of which is - working out the strategy for the raise of an employee‘s work effectiveness; 5. innovative model of an organization and making the assessment and the employees‘ estimation in the state office - in the pension fund department of Russian Federation in the Chechen Republic consists of the four stages: goal-setting; employees assessment organization (making the schedule of the assessment, committee formation, responsibility distribution among the participants); the procedures of assessment (assessment criteria development for each position, the choice of the methods of making the assessment); summing -up the results of the assessment.