SUMMARY

Subject matter: Personnel adaptation management in modern organizations (by the example of a Branch of "Gazprom mezhregiongaz Pyatigorsk, Ltd" in Karachay-Cherkesia).

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Information about customer organization: Branch of "Gazprom mezhregiongaz Pyatigorsk, Ltd" in Karachay-Cherkesia.

Topicality of the research: To solve the problems of personnel management in modern organizations it is necessary to change forms and methods of management and staffing structures, search, development and implementation of high-quality technology to implement the functions of personnel management.

In view of the functioning and sustainability of the organization the greatest interest in the personnel management system is a function of personnel adaptation. However, as practice shows, actors of personnel work do not pay equal attention to all the functions of personnel management.

Optimization of personnel adaptation management in the organization has a powerful management capacity and is one of the important improvement conditions for the whole system of personnel management.

Thus, the problem of managing of organizational adaptation in modern Russian organizations both in the theoretical and practical terms deserves special attention and careful scientific research.

Objective of the research: study the mechanisms of personnel adaptation management in the system of personnel management as a function of the personnel management system and resource of improvement of the efficiency of modern organization.

Tasks of the research:
• To consider the theoretical approaches to the nature and content of organizational adaptation;
• To describe the process and programs of adaptation;
• To provide management models of organizational adaptation and corresponding technologies, to analyze the possibilities of their application in organizations;
  • To identify the performance criteria of management of adaptation;
  • To conduct a diagnostic study of the state of the personnel adaptation in the Branch "Gazprom mezhregiongaz Pyatigorsk, Ltd" in Karachay-Cherkesia to identify major problems of the personnel adaptation in the study organization;
  • To develop an algorithm for management of adaptation in the Branch "Gazprom mezhregiongaz Pyatigorsk, Ltd" in Karachay-Cherkesia.

**Theoretical and practical significance:** Theoretical significance of the research lies in the fact that the conclusions drawn about the quality of implementation of the adaptation of a new employee in the organization can become the theoretical basis for the study of this problem, the dynamics of change the system of management of organizational adaptation. The proposed algorithm can be interesting in theory to optimize the management adaptation in modern organizations.

Practical significance of our research is to develop recommendations for the optimization of the adaptation function in modern domestic organizations, which can be used by managers in the construction of adaptation programs, the organization of the process and its control flow, independent consultants in the diagnosis and correction of general personnel management system.

**Results of the research:**
- When deliberate and science-based personnel policy and personnel management system adaptation is not a priority function in the system of personnel management, level of management adaptation is weak. Heads of personnel work do not possess modern adaptation technologies, are guided by their own intuition and method of trials and errors;
- Weak link of adaptation with other functions of personnel management;
- There is a common adaptation program, no special programs. Procedure spelled out, but ignores individual features of adaptable;

- Terms of adaptation are minimal: from 1 week to 3 months;
- Mentors motivation is not enough. Personality of mentor is not always the role assigned to it, the ability to teach is considered weakly;
- Assessment of the success of adaptation is often performed subjective, although takes into account such criteria as the productivity of novice and their involvement in the community;
- The main reason for failure of adaptation and nursing staff of the organization is a mismatch of expectations of employee to work realities.

**Recommendations:**
- Relate to adaptation as an important function in the personnel management of the organization;
- To plan ahead a procedure for adapting and prepare general and specialized adaptation program;
- To consider the adaptive capacity of the candidate for the position during the selection of personnel;
- To secure structurally the adaptation function for mentors who have the abilities and desire to work with newcomers;
- Recommended timeframe to adaptation is at least 6 months;
- Mandatory training of beginners for official duties. The basic method of training is coaching;
- Reliance on socio-psychological methods and informal communication;
- Adaptation assessment should be carried out according to the criteria of work efficiency, productivity, degree of involvement in the community, degree of satisfaction of adaptable.