SUMMARY

**Subject matter:** Development of potential of corporate staff on the basis of usage of system of their professional progress (in the context of LLC “Pegas Touristik”).

**Author:** Koychev Renat Muratovich  
**Supervisor of studies:** Marina Anatolievna Korgova

**Information about customer organization:**  
Travel agency LLC “Pegas Touristik” is one of leaders of the Russian tourism industry and one of the largest international travel agencies. The organization is in dynamic progress, anticipating minds of any client in the regard to excellent leisure, propitiates and captures respect of the returning customers and prospective customers, covenants lightsome leisure, gives lively, positive and ultimate experience and emotions.

In spite of deflationary times economic action of the company is meaningful.

**Topicality of the research.** It is the purpose of research of specific nature of corporate staff of LLC “Pegas Touristik” on the basis of effective system of their professional promoting.

Realization of desired goal believes the solution of the incoming research tasks:

- to analyze conceptual problems in a research of development of specific nature of corporate staff in human resources system of the modern organization;

- to educe and envisage the principles and methods of development of specific nature of corporate staff on the basis of system of their professional promoting;

- to give the characteristic of development of specific nature of corporate staff on the basis of system of their professional promoting;
- to analyze practice of the foreign organizations for development of specific nature of corporate staff on the basis of effective system of their professional promoting;

- to conduct analysis of activity of LLC “Pegas Touristik”, to estimate specifics of management of the organization and human resources system;

- to educe specifics of practice of development of specific nature of corporate staff of LLC “Pegas Touristik” on the basis of their professional promoting;

- to develop recommendations about improvement of practice of development of specific nature of corporate staff on the basis of system of their professional promoting in LLC “Pegas Touristik”.

**Theoretical and practical significance:** The theoretical importance of results of a research is caused by the offered foreshortening of a research of a problem of development of specific nature of corporate staff on the basis of effective system of their professional promoting that can form a basis for further researches in this scientific direction.

The practical importance consists in that, the results received during the research can be useful when performing diagnostics of development of personnel in the organization and optimization of system of their professional promoting.

**Results of the research:** management bases are investigated, models of optimization of business processes are considered, the analysis of the methods of development of prospective of employees existing in the organization is carried out and recommendations about their improvement and optimization are made.

**Recommendations:** to improve development of personnel of the organization through professional promoting, personnel rotation and training of personnel, also main instruments of improvement of competences to consider pro-active training in a combination of two forms "in total in out of" and "in total inside" to use of active forms of education, rotation and coaching. To connect results of training with motivation and career development of employees.