Summary

Subject matter: Analysis and improvement of the system of staff management in an organization.

Author: Martirosova Diana Karenovna.

Supervisor of studies: Orekhova Natalia Yurievna, associate professor, chair of special management and economics.


Topicality of the research: Administrative work is one of the most important factors of the functioning and development of the industrial firms in conditions of the market economy.

At present staff management is one of the key issues of management. The country is undergoing profound socio-economic transformations. Today’s changes unavoidably generate serious structural changes in the economy, in the ways and nature of the interaction between the leaders and the subordinates.

Objective of the research: is the study of the formation and development of the staff in an organization.

The realization of this objective specifies the setting of the solution of the following tasks:

- to reveal the main approaches to the definition of the notion “staff management”;
- to consider staff management as a system, to reveal its components;
- to determine the key principles and methods of building a management system;
- to reveal the methods of staff management in an organization: problems of application and improvement;
- to reveal the content and essence of staff management in an organization in the RF;
- to determine the mechanisms of the staff development in an organization;
- to elaborate recommendations on the optimization of the system of staff management in an organization.

**Theoretical and practical significance of the research:** is in the development of the theoretical and methodological basis, study of the problems of staff management. The study is brought to concrete recommendations on the optimization of the system of staff management, which can be used in the practical work of modern organizations.

**Results of the research:** Proceeding from the conducted analysis, the key perspective directions of the technological progress in “Grimixs”, Ltd. are:

- mechanization and autoimmunization of work, based on the application of the system of machines, automats and various kinds of equipment;
- introduction of the latest technological processes;
- development of the R&B of the applied nature, their introduction into practice.

**Recommendations:** In our opinion the company’s goals should be:

1. The determination and keeping of the optimal number of the staff;
2. The qualifications upgrading; the provision of the advanced growth of labor productivity in comparison with the average payment;
3. The improvement of the normative base;
4. The improvement of working conditions; mechanization and autoimmunization of all production processes;
5. Provision of motivation of highly productive work, etc.