Summary

Subject matter: Improvement of the system of personnel management (on the example of “Gosha”, ltd.)

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Customer organization: “Gosha”, ltd.

Topicality of the research: objective needs for the change of the system of management in business organizations in Russia conditions need for the development and introduction of mechanisms promoting the increase in the manageability and effectiveness of the work of the heads of commercial organizations.

Objective of the research: is development of measures on the improvement of the system of personnel management of the commercial organizations.

Tasks:
- to characterize the essence and content of the system of personnel management in management;
- to examine the directions and methods of personnel management;
- to analyze the conceptions of personnel management abroad;
- to characterize the cadre complement of “Gosha”, ltd.;
- to determine the ways of the improvement of the system of personnel management in “Gosha”, ltd.

Theoretical and practical significance of the research: is that its conclusions and recommendations can serve as the basis for further research in the field of theory and practice of personnel management in the work of organizations.

Conclusions:
- Human resources management is part of the personnel policy, including the interconnected key elements called the cycle of personnel management;
- The elements of this type of management are: formation of the objects and structures of management, planning of work with personnel, organization of the recruitment policy; formation of the steady competitive collectives;
-Personnel management implies the main stages and functions: determination of the goals and main directions of work with personnel constant improvement of the system of work with personnel; determination of the means, forms and methods of the realization of the goals set, organization of the work on the fulfillment of the decisions made, coordination and control over the execution of the targeted measure.

**Recommendations:**
- to organize courses of the improvement of qualifications, training seminars;
- to avoid excessive use of the administrative – command measures of influence.