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FEATURES OF MODERN HUMAN RESOURCE MANAGEMENT

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Abstract

Personnel are the most complicated object management because people are endowed with intelligence. They are constantly develop relationships based on long– term basis. In modern conditions value human resources constantly is growing, that led to the formation systems management human resources. In management organization is far from the last place possess human factor, psychological features team, personal needs and interests certain its members. Art leadership and is to find exactly such approaches and methods that would provide the desired course events at the enterprise and prompted its employees to the best labor. In such conditions management human resources is important component of management that contributes increase efficiency activities organizations.

Keywords: management, human resources, organizational culture.

Introduction

Effective management of both the company and employees perhaps when We consider the only one triad: effective corporate culture, strategic management company and strategic management employees. Effective corporate culture, its values influence and interact with both strategy management organization and with strategy management employees. Today, more and more value acquires organizational culture, or corporate culture. Effective organizational culture is not the one that has developed, but the one that we develop by instilling employees values that not needed to obtain profit company, and in order to company created new and different, became more and more innovative. It is about management a person , not a subordinate. Today the main problem is management a person-personality, and not only a human function. Let 's start with goals and objectives management human resources under current operating conditions organizations .

This is the order main tribute research you separately such as: definition systems management human resources; formation goals management human resources; definition functions , tasks and principles management human resources at enterprises different branches.

The most difficult person object management in the organization, because he, unlike from of things factors production, is alive, has possibility independently adopt a mother decision, act, critically evaluate you are pushed to it you can, has subjective interests, etc. Time managers main attention are directed at financial, production questions, problems materially technically for security or sales ready production, without paying attention to sufficient attention to people who ensure the work of the organization in all in the directions. These by the way They are too expensive. Without people, there is no organization. Without the right people, no The organization cannot to reach its purpose and planned results.

Man is not only the most important element you are a worker process at the enterprise, but also the main a strategic resource of the company in a competitive environment for the work. Whatever they were beautiful ideas, latest technologies , the most favorable external conditions, without well – trained personnel of highly efficient work to be able to is not possible. In connection with this personnel management is well known radical changes Forming new view of labor as one of the decisive resources economy, as in " human capital ". This is a form of expression productive forces of man, which is part of the system of social oriented mixed economy as a leading factor of production. Under influence objective and subjective about limitation this new type of capital forms potentially people, that is the totality of what person maybe you use to achieve goals and for the satisfaction of needs .

People nowadays are no longer treated as cadres, but as human beings. resources, their value as a success factor constantly is growing. Gradually a management system was formed human resources that replaces the old personnel management system. It aims to you played crucial role in ensuring conditions for competitiveness and long – term development organization. This system is based on the concept of human resources that admits not necessary capital of the investments in them formation and development . Unlike from concepts personnel management, it justifies economic expediency expense related to them from by marriage high-quality working strength, her without interruption training, support in working condition and even creating conditions for a more complete detection possibilities and abilities inherent in the individual for the future its development.

Investing in people resources become a long – term factor of competitiveness and survival companies. In connection with this expenses related to personnel are not considered as an inconvenience to lose, but as investments in human capital main source profit. So, personnel management is a system of interdependent organizationally economic and social measures

aimed at creating conditions for the normal functioning, development and effective you are using by potential working forces on the level Organizations. Duty of the forge on condition should be organic combination personnel management with concept development organizations.

Conclusions. Management human resources is purposeful activity the management team of the organization, as well as managers and specialists divisions systems management, which includes development concepts, strategies personnel policies, principles and methods management human resources. This systematic, planned organized influence through a network of interconnected organizational, economic and social measures aimed at creating conditions for the normal development and use of by potential working forces on the level Enterprises. Planning, formation, redistribution and rational you are using human resources is the main content personnel management.

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