

PERSONNEL MANAGEMENT CONCEPTS IN PUBLIC INSTITUTIONS

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Modern views on the personnel management of an enterprise, company, public institution based on the conceptual foundations of human relations theory and the theory of systems, taking into account on the one hand, the principles and methods of administration, and on the other - a comprehensive theory of personality development and human relations.

To increase the personnel management efficiency in public institution it should be guided by modern concepts of human resources management, which contributes to the formation of effective personnel policies, the implementation of which provides the expected efficiency of the socio-economic system. In this case the main purpose of personnel management is a creation of a system that is based not only on the administrative but on economic incentives and social guarantees, employee-oriented convergence of interests with the interests of businesses in obtaining high social and economic results of public institution [1]. Determination of personnel management place in modern theory and practice of management occurred with the evolution of human resource management concepts, which continues to be a relevant consideration for the assignment of researchers and determines the relevance of the topic of this article.

The study human resource management concepts and their evolution considering doing such scientists as: O. Kirichenko [1] A. Dovgan [2], G. Bazarov [3] A. Egorshin [4], N. Gavkalova [5] A. Kiryanov [6] and others. Noting the depth of these studies, it must be stressed that not all the provisions of the evolution of human resource management concepts are reflected in management theory and practice, which raises the need for further consideration.

The aim of this work is to study the essence of personnel management concepts. The object of this study is the personnel management processes of public institution. Subject of research is a classification of features of personnel management concepts.

To achieve the objectives of this study are presented tasks:

consider the definition of “personnel management concept”;

present classification of personnel management concepts developed by scientists;

develop a generalized classification of the concepts of personnel management.

Personnel management concept is a system of theoretical and methodological views on the understanding and definition of the nature, content, goals, objectives, criteria, principles and management practices, as well as organizational and practical approaches to the formation of mechanism of its realization in concrete terms of functioning of public institution [7]. The concept should disclose targets of public institution and personnel reflect the basic principles and prerequisites for realizing these goals, structure of the subsystem of ensuring of the socio-economic mechanism of effective personnel management, socio-economic tools that improve the efficiency of personnel management in public institution [5].

According to some researchers [7] the concept of human resource management may include:

methodology that essentially involves consideration of staff as a control object, the process of forming the behavior of individuals, the relevant goals and objectives of the organization, methods and management principles;

HR management system, the formation of goals, functions, organizational structure of management personnel, the establishment of relations of subordination;

technology – selection, recruitment, certification, training and business career.

Personnel Management Concepts has a complex path of evolutionary development, which includes a number of stages. For example, a group of economists, led by L. Dovgan [2] considers the concepts of personnel management in historical retrospective, highlighting the separate concept at every stage of development of the theory and practice of personnel management, namely:

The concept of the use of labour resources;

The concept of scientific management;

The concept of human resource management;

The person operating concept.

Another group of scientists, namely A. Kibanov, A. Egorshin, N. Gavkalova represent the evolution of concepts in a somewhat different form:

The Use of Labor Force (the end of XIX - early XX centuries);

Personnel Management (beginning of the XIX century - 50-ies of XX century);

Human Resources Management (50-70-ies of XX century);

Social personnel management (start-time of development of concept - 80-ies of XX century).

Activity of public institutions is aimed primarily at being effective. Effective management of staff should be aimed at maximum utilization and development of skills of employees, as well as to create a favorable psychological atmosphere. The main competitive advantage of any public institution that seeks to strengthen its position in global markets - the uniqueness of human resources. Thus, it is about creating conditions for the formation of the concept of effective personnel management, the occurrence of which marks a new look at the person in the organization through the prism of the synthesized (human, intellectual and social) capital [5].

In human resource management practices in recent years can clearly be seen the mutual integration of various human resource management concepts: American, Japanese and Western European concepts. This reflects the internationalization of modern management.

The basis of this process was the implementation of a systematic approach of ideas, the development of various models of the enterprise as a system, not only operational, but also such emerging on the basis of which formed a new approach to human resource management. Therefore, today it is impossible to clearly separate the management on a territorial basis of occurrence.

As economists, scholars have identified various human resources management concept; to systematize their views should be allocated classification of features of personnel management concepts. Researchers [2] distinguish four personnel

management concepts by the stages of formation. The following scientists distinguish concepts by the country of origin [8]. Other authors [3] distinguish concepts human resource management in accordance with aspects of humanization (Fig. 1).

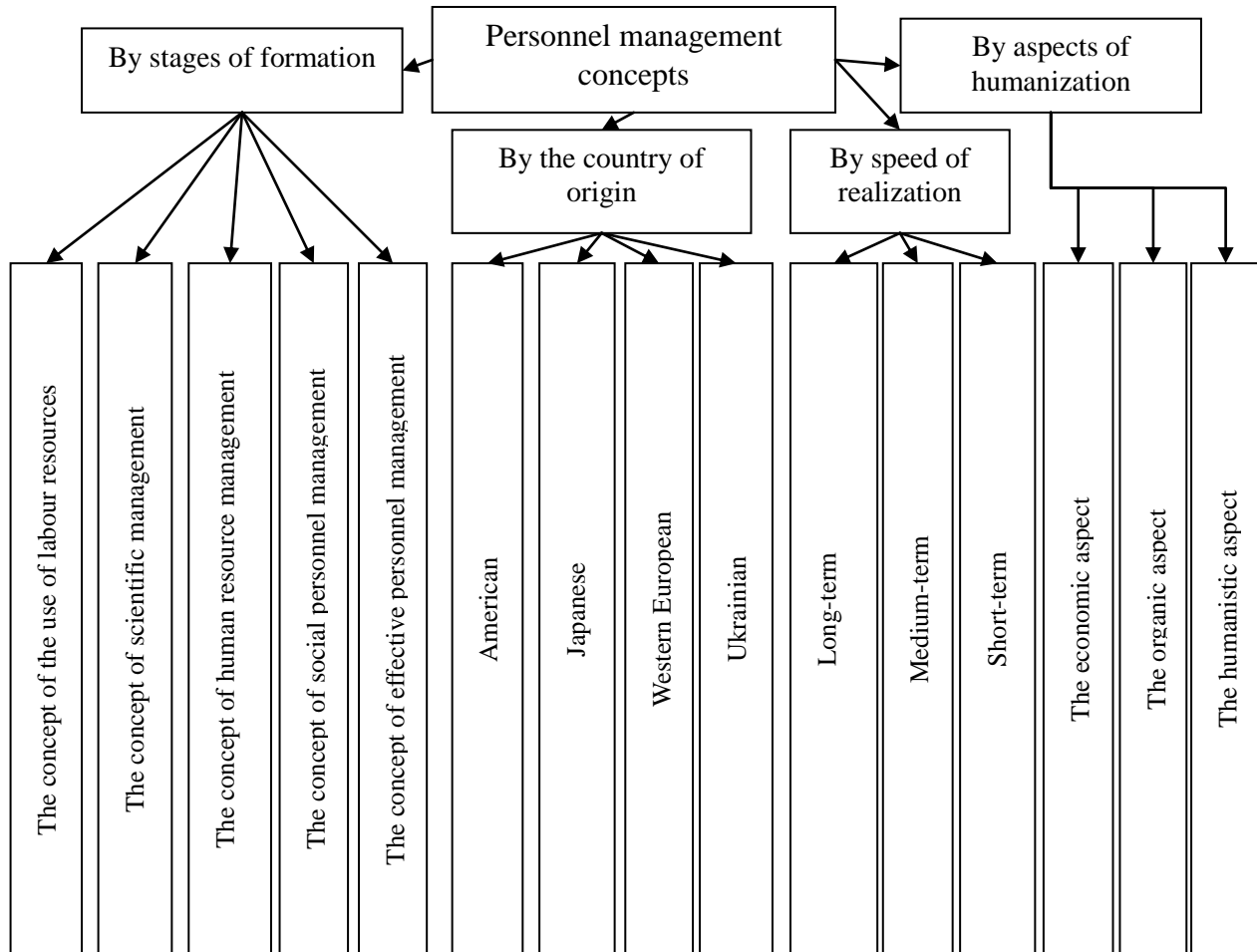


Fig. 1. Generalized classification of the concepts of personnel management

Thus, in this study were presented concept personnel management concept; analyzed the existing classification of personnel management concepts; developed a synthesized classification concepts based on a number of criteria: by stage of formation, on a territorial basis, on aspects of the humanization and speed of implementation. With all the variety of the world's approach to personnel management in public institution, differences in the means and methods of their implementation, we can formulate the basic principle of modern human resources management concept: the main thing is the recognized employee as a fundamental

factor in ensuring the efficiency and competitiveness of public institution in the form of synthesized capital accumulation and the use of which is crucial to its profitability.

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