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## **CURRENT ASPECTS IN THE PERSONNEL MANAGEMENT SYSTEM**

*Рассмотрены вопросы, связанные с обеспечением разработки эффективной системы управления персоналом. Определены факторы внешней и внутренней среды, оказывающие влияние на качество управления персоналом организации и, в конечном итоге, обуславливающие уровень развития трудового потенциала работников и организации в целом.*

The effectiveness of the personnel management system and the further development of human resources largely depend on the successful operation of the enterprise, otherwise they face a massive influx of employees in their activities. Usually, business managers require a high level of professional training from their staff [1]. Therefore, the development of mechanisms related to socio-economic issues of human resources is becoming very relevant. Also, the company, in this regard, requires high qualifications and professionalism, a high level of general and special education from the staff. The main purpose of the research is to study the forms, methods and approaches to human resources management to create an effective personnel management system. In our opinion, the development of a mechanism for implementing this system can be one of the factors that ensure the successful work of the company's employees and the effectiveness of a set of measures related to personnel.

The most important personnel management issues in this region, covering socio-economic aspects of human capacity, is planning and proper recruitment, placement, adaptation, development and creation of system of motivation, assessment and certification, career planning, creation, maintenance and efficient use of personnel reserve, providing socio-psychological climate at the enterprise, regulation and control, prevention of abuse of official duties, document management of personnel, creation of favorable working conditions, control of personnel costs and regular analysis of personnel management, evaluation of the forms of training used by the enterprise, professional development and professional re-education, including coverage of areas related to the qualification of employees, etc. There are internal factors of management effectiveness and external factors. Internal factors include the active policy of competitors, economic and other crises, structural changes in society, etc., and internal factors include unevenness and irregularity in work, industrial conflicts and the psychological climate at work, the expansion and reduction of the organization's activities, etc.[2] To ensure the internal efficiency of management should consider factors such as the use of resources (ensuring management efficiency, the need to conserve resources), goal achievement (goal setting, strategy, quality of management decisions, satisfaction) and time factor (timeliness of decision-making, saving time in their development, the use of advanced technologies, capacity and staff productivity). The dependence of human resources in enterprise management is due to the relationship with specific individuals, knowledge, skills and habits of personnel, the level of creation and improvement of the efficiency of various areas of production, the importance of business quality and the stability of human resources, etc. Therefore, issues affecting the scale of human resources and its effective work must be reflected in the management and include: professional and qualification development of personnel, attracting qualified specialists, setting high professional requirements for specialists by employers and creating optimal conditions for the organization of effective work of personnel [3]. For the successful formation and preservation of the frame resource in enterprises in the context of global integration and transformation, it is necessary to note some competencies. Since most enterprises at the moment are characterized by a large number of internal and external relations with the

participation of numerous stakeholders of the enterprise, employees, consumers, contractors, regulatory authorities, etc. Building and maintaining strong relationships with stakeholders, that is, integration between them, is a prerequisite for success at the present time. In this interaction, the employees of the enterprise are the key link, since it is the people who ultimately make decisions and are responsible for what is happening around them.

Effective human resource management in this context requires the company to have a number of competencies, primarily responsible for the comprehensive development of the personnel management system. It should also be emphasized that today enterprises develop the necessary competencies at best only partially, while to achieve the effectiveness of personnel management, development in all aspects is necessary. These aspects include: decisions regarding personnel should be based on facts; it is necessary to have a clear understanding of the future needs of the company in personnel and the potential supply in the labor market; ensure the development of social networks within the organization and carry out their monitoring, analysis, etc.

Effective use of human resources leads to income, and this depends on: a) the correct use of the potential of employees to form a goal and structure that depends on the selection, placement and development of personnel; b) achieving a rational degree of employee mobility. Thus, the achievement of maximum efficiency in the activities of the enterprise should be based on the interests of both organizations and service personnel. Therefore, it is also possible to express the functional dependence of maximizing the effective use of human resources, which expresses the interests of the enterprise and the staff. Therefore, we have proposed the use of human resources to maximize business and social efficiency (formula 1):

$$BS_e = f(P_{op}, S_f, O_{hr}, \dots) \rightarrow \max$$

(1) here:  $BS_e$  – it means the

business and social efficiency of the personnel potential of enterprises;

$P_{op}$  – proper organization of production;  $S_f$  – sources of funding;  $O_{hr}$  – optimal use of human resources.

Business and social efficiency of the use of human resources is one of the most important factors that determine the direction of solving social problems of employees. Therefore, despite the different approaches, the distinctive feature of our approach is that in order to maximize the business and social impact of human resources, it is necessary to take into account the crucial aspects proposed above.

### References

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