

JEL CLASSIFICATION: M12, M50

## THE STAFF-MANAGEMENT STRATEGY IN MODERN CONDITIONS OF DEVELOPMENT ORGANIZATION

**Kateryna S. KALYNETS**

*Candidate of Science in Economics, senior Lecturer of the Department of Economics and Management Resources of Lviv Banking Institute of the University of Banking of the National Bank of Ukraine*

*Summary. The article analyzes the strategic opportunities of organizations through the prism of political, economic and social instability. The analysis of labor market dynamics. The main trends and*

*opportunities formation of strategy management personnel in modern conditions of development organizations.*

**Key words:** *environment functioning organizations, national and international security, human resource management, human resource management strategy.*

In modern terms of economic, political and social instability in Ukraine, takes a particular importance cohesion and competitiveness of the internal organizational structure of companies. In Ukraine, given the current economic, political and social economic conditions, acute problem of national security and “economic organism”, which is inextricably linked to the business.

Undeveloped domestic personnel management system has a negative impact on the effectiveness of the entity. However, the motivation of employees, creating favorable conditions, the development of participatory attitude to the organization and other measures aimed at staff development, a mechanism that provide a successful functioning of the organization.

Especially important to consider this approach in the present conditions of economic and political crisis in Ukraine. After devaluation and reduced incomes drastically reduced the exchange of goods and consumption of various services in the consumer market. Settlement of the consumer market and ensuring financial stability organizations involves the formation of long-term program of specific actions to implement the concept of use and capacity building of staff. Managers of companies must understand that external obstacles of companies make it possible to focus on the recovery of their internal organizational structure. However, for stabilization market and to ensure its compliance with the laws of supply

and demand goods manufacturers have to provide a proportional decrease in supply of goods on the market. This can be achieved in two ways: a decrease in labor productivity through the liberation of the personnel, or by reducing the production and conservation of jobs.

So in the present situation of personnel management strategy should be directed to saving best employees and upgrade team. For activities of organizations and successful overcoming crisis, it is necessary to take a number of measures, including:

- revise their costs by setting strict monitoring of established standards;
- observance of labor legislation of Ukraine;
- should be paid to great attention not only wages, but also a circle of duties assigned to specialists;
- You can not dismiss employees for training which the organization was spending a lot of money, because these workers is a treasure for a competitor;
- necessary objectively assess management performance in the context of the overall effectiveness of the organization;
- transfer of non-core functions performed by the organization in the management of professional contractors (accounting, IT, security, etc.).

The political, economic and social instability is a threat to safe development organizations. Therefore, the basis of personnel management is to attract and retain highly skilled professionals and the formation of a competitive team.

*References*

1. Shlemko V. T., Zinko I. F. (1997) *Ekonomichna bezpeka Ukrainy: sutnist i napriamky zabezpechenia* [The economic security of Ukraine: the nature and direction of software]. K. : NIS.
2. Heiets V. M., Kyzym M. O., Klebanova T. S., Cherniak O. I. (2006) *Modeliuvannia ekonomichnoi bezpeky: derzhava, region, pidpriemstvo* [Simulation of economic security: state, region, enterprise]. Kharkiv, VD "INZHEK".
3. Charlz S. (2011) *Dzheikobs. Neiromenedzhment – Companion Group*.
4. Vynogradskyi M. D., Vynogradskyi A. M., Shkanova A. (2009) *Upravlinnia personalom* [Personnel Management]. K.: Center of educational literature.
5. Saakian A. K., Zaitsev G., Lashmanova N. V. (2001) *Upravlinnia personalom organizacii* [Personnel management in the organization]. SPb.: Peter.
6. *Ekonomichna cryza v Ukraini v cyfrach (vizualizatsiia)* [The economic crisis in Ukraine in numbers (visualization)]. Retrieved from [http://texty.org.ua/pg//news/textynewseditor/read/57032/Jekonomichna\\_kryza\\_v\\_Ukrajini\\_v\\_cyfrach\\_VIZUALIZACIJA](http://texty.org.ua/pg//news/textynewseditor/read/57032/Jekonomichna_kryza_v_Ukrajini_v_cyfrach_VIZUALIZACIJA).
7. *Inozemni kompanii v Ukraini skorochuiut personal* [Foreign companies in Ukraine are cutting staff]. Retrieved from <http://economics.unian.ua/soc/915099-inozemni-kompaniji-v-ukrajini-skorochuyut-personal.html>.
8. Novikov A. I. *Rol informatsiinyh tehnologii v upravlinni motivatsii pratsi* [The role of information technology in the management of labor motivation]. Retrieved from <http://vup1.blogspot.com/p/3.html>.
9. Riabtsev G. L. *Tendentsii ukrainskoho rynku pratsi v period ekonomichnoi cryzy (na prykladi palyvnoi galyzi)* [Trends Ukrainian labor market during the economic crisis (for example, fuel industry)]. Retrieved from [www.academy.gov.ua/ej//Ryabtsev.pdf](http://www.academy.gov.ua/ej//Ryabtsev.pdf).
10. *Zivem kak na vulkane* [We live on a volcano]. Retrieved from [www.academy.gov.ua/ej//Ryabtsev.pdf](http://www.academy.gov.ua/ej//Ryabtsev.pdf).