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THE INFLUENCE OF MODERN PERSONNEL MANAGEMENT METHODS ON CONSTRUCTION ENTERPRISES

Elaboration of personnel management mode.

Personnel management is no longer the traditional mode of labor and personnel management. In the current work, we actively use various tools of personnel management to carry out personnel management, which means more to improve the production performance of enterprises and change the previous management system through the acquisition, development, evaluation and use of various personnel management.

The Important Value of Personnel Management for the Development of Construction Enterprises.

Promote the smooth construction of construction enterprises.

Because of their own characteristics, construction enterprises have large mobility of construction personnel, which has caused great difficulties for personnel management. However, the development and implementation of personnel management can better strengthen the relationship between construction personnel and enterprises. Through the implementation of post training, performance incentives and other measures, keep the close cooperation between construction personnel and the enterprise, ensure that the work efficiency of employees is improved, and promote the smooth production and operation activities of construction enterprises. Moreover, scientific and effective personnel management can mobilize the relevance between employees and enterprises, ensure better allocation of resources and personnel, improve the utilization rate of resources, avoid idle or waste of personnel, and promote the efficiency of production activities.

Fully stimulate employees' enthusiasm.

Due to the particularity of its work nature, the construction enterprises have scattered personnel, limited channels to keep in touch with the enterprises, strong personnel mobility, low organizational discipline, and poor standardization of personnel management, which are the main difficulties for the current construction enterprises to carry out personnel management. By strengthening personnel management, construction enterprises can standardize the behavior of their employees. According to the characteristics of construction enterprises, they can implement targeted job training and education for employees and strengthen professional quality training, which can not only show employees' strengths, but also closely integrate their own value interests with the

enterprise, so as to form a good labor relationship, create a reliable space for the development of employees, and highlight the value and potential of employees, Promote work efficiency.

Create favorable conditions for employee development.

Personnel management creates an effective bridge between employees and enterprises, and also creates good conditions for the growth of employees. Through the implementation of personnel management, carry out employee education and training, and promote the professional ability and quality of employees. At the same time, a series of management work can be carried out, starting from the system, to ensure that the work of employees is more stable and their work enthusiasm is enhanced, so as to promote the core competitiveness of the enterprise. Not only that, it is also necessary to regularly implement training and education, strengthen employees' safety awareness and technical level, regulate their own behavior, ensure that the safety production management of the enterprise is improved, and realize the common progress and development of the enterprise's employees and the enterprise.

Promote the economic benefits of enterprises. All production and operation activities of the enterprise are aimed at obtaining more economic benefits. Only by ensuring sufficient surplus, can enterprises achieve more advantages and stable development in the fierce market competition. At the same time, personnel management shall be carried out to develop the enthusiasm of employees, reasonably allocate personnel, reduce the consumption of production and operation activities, promote the efficiency of resource utilization, reduce capital investment, and ensure the further improvement of the enterprise's operating efficiency.

The advanced management concept can make people realize the importance of management work more clearly. Recognize the shortcomings and deficiencies in the enterprise management, and take the concept and theory as the guidance to improve the management system and management mechanism, so as to improve the management quality level of the enterprise. In the construction enterprise, the personnel management department should cooperate with other management departments, combine the strategic development goals of the enterprise, use advanced management concepts, effectively configure the personnel structure, and effectively stabilize the sustainable development of the enterprise.

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