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PERSONNEL MANAGEMENT IN THE MANAGEMENT SYSTEM  
OF THE ORGANIZATION

УПРАВЛІННЯ ПЕРСОНАЛОМ  
В СИСТЕМІ МЕНЕДЖМЕНТУ ОРГАНІЗАЦІЇ

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*Aspects of personnel management in the management system of organizations are covered. Attention is focused on the importance of innovative approaches to personnel management as a means of effective development of organizations.*

**Keywords:** *organization management, management methods, strategic planning, development strategy, organization management, personnel management.*

*Висвітлено аспекти управління персоналом у системі менеджменту організацій. Увагу зосереджено на важливості інноваційних підходів до управління персоналом як засобу ефективного розвитку організацій.*

**Ключові слова:** *менеджмент організацій, методи управління, стратегічне планування, стратегія розвитку, управління організацією, управління персоналом*

**Formulation of the problem in general.** In modern conditions, the idea that the level of personnel of the organization is a decisive factor in ensuring its competitiveness, development, effective achievement of goals is gaining more and more understanding and support. For a long time, personnel management issues were "scattered" in other areas of knowledge. Now is the time when all this is gathered into a single independent field of knowledge, which is called personnel management or personnel management.

**Analysis of recent research and publications.** The issues of management, personnel management of the organization, personnel management are revealed in the works of domestic and foreign scientists: A.P. Bovtruk, A. Ya. Kibanov, A.I. Kochetkova, E.V. Maslov, V.O. Khranova, G.V. Shchokin and other researchers.

**Formulation of the goals of the article.** Investigate aspects of personnel management in the management system of organizations. Changes in Ukraine have caused an objective need for further development of theoretical and methodological principles of formation and operation of effective personnel management systems taking into account the peculiarities of the organization, which determines the relevance of the topic and appropriate research.

**Presentation of the main research material.** The need to make the transition from the practice of "personnel management" to the function of personnel management requires a detailed study of theoretical sources and the formation on their basis of a new concept of personnel management in modern conditions. Personnel management as a science receives important information from various theoretical areas. In the context of modern management philosophy, the staff of the organization is its special resource - human capital. Given this, the management of the process of its development is an important component of the overall personnel management system.

People management as a function has passed the following stages of development: personnel management, personnel management, human resources management, human capital management. These stages of development were due to changes in the external environment [4, p. 10]. Personnel development management aims to purposefully ensure quantitative and qualitative changes that increase the market value of human resources of the organization, the efficiency of employees.

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The principles of personnel management at the present stage of development of civilization and society should be defined as follows [4]:

- 1) scientific, use of achievements of scientific disciplines that have as the object of human study, social principles and foundations labor organization;
- 2) systematic perception of objects of research and management and factors that affect the behavior of objects;
- 3) the principle of governance based on the concepts of humanism modern human community, on an individual approach, perception staff as the main capital of the organization, and each employee – as a unique personality with significant and diverse potential, in including creative;
- 4) professionalism, which requires employees to have services personnel management of relevant education, experience and professional skills, that allow you to effectively manage the personnel of a particular organization;
- 5) compliance with labor laws in management staff.

Personnel management in the management system of the organization, mastery of the basics of personnel work, its basic principles and methods is extremely important for managers. Training of managers in the main aspects of personnel policy, involvement in training programs and training in personnel management contribute to the formation of scientifically sound work with people, increase the prestige of personnel services, and ultimately - increase the efficiency of the human factor in the organization.

**Conclusions:** In modern conditions, the role of man in the organization has changed radically. Man is not only the most important element of the production process, but also the main strategic resource of the organization. No matter how great the ideas, the latest technologies, the most favorable external conditions, it is impossible to achieve highly efficient work without well-trained staff. As a result, personnel management has undergone radical changes. There is a new view of personnel as one of the key resources of the economy, as "human capital". Today, people are no longer seen as human resources, but as human resources, and their value is constantly growing. Investing in human resources becomes a long-term factor in the competitiveness and development of the organization. Thus, personnel management is understood as a system of interdependent organizational, economic and social measures to create conditions for the effective functioning, development and use of human potential at the organizational level. An organic combination of personnel management with the concept of organization development must be a prerequisite.

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