

The Importance of Personnel Management in the Operations of an Organization

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Abstract: This article reveals the topic of personnel management. Several definitions of personnel management are given. The tasks of the tactical subsystem of personnel management are identified. The main goals of the personnel management system are given .

Key words: personnel management, personnel management, personnel management system.

Considering the management system, many authors emphasize the close relationship between economic, organizational, social and psychological methods that are necessary for effective work activity, business reputation and increased competitive advantages.

In many literary sources one can find various definitions of the concept of “personnel management system”. However, all definitions are interpreted completely differently. Some researchers highlight the organizational side of management in this concept. According to other authors, the functional side of management is an important aspect.

According to V.P. Galenko the personnel management system is understood as “a certain complex that includes many economic, organizational, social and psychological approaches that increase the work activity of the company’s employees and its competitive advantages [3, p57].

Other views exist in the concept of a personnel management system, proposed by representatives of the German school of management: personnel management considers “activities that are carried out within the framework of determining the need for personnel, involving them in the labor process of the enterprise, recruiting and selecting personnel, releasing, monitoring the work of personnel, development of motivation and stimulation of work activity of enterprise employees, development of measures in the development of enterprise activities, cost and human resource management.” According to researchers of the German school of management, it is the listed elements that are important in the theory and practice of personnel management.

Currently, the theory and practice of personnel management identifies several main approaches to the definition of “personnel management system”. As a rule, this concept includes terms such as workforce, personnel, personnel, human resources. In domestic practice, concepts such as “human resources”, “personnel” and “staff” are most often used, and many believe that they are interrelated.

Personnel (from French cadres) is considered a socio-economic category that emphasizes the essence and importance of the staff of an enterprise. In other words, the staff is defined as able-bodied people who are engaged in effective work in enterprises. As a rule, such persons are in labor relations with state or private enterprises [4, a 169].

Many domestic researchers believe that the definition of “personnel” appeared in connection with the development of commodity-market relations. In their opinion, personnel must be considered “a category of employees who belong to a specific enterprise, department, service, etc., or to a certain category of specialty in connection with the staffing table (managerial, engineering and technical personnel, main, auxiliary, etc.).

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Personnel can be included both in the production area of the enterprise and in another area of institutions (educational, medical, cultural and other organizations).

Moreover, the definitions discussed above emphasize the importance of personnel management as an organizational system that functions through interrelated organizational, economic and psychological activities for the development of the enterprise. It is precisely such events that form the workforce, create optimal conditions for labor resources for the effective operation of the enterprise in which all these labor resources are employed.

The analysis of this study allowed us to highlight several important points that highlight the features of personnel management:

1. Human resource management is a detail-oriented process for the effective management of labor resources. Often this process involves practical measures aimed at improving the performance of the enterprise. The formality of such events is unacceptable. Of course, the use of practical and extraordinary actions is important here.
2. Personnel management is an individually oriented process in order to ensure the effectiveness of each employee, and therefore it is necessary to consider each employee, first of all, as an individual who strives for development and improvement. This means that special policies must be developed for people that satisfy all their needs and interests.

The concept of personnel management considers a certain policy of theoretical, methodological and practical actions with its own tasks, goals, principles, approaches and mechanisms for the purpose of effective implementation at the enterprises'. The concept of personnel management includes the theoretical and practical foundations of personnel management, as well as the creation of an effective personnel management mechanism.

It is generally accepted that in every enterprise an important and valuable aspect is personnel. Valuable personnel contribute to increasing the competitiveness and high income of the enterprise. In this connection, the personnel management system is an important guideline and priority area for many Uzbek companies.

Next, we will characterize the concept of "personnel management".

Chumak E.V. believes that this definition should be considered as follows: "Personnel management is understood as a specific management activity focused on people, since the main aspect of this activity is a person who is part of various social groups" [6, a 52].

Another definition is given by the author V. Vesnin, focusing on the position of the concept of P. Egorshin [1, a 48]: "Under the management of personnel, it is necessary to consider the management of a person in his life, focused on creating optimal conditions for his favorable development at various levels: intellectual, physical and psychological development, creating stable labor relations, increasing motivation and stimulating work and obtaining maximum output from employees in order to obtain high profits for the enterprise"[2, a 28].

This definition allows us to conclude that personnel management is, first of all, focused on the person, his development and the creation of favorable working conditions. Thus, the last definition is quite clearly disclosed and clarified by the author, which allows us to emphasize the characteristic features of personnel management.

Having considered all of the above definitions, it can be noted that under personnel management, the collective methods, techniques, forms, principles and guidelines for organizing activities with personnel are considered, which are carried out by the management of the enterprise, but are aimed at increasing the activities of personnel - human resources in order to ensure effective work and the creation optimal working conditions for the development of a person's personality (intellectual and physical capabilities). In addition, personnel management is a priority area for improving the efficient operation of an enterprise.



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