

ABSTRACTS

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USING SUPERPOSITION PRINCIPLE FOR EVALUATION OF STAFF POTENTIAL DEVELOPMENT QUALITY OF ENTERPRISE

The article dependence of staff potential development process with the life cycle of enterprise is reasonable. In the conditions of the developed economy as on macro so on a microlevel alternation of periods of height and slump of enterprise development on the whole and staff potential is clearly enough traced. This phenomenon by the recurrence of economic development is grounded. We deem it advisable to include in the model of enterprise development life cycle the staff potential development life cycle for the reflection of human role in the process of development.

The signs of staff potential development of trading enterprise on the basis of the use of superposition principle are certain. Principle of method of phases and stages superposition consists in passing of three stages: information that describes the stages of staff potential development prepares on the first stage; information that describes the phases of enterprise life cycle prepares on the second stage; the third stage is actually superposition of the stages on phases. Stability of staff potential development is determined by the set of the characteristic signs got as a result of simultaneous «superposition» on each other two and the more states of the system of staff potential development from this set taking into account the stages of staff potential development and phases of trading enterprise life cycle. In transition of the system from one state to other the presence of characteristic signs remains, but their internal maintenance and priority will be replaced, that must be taken into account at a management by staff potential development of within the framework of the certain stages of his development and phases of trading enterprise life cycle.

Theoretical bases of staff potential development according to composition of superposition of the staff potential development stages and of life cycle phases of trading enterprise are offers. It helps to carry out the estimation of quality of staff potential development and on this basis to form complex of properties for the purpose of achievement of certain enterprise goals.