

ABSTRACTS

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HUMAN RESOURCES IN THE SYSTEM OF ENTERPRISE STRATEGIC MANAGEMENT

The problems associated with the investigation of the role of human resources in the strategic management of the system have been studied.

The concept of strategic management and the elements included in the given system has been defined.

The algorithm of strategic management has been developed.

The state of human resource maintenance of the enterprises of Ukraine and their need for the 2010- 2014 has been investigated.

The groups of workers at the level of their career opportunities and ability to learn have been formed, namely 1) the group of employees ready to learn and upgrade constantly; 2) employees eager for the career development; 3) staff stability group and 4) staff turnover group. The first group is the management reserve (innovators); the second – the managers; the third – the professionals ensuring the manufacturing process; the fourth – not willing to study (risk group).

The approaches to the integration of motivational incentives to the staff's own development and participation in the implementation of the strategy have been developed.

The criteria for assessing the competitiveness of the staff for the manager and the client have been obtained.

It is proved that strategic management is a modern philosophy and means of ensuring the effectiveness of the company and the corresponding methods of the study of human resources as an element of strategic management it possible to determine the effectiveness of the enterprise.