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УПРАВЛІННЯ ПЕРСОНАЛОМ HR-MANAGEMENT УПРАВЛЕНИЕ ПЕРСОНАЛОМ

FEATURES OF THE PERSONNEL MANAGEMENT SYSTEM OF SUMY REGIONAL EMPLOYMENT SERVICE

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Human Resource management - multi-faceted and extremely complex process that is characterized by its specific features and laws. Human resource management has become increasingly important as a factor in the efficient operation of the organization, the success and the realization of its strategic goals. Personnel policy covers the major actions, decisions in the enterprise, institution or organization in a particular sector management. It aims to achieve a balance of interests between management and workers on the one hand and on the other - between the state, collectives. Personnel policy is designed to create conditions for the tasks with optimum efficiency, combining the interests of employers, help to relieve tension, conflict resolution.

The State Employment service is the only Ukrainian society public institution on the basis of social insurance which provides the wide range of free of charge services to citizens as for their employment and to employers as for labor force supply. Today human potential of State Employment Service has 15490 employees who provide social services in 637 employment centers throughout the country. In 1991 in Ukraine there has been founded the institute of Personnel Training for the State Employment Service in order to develop vocational competence of the State Employment Services personnel. It belongs to the institution of higher education of advances studies for the specialists of State Employment Service. Annually more than 2000 executives and specialists acquire there knowledge and skills with regard to the modern providing of services to the population and employers, master new models and methods of contemporary management.

Personnel policy of the State Employment Service aimed at the formation of the system of staff management, which would orient to obtain not only economic but also social effect, on the conditions of applicable law, regulations and government decisions. It should be noted that receipt of social impact for personnel is Sumy regional employment pivotal work [1].

In Sumy regional employment service staffing based on the principles of democratic selection, promotion for qualifications, continuous training of civil servants, regular updating of staff and monitoring their activities. The issue of

staffing of regional employment is considered at meetings of heads of employment services.

An objective analysis of the personnel management system shows its complexity and leads to the conclusion that it is not predictable. This leads to a backlog of human capacity especially of the needs of regional political and socio-economic reforms.

Analysis of personnel policy Sumy regional employment center also provided a clear picture about the state of the organization in general, staff turnover, social, legal support staff. The nature of the dynamics of turnover indicates that the Sumy Regional Employment Service an increase in turnover since 2010. The implementation of the evaluation of civil servants should be in fixed regulations [2].

Analysis of staffing Sumy regional employment center found a number of factors that negatively affect the personnel policy of the organization. Including:

- inadequacy of the legal framework for the staffing of the public administration;
- unstable structure, shortcomings in the selection, use and maintenance of management personnel and violation of the principle of continuity in the work;
- lack of transparency of activities of state employment in the personnel area;
- lack of an integrated HR system and underdeveloped institutions professionalization of public administration, especially preparation and use of personnel reserve.

During our research has developed a system of training, retraining and advanced training of civil servants (schedule of training managers and specialists of regional employment in 2016).

In conclusion we can say that the study confirmed the fact that the formation of public policy and personnel Sumy regional employment center must be subordinated to the task of administrative reform, democratization and optimization of administrative activity in the area of the organization. One of the priorities of the Sumy regional employment center should be the implementation of the program on training and retraining of employees. Reforming the public service must be accompanied by reform of training, retraining and skills development. [3]

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2. Bilorusov S. ways to attract young professionals to the civil servants // Visn. Civil Service of Ukraine. - 2002. - № 4. - P. 84-86.

3. A civil servant in Ukraine: improving training (organizational and legal aspects): [monograph] / NR Nyzhnyk, VM Oluyko, VA Yatsyuk. - Lviv: Izd National University "Lviv Polytechnic", 2003. - 300 p.