

ANALYSIS OF PERSONNEL MANAGEMENT EFFICIENCY BASED ON INTEGRAL INDEX

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Methods. The results are obtained through the use of the following methods: analysis and synthesis – to substantiate the theories about the effectiveness of personnel management; system analysis – to assess the personnel management system; the method of expert estimates – for the selection of individual indicators and assessment of their impact on the integral index; correlation and regression analysis – to identify the relationship of the integral indicator of the effectiveness of personnel management and EBITDA.

Results. The strategic objectives in the field of personnel management at a steel mill are determined to make the basis of individual indicators included in the integral indicator of the effectiveness of personnel management.

Gradation characteristics of the individual components and the integral indicator are formed basing on typical intervals of Harrington nomograms to meet such levels: reference level, sufficient level, normal level, level of the problem, critical level.

Group and integrated performance indicators of personnel management at metallurgical enterprises are designed. Correlation - regression model is built to prove a link between the integral indicator of the effectiveness of personnel management and EBITDA showing the financial performance of the enterprise.

Novelty. Criteria of integrated and group performance evaluations of personnel management are developed by the following components: the economic component, the motivational component, HR processes, training / development, typical intervals based on Harrington nomogram.

Practical value. The proposed methodological approach allows us to characterize the state of the personnel management system, identify challenges and develop evidence-based recommendations to improve the management of staff in accordance with the estimates obtained.

Keywords: efficiency of personnel management, integrated indicator, assessment criteria, iron and steel plant.

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