

SECTION 6. DEMOGRAPHY, LABOR ECONOMY, SOCIAL ECONOMY AND POLITICS

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THEORETICAL FOUNDATIONS OF ORGANIZATIONAL MECHANISM FOR IMPLEMENTING THE STRATEGY EFFECTIVE USE AND DEVELOPMENT POTENTIAL OF THE COMPANY

As a result Building institutional mechanism to develop a viable strategy for the use and development human potential of the company should identify and organize existing barriers to enterprise strategic development. The management should also develop criteria's for evaluating the efficiency of personnel and create guidelines and measures for the further development of human resources. An important aspect, which should be considered in case, when forming a strategy for effective use and development potential of the company, is to involved in the process of direct employees.

This component of model of organizational mechanism and strategy for efficient use of human resource capacity should be in a certain sequence to more optimum mobilization of resources in the implementation of the strategy.

In this regard, we propose the following steps of the strategy implementation.

In the first stage of building the institutional mechanism to implement the strategy of efficient use and development of human capacity should make analysis of key quantitative and qualitative indicators personnel to diagnose possible problems in its development.

The second stage – goal-setting, based on building objectives tree, which should reflect not only the goals concerning potential of the company, but also those which indirectly arise in achieving the mission of the company, but which involved staff.

The third step is to determine the criteria to achieve the goals that are indicators whose values describe the maximum attainable efficiency of their implementation.

The fourth stage should be to develop strategic measures, whose implementation will ensure the selected strategic objectives.

The final stage of forming the organizational mechanism for implementing the strategy is to coordinate and bring to personnel management strategy and objectives.

As a result of our's article, building organizational mechanism of the strategy effective use and development potential of the company significantly optimizes the time spent on the implementation of the strategy and will take into account the underlying problems that can not be found only in the analysis of quantitative and qualitative results of the staff.

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