



## DIRECTIONS OF EMPLOYEE MANAGEMENT IN THE ENTERPRISE

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### Abstract:

The essence of team management in industrial enterprises is to establish organizational-economic, socio-psychological and legal relations between employers, employees and other owners of the enterprise. These relations are based on the principles, methods and forms of influencing the behavior and activities of the interests of human resources in order to use them to the maximum.

**Keywords:** Promotion, personnel policy, labor resources, strategic management, operational management, motivation, remuneration.

Development of industrial enterprises in the conditions of transition to market relations, improvement of labor resources management system in the enterprise is one of the urgent tasks[1]

For the development of industrial enterprises, first of all, increasing the efficiency of the use of labor resources is one of the most important tasks. The improvement of labor resources, in turn, affects the improvement of product quality in enterprises, the increase of labor productivity, the company's position in the market as a result of the increase in competitiveness, and the positive change of many other indicators [2].

Creating a competitive enterprise is always related to the human capital working in the enterprise. New management methods and specific knowledge, skills, discipline, motivation, and readiness to learn problems lie in the organization of the company's capabilities.

Competency formation among employees begins with the selection of personnel and their recruitment. It is necessary to have the level of education and work experience of the people who come to the organization [3].

The implementation of the goals and tasks of labor resources management is carried out through personnel policy. Personnel policy is the main direction of working with employees, a set of basic principles implemented by the personnel department of the enterprise. In this regard, personnel policy is a strategic direction of personnel work.





Personnel policy is a targeted activity to create a workforce that will best contribute to the coordination of the goals and priorities of the enterprise and its employees. [4]

In order for labor resources to be a source of income for the enterprise, it is necessary to manage them effectively. The main goal of labor resources management is to encourage the abilities of workers and employees to work more intensively and productively. The effectiveness of labor resources management depends primarily on the selection of employees. Recruiting is a complex two-way process. On the one hand, the enterprise decides whether or not to give a job to a prospective employee, and on the other hand, if the applicant is offered a job, he decides whether to accept this offer or not [5].

In this process, the head of the enterprise should pay attention to the following situations.

- a. Consider all possible measures to get to know applicants, especially those who have submitted briefs.
- b. Don't trust all the recommendations and find out for yourself
- c. It doesn't hurt to check the marital status of each applicant as well.

After selecting the necessary employees for the enterprise, it is necessary to try to manage them effectively and increase the efficiency of labor resources.

The personnel policy should be closely related to the company's development strategy. From this point of view, it represents the personnel composition of this strategy.

The personnel policy should be flexible enough. This means that it should be stable on the one hand, because certain expectations of the employee are related to stability, and on the other hand, it should be dynamic, that is, the company's tactics should be adjusted according to the changes in the production and economic situation. aspects aimed at taking into account the interests of employees and related to the organizational culture of the enterprise should be stable.

Since the formation of a skilled labor force is associated with certain costs for the enterprise, the personnel policy should be economically based, that is, it should be based on its financial capabilities.

The personnel policy should ensure an individual approach to its employees. Thus, the personnel policy is aimed at forming such a system of working with personnel, which is aimed at obtaining not only economic, but also social results, in compliance with the current legislation.

The management of human resources in the enterprise has strategic and operational aspects. The organization of personnel management was developed on the basis of the concept of enterprise development, which mainly consists of three parts:





- Production;
- Financial and economic;
- Social (personnel policy)

Personnel policy of the enterprise external to the environment relationship (labor market, state organs with relationship) with dependent goals as well as the enterprise to employees relationship with dependent goals defines [6].

In the enterprise work productivity increase and work resources efficient management methods one motivation by means of management method is considered. Motivation strategy in choosing three approaches available:

1. Incentive and punishment strategy. (i.e. every employee seeks reward.)

- whoever works hard and well will be paid well;
- whoever works more than him will be rewarded more;
- whoever works poorly, he will be punished or pay a fine.

2. Motivation through work.

3. The strategy of always being in touch with managers: defining the goal together with subordinates. This motivation model is based on the analysis and prioritization of the relationship between the leader and the employee.

The following methods of motivation are used:

- use of money as incentives and rewards;
- punishment;
- increase competition;
- motivation through work;
- recognition and awarding of achievement;
- training and promotion of employees;
- limitation and moderation of negative impact;
- rewarding and encouraging group work;
- involvement of employees in management work, etc.

Personnel policy is strategic and operative management systems by done is increased.

The purpose of personnel policy is to effectively manage human resources.

Human resource (HR) management deals with the design of formal systems in an organization to ensure the effective use of human talent to achieve organizational goals. Managing human resources in an organization means recruiting, compensating, training and developing them. HR strategy goals the following includes:

- enterprise authority increase;
- enterprise inside the atmosphere of study;



- work resources potential development prospects analysis to do;
- from work release reasons generalization and prevention get

Staff development and training is also the most important part of personnel management one of the directions and one of the factors of successful activity of a small enterprise. Man resources to develop investment input work release processes development and to improve investment from doing according to more role plays.

Personnel development is one of the most important tasks in a small business need Compliance with the following conditions for the successful development of employees need:

- to learn able has been employees support;
- knowledge and advanced experiences distribution and integration to do;
- adaptation and if need if new beginners to teach;
- management employees personnel of politics importance and personnel exchangelevel decrease desire about awareness.

As for the wage system, the management of a small enterprise is entitled to its employeesform, system and amount of payment, as well as all types of additional paymentschooses: allowances, bonuses, increased travel funds, shares according to dividends and another the law documents is based on

And so, the main goal of managing employees in the enterprise is to direct their activities to increase the profit of the enterprise, improve product quality, and create innovations. The main goal of motivating labor resources is to stimulate the abilities of workers and employees to work more intensively and productively, as a result, to increase labor productivity. Attention to the human factor, a serious and responsible approach to people is the main task of managing labor resources.

Management of labor resources in the system of industrial enterprises is very complicated. Because at the center of issues of production and management are people - workers, experts and managers. Achieving the goal of the enterprise and the implementation of plans, creation of innovations, and increase in labor productivity will take place only with their participation. Failure to take into account the human factor leads to inefficiency in the economy and a decrease in production efficiency, and as a result, the competitiveness of the enterprise decreases due to the decrease in the quality indicators of the created product.

The main goal of labor resource management is to stimulate the abilities of workers and employees to work more intensively and efficiently, as a result, to increase labor productivity. Attention to the human factor, a serious and responsible approach to people is the main task of managing labor resources.





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