



Importance Of Human Resources For Organizations

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Abstract: It is a certain set of qualities and characteristics of a person, which characterizes his ability to perform a certain kind of activity. In addition, it's worth noting that this concept can be considered in the context of a single organization, region or the state as a whole. Human resources can be viewed from several perspectives. Yes, pretty big. interest is the individual potential of a single person. If we consider this concept in the context of the team, then we will talk about the socio-psychological aspect. If it is necessary to determine the total potential of society as a whole, then they speak of a sociological research.

Keywords: Staff, Organizations, Rules, Salaries, Responsibilities, Optimization.

INTRODUCTION

Quite often, in the implementation of practical activities in personnel management, the boundary between the concepts of personnel and human resources is somewhat blurred. However, they are not quite the same thing, and therefore it is worth knowing the difference between them clearly. So, speaking of personnel, it is worth noting that they include only those people = who work at the enterprise on the basis of officially formalized labor relations. And if we talk about personnel, then here we mean a part of employees related to operational management, as well as freelancers. Such a concept as human resources is much more capacious and broad. It implies the abilities and potentialities of a person regarding his physical, mental and emotional activities, which help him to participate effectively in productive activities. If we consider human resources and personnel from the point of view of management, then it is worth noting that in the first case, global long-term tasks are solved, and in the second we are talking about operational programs.

The current state of the external environment of the enterprise can be characterized as hypercompetition, which is acquiring global proportions. This requires flexibility from the enterprise: the ability to quickly switch from one product or process to another, and in a short time to reduce or increase output. The very concept of the company is changing. If traditionally its main function was considered to be the production of goods, now it is the production of knowledge, know-how, and the development of new technologies. Firms strive to maximize the full range of abilities of their employees.

Innovative activity is no longer the prerogative of individuals or a special unit. It covers all levels and departments of the enterprise. As a result, the idea of already established scientific categories is changing. In an industrial society, capital as a "self-increasing value" was mainly understood as financial resources that are invested in production and, as a result, bring additional



income. Today, more and more often they talk about "human capital", an employee today is not a simple performer, but a strategic resource of a company, the basis of its competitiveness.

The main changes in the organization of labor at a modern enterprise are dictated by the need to take into account both external and internal aspects of activity, not only the priorities of consumers, but also the needs and dignity of employees. The enterprise itself can no longer easily replace one employee with another, because it is the individual abilities of its constituent individuals that are the key to the survival of the enterprise and success in the market. The result of this is the increasing dependence of the company on its staff. It is no coincidence that in recent years a new area of business services has emerged - "headhunting", associated with the luring of top managers and highly qualified specialists to the customer's company.

Main part

In any enterprise in any economic conditions, the most important place is occupied by the mechanism of human resource management, on which the efficiency of the enterprise as a whole largely depends. Active development and application of a systematic approach in management, human resource management of an enterprise should also be considered as a system, which is a combination of the following elements: - "internally interconnected and forming some kind of integrity of the organization; – joint actions on human resource management; – various subsystems that include a wide range of human resource management functions"

As we noted earlier, the human resources of an organization are among the most important resources. Their effective management has a positive impact on the overall success of the firm and its bottom line. It is related to the survival, growth, profitability, competitiveness and flexibility of the organization in adapting to changing conditions.

According to A.P. Egorshin, among the main tasks facing the human resource management system at the enterprise, it should be noted:

- "providing the production and management process of the enterprise with qualified personnel;
- creation of conditions for the productive and efficient use of the skills and abilities of the employees of the organization;
- introduction of mechanisms to improve the system of motivation and remuneration of employees of the enterprise in order to increase the efficiency of its use;
- ensuring the prerequisites for the satisfaction of the employees of the organization with the labor process and the management system in the organization as a whole;
- creation of conditions for self-development of employees and improvement of their professional skills;
- formation of mechanisms that contribute to the formation and development of a favorable climate in the organization;
- providing an opportunity for employees of the organization to take a direct part in shaping the strategy and tactics of the development of the organization, putting forward entrepreneurial and managerial initiatives"

The correct organization of the human resource management system is the most important condition for the formation of entrepreneurial activity of the employees of the organization, contributes to the development of their creative and social abilities. It is especially important to



have an effective system of human resource management of an enterprise in the current conditions of a systemic economic crisis, when it is necessary to use as efficiently as possible the internal reserves for increasing the efficiency of the organization's activities, which include human resources. Effective human resource management affects all areas of the enterprise. With the help of a well-developed management system, it is possible to increase the share of intangible and general assets of the company.

An effective human resource management system can positively influence the bottom line of an enterprise through:

- increased productivity;
- improving the quality of working life;
- increasing the firm's compliance with legal norms;
- achieving competitive advantage;
- ensuring the flexibility of the workforce

Conclusion. Thus, it is impossible to create new products, ensure quality control, and strengthen the economic position of an enterprise without specialists capable of performing their work with high quality. Systematic improvement and development, the possibilities and initiative of the core resources is limitless. Therefore, the use of an effective human resource management system is considered the basis for solving long-term tasks facing a particular company. The main goal of the human resource management system is to ensure the high-quality and rational formation, development and development of human resources in order to achieve economic efficiency and competitiveness of the enterprise.

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