

**MODERN METHODS OF PERSONNEL MANAGEMENT
AT MACHINE-BUILDING ENTERPRISE**

The article considers the process of modern methods implementation at the machine building enterprise.

Modern conditions of householding of machine building enterprises make us find and carefully select the most modern and effective managerial tools. It's necessary to point out that methods which successfully worked in the practical activity of industrial leading enterprises of foreign countries attract our special attention; they have to improve both: householding activity of machine building enterprises and the process of the personnel management of these enterprises.

One of the most actual and effective managerial tools allowing to improve the process of the personnel managing is outsourcing.

The article provides the model of the personnel outsourcing at the machine building enterprise, it includes:

- analysis providing of external and internal environment of the enterprise;
- setting up and formulating of local goals;
- Choosing of the concrete kind of the outsourcing-project and coordinating of the optimal form of the personnel outsourcing with it. It requires the staff policy improving, personnel strategies developing, the process of development and adaptation of the staff at the basic enterprise and the external outsourcer;
- choosing of the external outsourcer according to the selected criteria estimating;
- providing of the outsourcing-project and the effective activity of outsourcer.

As a result the model of the personnel outsourcing process implementation which has been provided by the author, allows us to improve the process of the personnel management at the machine building enterprises.