

ABSTRACTS

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FORMING OF EVALUATING METHODOLOGY FOR STAFF POTENTIAL DEVELOPMENT STRATEGY OF ENTERPRISE

The article analyzes the approaches and methods how to estimate the staff potential development strategy of enterprise. The unique approach to determination of forming the staff potential development strategy of enterprise is absent.

Summarizing existent approaches to procedure of forming of development strategy of enterprise, similar logic of forming of staff potential development strategy of enterprise are offered.

Three basic tasks of development strategy forming of staff potential development strategies of enterprise are distinguished: analysis realization; creation base of directions for the development that is concerted inter se; estimation of alternative variants of strategy and choice of staff potential development strategy of enterprise as to certain totality of directions for the development.

Methodology of quality, quantitative estimation and choice of staff potential development strategy of enterprise has been developed. Verbal descriptions that are got from every expert are thus used, that after a Harrington scale is conversion in corresponding quantitative interval estimations. Aggregating comes true by the calculation of distances to the ideal point (Euclid distance), the coordinates of that are accordingly the top and lower limits of intervals, got on three criteria: level of readiness, level of urgency, level of realization reliability. It will allow carrying out the choice of the best variant of staff development strategy of enterprise.

An offer procedure is a base for methodology of evaluating methodology for staff potential development strategy of enterprise that includes the next sequence of executions: quality estimation of alternative directions of development of staff potential development of enterprise; quantitative estimation of implementation methods of staff potential development alternative strategies of enterprise; choice of staff development strategy of enterprise.