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CONTENT OF MODERN ORGANIZATION OF WORK WITH RESERVE PERSONNEL

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ABSTRACT

This article analyzes the problem of theoretical foundations of the issue of reserve personnel, which is one of the conditions for organizing work with reserve personnel. In the process of working with reserve personnel, the use of terms in the correct context, the different approaches of scientists to this problem, the author's opinion on this issue, the methodological foundations of the concept, the psychological and pedagogical principles and goals of the formation of reserve personnel are systematically analyzed.

KEYWORDS

The terms “personnel” and “reserve”, methodological bases of formation of reserve personnel, psychological-pedagogical principles.

INTRODUCTION

The issue of staffing has become a very urgent problem in our Republic. This has been proven by long-term international experience, and in all developed and developing countries of the world, special attention is being paid to the issue of working with personnel reserves, scientifically based systems have been created and put into practice on this issue.

Such a situation in the policy of reserve personnel indicates that the scientific theoretical approach to the issue of working with reserves is very relevant in our country as well as in the countries of the world. Because it is possible to achieve the general development of our society only by forming reserve personnel, systematic work with them, proper use of reserve personnel, learning to properly apply the mechanism and technology of promotion of senior

personnel in positions, effective organization of personnel policy.

In science, theoretical foundations are defined scientific rules that reveal the content, laws, factors and conditions of the processes or phenomena under study, as well as the mechanisms, principles, methods, tools and main functions of management. The reserve is related to personnel, the issues are reflected in two main concepts: “reserve” and “personnel”.

THE MAIN FINDINGS AND RESULTS

The word reserve (lat. reservare - to preserve, to preserve): the term “personnel” – “the permanent (in-state) “composition of employees who are in labor relations with state enterprises, organizations with different organizational and legal forms of ownership, that is, who have certain professional training and special knowledge, is defined as a socio-economic phenomenon, which includes people who are able to work and have working skills and experience in their chosen field.

Analyzing the activities of the internal affairs bodies, A.A. Proshin defines the term “personnel” as follows: - “personnel is a person of authority, an instrument for implementing the internal and external policy of the state. There are no principled differences in the concept of “reserve of personnel” in the theory of personnel management. For example, A.Ya. Kibanov defines the personnel reserve as “potentially active and trained part of the organization's employees, capable of occupying high positions, as well as the part of employees who have undergone planned training to occupy higher positions.” According to A.P. Egorshin, it is “used in reference to persons who have management skills that meet the requirements of the

position of the raja, who have passed the competition and are engaged in permanent activities.

The concept of “reserve personnel” is mainly used in the scientific and special literature that reveals the practice of management activities. Foreign authors rarely use this term, but use its synonyms. For example, R.U. Mondy, R.M. Nou, H.T. Graham, R.Bennettlar personnel reserve with “development of consistency, promotion from within” M. Armstrong, A. Mamfrod, D. Gold with “consistency of management system (succession management system)”³, U.S. Bayham, O.B. Smith, M.D. Pizi is treated in exactly the same way as “group accelerated development”. The analysis of researchers' opinions, as well as the content loading of the terms “personnel” and “reserve” in normative legal acts allows us to recognize that there are contradictions in the meaning of the concept of “reserve personnel”.

For this reason, we relied on the scientific opinions of T.A. Shavirina on summarizing all definitions of the term “personnel stock” and distinguishing a number of main characteristics in it, for example:

Reservists must have certain abilities and qualities that meet the requirements of the planned position. N.V. Podbelsky divides all important and insignificant signs of the personnel reserve of the organization into four groups:

- 1) The purpose of creating reserve personnel - fixed burn;
- 2) Belonging to a certain category of employees (candidates) - segmentation (joint-joint structure);
- 3) Availability of appropriate competencies - compliance with established requirements;

4) Participation of interested parties in the activities held by the organization - the process itself.

In scientific and educational literature, the concepts of “reserve personnel” and “service career” are considered as complementary elements of the broader concept of “working with personnel”. Regarding this issue, it is of urgent importance to systematically study the methodological foundations of this term, the psychological and pedagogical principles and goals of the formation of reserve personnel, and as a result of this, the issue of conducting scientific research on the fact that these aspects are leading and decisive in working with reserve personnel.

Realizing the absolute importance of training potential employees, every enterprise and organization should form its own system of training reserve personnel, develop and improve the training structure. In the current period, the issue of training reserve personnel is considered not only from the perspective of expanding professionalism, but also from the perspective of the efficiency of his further professional activity, but also from the point of view of responsibility, initiative, will, intellect, mental stability and other qualities, because at the time, managers at the management level, who are considered representatives of the state's interests making more specific and stricter requirements. At the stage of the current period, the preparation of the personnel reserve should create a special formula, a plan for the behavior of the future manager, these are: the effectiveness of the work, the effectiveness of the method, the optimality of the behavior, the least possible errors in the adoption of management decisions, the placement of personnel and difficulties. The methodological basis for the formation of the personnel reserve is formed by the following:

- 1) psychological and pedagogical principles;
- 2) psychological-pedagogical approaches;
- 3) psychological and pedagogical aspects.

The main results of the study

The basic principles include, first of all, optimizing the personal and professional development of a candidate for reserve personnel. According to A.A. Derkach, the content of the training of civil servant reserve personnel should be built on this principle. This group of principles can include the principles of self-awareness, self-development, self-realization, self-protection, and the principles of psychological support in the implementation and regulation of self-restoration of leaders after extreme situations.

Those who follow general principles in the formation of reserve personnel:

The second group of principles includes the principles of selecting technologies for recruiting candidates for reserve personnel. In the training of reserve personnel, at the same time, technologies that reflect less developmental and less educational functions should be used. Examples of such technologies are, in particular, game modeling of managerial activities accompanied by reflection, informational computer technologies, and team building technologies.

The third group of principles requires the development of an integrated system of reserve formation and a complex approach to reserve formation, which indicates that work should go along the lines.

CONCLUSION

According to the results obtained by studying the problem from a simulation point of view, it is possible to achieve an effective result by approaching the work of formation of reserve personnel through scientific, systematic, practical principles. Mistakes and errors in the process of forming and working with the personnel reserve will be avoided only when this system includes clarifying the concept of the personnel reserve, methodological approach to the issue, modeling the pedagogical and psychological aspects of the issue, and determining the specific goals of working with the reserve. It is clear and obvious that the scientifically-based approach, with its effectiveness, will serve as a correct guide for the specialists and responsible persons who work directly with the personnel, especially with the management personnel.

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