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THE IMPROVEMENT OF THE OVERALL EVALUATION OF PERSONNEL PERFORMANCE

The most important element of the productive forces and the main source of economic development are the people, their skills, education, training, motivation. There is a remarkable dependence of the competitiveness of the economy and welfare of the population on the quality of the labour potential of personnel.

Evaluation of personnel usually means purposeful comparison of certain characteristics (vocational qualification level, business skills, work performance) of workers with the appropriate parameters, requirements, standards.

Evaluation of the work of staff should be based on internationally recognized principles, namely: impartiality; comprehensiveness; mandatoriness; systemacity (constancy). These principles can be used for evaluation of personnel: recruitment and placement of new employees; forecasting promotion of employees on the service; streamlining procedures and methods of work (administrative procedures); construction of an effective system of motivation of personnel; evaluating the performance of individual employees and work teams.

It is worth noting that in most full system evaluation of workforce is evident in the comprehensive as-

essment of the worker, which can be developed for all categories of personnel.

This paper presents a comprehensive evaluation of the work of the personnel of the enterprise, whose structure can be represented in a model, which covers three groups of characteristics: the characteristics of the employee by his business and personal qualities; characteristics of employment (business) behaviour; characteristics of performance, its results.

Thus, the development and application of systems and methods of evaluating the work of personnel is a complex and creative task, which should be effectively implemented at the enterprise. The main components of the evaluation process such as the development of criteria, performance evaluation, comparison with standards, and decision-making remain common.

When choosing a model of evaluation of personnel performance, it is necessary to ensure its compliance with other subsystems of personnel management – planning and recruitment, development, motivation in order to achieve synergistic effect and avoid conflicts of interests and contradictions in the enterprise.