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PERSONNEL MANAGEMENT IN THE CONTEXT OF ORGANIZATIONAL RESTRUCTURING

The current economic situation and its transitional nature encourage domestic enterprises to quick adapt to surrounding changes. One of the factors that allows businesses to not lose competitive and remain profitable - is a restructuring of the company.

When organizations pass through some changes, especially if these changes are global, the human resources organization are affected firstly. So it must be thorough and careful management solutions in the industry, both at the tactical level so strategic and increases requirements for all personnel work. The last one, under the organizational optimization company, should make the structure more flexible in such a way that matches the current needs of the market. Thus, the management staff should take a leading position by looking at the question of restructuring the company, ensuring its maximum.

Carrying out optimization of the operation of the business in accordance with the requirements of the external environment and development strategy of its development, promotes fundamental to improving management, increasing the efficiency and competitiveness of production and production based on modern management approaches, including the methodology for quality management, business process reengineering, information technologies and systems.

The changes that take place during organizational restructuring is often more important than upgrading the underlying assets. Underestimating the role of organization factors can significantly affect the course of restructuring the

company. The success of this procedure depends on many factors, including personnel management. The first thing that leaders should have to do is the choosing of right form of personnel policy, through analyze the structure of personnel to determine the effectiveness of individual segments of the enterprise and the use of staff time.

Also the staff restructuring management is recommended to select the most appropriate staff::

- Make a list of people that are the most suitable candidates to join the team: have innovative skills required (in terms of establishing the necessary organizational business processes and content of the new work), relevant personality characteristics and level of self-motivation necessary to help the team succeed;

- To choose the most important people, who will interact throughout the period of restructuring transformations;

- To determine the optimal combination of candidates with the necessary skills in the content and creation of the necessary processes on the one hand, and external relations - on the other.

Management policy should be open and specific. Should be established a clear strategy and it should describe a clear plan of action to be directed to the realization of the mission, goals and objectives of the company. Every leader must know how to influence collective and individual employees for the purpose of qualitative coordination of their actions in the process of restructuring the company. Leader must choose the best type of personnel policy, analyze all disadvantages and risks. In turn, clear and prompt, professional performance of tasks, regular reporting, the ability to work in a team in unexpected situations - is the main task of the workers in the process of restructuring. Any changes can lead to both positive and negative results to what they should be notified in advance.

Only through detailed and properly trained personnel action programs implemented can achieve the creation of a sustainable competitive advantage and increase success in the long run. Properly organized steps will help not only to

reduce the timing of innovation and reorganization costs of them, but also raise the organization to a new level.

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