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**REVIEW OF THE MONOGRAPH**  
**“VECTORS OF PERSONNEL RESOURCES MANAGEMENT**  
**THROUGH THE PRISM OF EFFICIENCY”,**  
**prepared by Helman Valentyna, Zaporizhzhia, 2020<sup>1</sup>**

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Monograph “Vectors of personnel resources management through the prism of efficiency” of Valentina Helman reveals theoretical, methodological and practical principles for ensuring the effectiveness of personnel resource management of mechanical engineering enterprises.

In the first chapter, the authors explore theoretical issues of human resource management as a specific management function, as well as personnel resource management processes.

The second chapter is devoted to the analysis and assessment of socio-economic preconditions for ensuring the effectiveness of personnel resource management in industrial enterprises, in particular mechanical engineering. The question of economic activity of the population employed in industrial enterprises is studied, the analysis and evaluation of economic indicators of domestic industrial enterprises is carried out, the number of employees in mechanical engineering enterprises is forecast based on the method of trend extrapolation.

The third chapter considers the methodological basis of effective management of personnel resources of enterprises, in particular, the conceptual principles of ensuring the effectiveness of personnel resource management are determined, the features of human resource management at the operational and strategic levels are studied, the methods of personnel resource management are generalized.

The fourth chapter of the monograph offers an author’s vision to ensure effective work with personnel resources of enterprises, in particular, emphasis is placed on targeted labor behavior in the personnel resources management system of the enterprise, the use of technology of key performance indicators in the field of personnel resources management is recommended, delegation of authority as a way to increase the efficiency of management.

In the fifth chapter the vectors of personnel resources management through the prism of efficiency are defined, in particular the conceptual model of decision-making of personnel decisions in the conditions of organizational changes of the enterprises of mechanical engineering is developed; the functional-structural approach is improved to ensuring the effectiveness of personnel resource management of the enterprise, the strategy for personnel resource management of mechanical engineering enterprises is developed based on the use of the life cycle model of the employee in relations with the enterprise-employer.

All material is presented in accessible language, rich in statistics data and analysis of personnel resource management at the national and regional levels. The monograph is of interest not only to economists, managers and HR professionals, but also to teachers and students of advanced training and retraining programs and can be recommended for publication.

Monograph “Vectors of personnel resources management through the prism of efficiency” of Valentina Helman is a scientific work that solves an urgent scientific problem – the development of methodological principles of personnel resource management of mechanical engineering enterprises and recommendations for ensuring the effectiveness of its management in order to make and implement effective management decisions.

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<sup>1</sup> Гельман Валентина. Вектори управління кадровими ресурсами через призму ефективності : монографія / за ред. к.е.н., доц. Валентини Гельман. Запоріжжя : Видавець ФОП Мокшанов В.В., 2020. 417 с.