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REVIEW OF THE MONOGRAPH
“VECTORS OF PERSONNEL RESOURCES MANAGEMENT
THROUGH THE PRISM OF EFFICIENCY”,
prepared by Helman Valentyna, Zaporizhzhia, 2020¹

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Monograph of Ph.D., Associate Professor of Personnel Management and Marketing Valentina Helman “Vectors of personnel resources management through the prism of efficiency” is a thorough scientific work with which everyone has the opportunity to consider the theoretical and practical basis for ensuring the effectiveness of personnel resource management in industry, including engineering.

The monograph reviews the issues of generalization of scientific approaches to defining the economic essence of the concept of “resources” and offers an author’s definition; it is proposed to clarify the concept of “personnel resources”; the functional and structural approach to ensure the effectiveness of personnel resource management of the enterprise is improved; a methodological approach is developed that reflects the relationship between personnel policy, indicators of human resource efficiency and performance of the enterprise; the personnel corps of domestic industrial enterprises is analyzed, the socio-economic preconditions of ensuring the efficiency of personnel resources management of mechanical engineering enterprises are investigated, the problems and prospects of development are determined; the classification is developed of external and internal factors of influence on efficiency of management of personnel resources of the enterprise from positions of the complex approach; the recommendations for the use of technology “key indicators” is developed to ensure the effectiveness of personnel resource management of mechanical engineering enterprises; the model of decision-making in the personnel resources management system based on the application of the theory of delegation of authorities is improved; the methodical approach to the provision of personnel resources of mechanical engineering enterprises with the use of one-factor forecasting functions has been improved; the conceptual model of decision-making of personnel decisions in the conditions of organizational changes of the enterprises of mechanical engineering is offered; the technique of construction of a matrix of coordination of strategy with processes of management of a personnel resource of the enterprises is improved; the strategy of personnel resource management of mechanical engineering enterprises on the basis of the model of an employee’s life cycle in relations with the enterprise-employer is developed; the management toolkit of decision-making for increase of efficiency of management of a personnel resource of the enterprises is proposed; the proposals to improve the organizational and managerial work of the personnel department of the enterprise are developed.

For students and teachers of economic faculties of higher education institutions of III and IV levels of accreditation, specialists in personnel management, top management of enterprises, as well as scientific and technical workers, teachers and students of advanced training and retraining programs.

I recommend the monograph of the associate professor of the Department of Personnel Management and Marketing Valentina Helman “Vectors of personnel resources management through the prism of efficiency” to the publication.

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