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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 management of personnel resources through the prism of efficiency” of Valentina Helman reveals theoretical and methodological issues and provides specific proposals to ensure the effectiveness of personnel resource management of mechanical engineering enterprises.

The monograph considers the problematic questions of effective personnel resource management of enterprises, in particular, defines the conceptual framework for ensuring the effectiveness of personnel resource management, explores the features of personnel resource management at the operational and strategic levels, and summarizes personnel resource management methods. The vectors of personnel resources management through the prism of efficiency are determined, specifically the conceptual model of personnel decision-making in the conditions of organizational changes of mechanical engineering enterprises is developed, the functional-structural approach to ensuring efficiency of personnel resource management of mechanical engineering enterprises is developed, the functional and structural approaches to ensure the efficiency of personnel resources management of the enterprise has been improved, the strategy of management of personnel resources of mechanical engineering enterprises based on the use of the employee life cycle model in relations with the enterprise-employer has been developed, the proposals to improve the organizational and managerial work of the personnel department of the enterprise are presented.

The authors of the monograph analyze the personnel of domestic industrial enterprises, explore the socio-economic prerequisites for effective management of personnel resources of mechanical engineering enterprises, identify problems and prospects for development, and justify the use of personnel resources management tools and practices to improve business efficiency. The author’s vision for ensuring effective work with personnel resources of enterprises is proposed; in particular, attention is focused on targeted labor behavior in the personnel resources management system of the enterprise, the use of key performance indicators in personnel resources management and in delegation of authority as a way to improve management is recommended.

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

I recommend the monograph of Candidate of Economic Sciences, Associate Professor of Zaporizhzhia National University Valentina Helman “Vectors of personnel resources management through the prism of efficiency” to the publication.

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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.