**Features of the management personnel evaluation**

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The processes of global changes occurring at the present stage of development of the Ukrainian society require new approaches and principles of enterprises’ management. The priority ones are foundations of the theory of management as a science of competitive professional governance. After all, the high level of management culture involving the theory and knowledge management processes, their laws, properties, functional content, types, forms and methods of it is a guarantee of the leader’s effective performance

Estimation of the management personnel has become one of the most important instruments of the formation of H&R policy of organization. Only on the basis of an objective assessment of factors and conditions it is possible to choose the best option among the existing alternatives. Ignoring these issues in practice can lead to the development and implementation of ineffective H&R decisions. It can have negative impact on personnel and economic performance of the company

An analysis of the scientific sources dealing with the formation of the system of indicators used to measure staff found that there is no single systemic approach to the interpretation of the personnel evaluation, its essence and importance. Most scientists use the assessment only as a tool to achieve the main goal, not highlighting it as an independent object of research. It limits its essence only by applied aspects. *It* reduces the possibility to use existing methods of evaluation

It is proved that disclosing the problem of personnel evaluation should be clearly described criteria for evaluation. For selecting specific indicators to assess staff is important to consider the general orientation of the organization to achieve specific performance. For example, in some cases, the emphasis may be placed on achieving quantitative indicators (increasing output). In others, the emphasis is on the assessment and promotion of quality indicators.

It is studied the features of formation personnel evaluation systems in organizations:

if it is assessed individual contribution and promotion of each employee separately and when attention is focused on collective forms of work. Thus, stimulation of such organizations is based primarily on the assessment of the results of the whole team, and the distribution of earnings within the team is made based on an assessment of individual employees contribution to the total results of the enterprises’ branch.

In order to create an optimal system of personnel evaluation, equally balanced in terms of accuracy, objectivity, simplicity, convenience and clarity it is reviewed existing approaches and personnel evaluation systems, each of which has both positive and negative sides. Tools of personnel evaluation system were shaped by the needs of solving practical problems of production and management activities based on specific methods. It is proved that the personnel evaluation methods must comply with the structure of the company, the type of personnel activities, evaluation aims. They should be simple and clear and include some quantitative indicators, combine written and oral tasks.

It is concluded that the staff assessment combines great information, analytical and reference value. To improve the efficiency of evaluation is necessary to unify and bring together the necessary criteria. Only a complete personnel evaluation system can ensure the effectiveness of economic development under two major conditions. At first, you must consider the features of the previous and current state of the economy, the mentality and behavioral characteristics of the population, duration of conversion period and other factors and conditions forming the peculiarities of the country. At second, its foundations must be based on the principles and mechanisms dominating in personnel estimates of personnel of the most developed countries with market economies.

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