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WAYS TO INCREASE HUMAN RESOURCE PERFORMANCE

Human resource management is an important and continuous process in every organization. It is a systematic, systematically organized influence through a system of interconnected, organizational, economic and social measures aimed at creating conditions for the normal development and use of labor force potential at the enterprise level.

Staffing policy is the main direction in working with personnel. In this regard, staffing policy is a strategic line of work in the workforce. Its purpose is to create a responsible, highly developed and highly productive workforce.

To solve these problems with resource management, it is necessary to create a strategy for the formation and efficient use of the company's labor resources. It should be based on: the correspondence of quantitative and qualitative characteristics of labor resources to the needs of agricultural production; fair wages high level of competitiveness of the labor force and productive employment level of innovation activity, industrial and labor discipline, conflict in the team, etc.

All these activities should be conducted regarding to account the interests of both the management of the organization and its staff. It implies:

• Defining the objectives of the management of labor resources. That is, when making decisions in this area, both the economic aspects of the enterprise and the needs and interests of employees must be taken into account;

• formation of ideology and principles of personnel work, which should be fixed in a special document.

Economic efficiency involves achieving the goals of the organization's business activities (for example, increasing production volumes) with the limited possible number of those working. Social efficiency is ensured through the implementation of measures aimed at meeting the needs and interests of employees. The system of management of labor resources – a complex of activities on personnel, aimed at achieving the goals of the enterprise through the purposeful work with its employees. Improving the management of labor resources in the economic aspect should ensure the growth of efficiency on the basis of continuous technical and organizational improvement of enterprises.

In order to increase the efficiency of the use of labor resources, it is necessary to organize the training of employees according to the following plan:

1) study the developed strategic plan and current tasks in detail;

2) organize training aimed only at achieving the goal;

3) analyze the correctness of the work of staff and the adequacy of their qualifications;

4) examine in detail the main shortcomings that are of great importance in assessing the performance of work;

5) to analyze the reasons for the dismissal of employees;

6) conduct a survey of employees and identify the weakest areas at the level of their training; include them in the training program;

7) Be sure to include personal issues in the program (conflict resolution, stress management, personal finance planning, etc.);

8) conduct a study of relations between employees.

Hence, increasing the efficiency of the formation and use of labor resources of the enterprise contributes to reducing the loss of working time and ensuring its rational use, improvement of working and rest regimes. Important reserves for increasing the efficiency of the formation and use of labor resources of the enterprise are the growth of labor productivity and professional development of workers in accordance with the needs of the enterprise, improvement of the system of retraining, as well as improvement of working conditions.

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GAME OF LIFE AS A MATHEMATICAL MODEL

The Game of Life is a cellular automaton, which was created in 1970 by the English mathematician John Horton Conway. This was a manifestation of interest in the problem of John von Neumann, which was invented in the 1940s, and was to develop a hypothetical machine that would have the ability to make copies of itself. For the first time, the description of this game was published in Scientific American magazine in the category of Martin Gardner "Mathematical games".

The action of the game unfolds on a plane, infinite on both sides and divided into cells, which is called the universe. Each cell has eight neighbors: on the sides, top, bottom and on the diagonal. Also, each cell can be in two states: live (inhabited), non-living (not inhabited). The initial distribution of cells that are in a state of living (inhabited), is called the first generation. Depending on the placement of cells in the first generation, the placement of living (populated) cells of subsequent generations is calculated, following the rules that are given below:

• If the living cell has two or three neighbors – then it remains to live further;

• If the living cell has one neighbor or no one at all – then it goes into a state of inferiority, or, in other words, dies of loneliness;

• If the living cell has four or more neighbors – then it dies from overpopulation;

• If the dead cell has exactly three neighbors – then it goes into the state of the living cell.

The rules are applied repeatedly and simultaneously, to create further generations. These rules are called the Conway genetic laws and satisfy the following conditions:

• there should not be any initial configuration, for which there would simply be a possibility to prove the possibility of unrestricted population growth;

• there must be such initial configurations that have the ability to grow infinitely in advance;