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RELEVANCE FOR APPLICATION OF THE INFORMATION SYSTEMS IN ASSESSMENT OF PERSONNEL COSTS OPTIMALITY

Darya Mosina

Student in Ural State University of Economics
Yekaterinburg, Russia

Abstract. The article describes the evaluation experience of the personnel costs' optimality in the large energy backbone of the region enterprise, whose activities are linked to the transmission of electricity, heat and water supply, as well as to provision of services in sanitation; the main economic indicators of its activity are presented. It is proved the relevance of developing and improving corporate information system in the field of analysis of the labour costs' composition and structure. The general methodical approaches to systematization and the analysis of information are offered. The author has developed and submitted the form of tables (the main indicators of the personnel costs optimality' overall assessment; personnel costs' composition and structure; cost structure in the selection and adaptation of personnel; cost structure in training and staff development), that will enable collect the required information quickly at the enterprise level for economic evaluation of the different methods of training and staff development effectiveness, identifying directions of optimization of this personnel costs.

Keywords: costs of the personnel; optimality; information systems; training effectiveness; personnel Management.

JEL codes: J31; J32.

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Contact

Darya Mosina

Ural State University of Economics

62–455, 8th of March Str., 620144, Yekaterinburg, Russia

mosina_dasha_95@mail.ru