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FORMING A STAFFING RESERVE AS A METHOD OF YOUNG SPECIALISTS ADAPTING IN THE ORGANIZATION

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Abstract. The article considers the problem of young specialists adaptation to the organization by creating an effective system of the personnel reserve forming. According to the author, a properly organized activity with a personnel reserve will reduce the young specialists turnover from the organization, create an additional motivation for work and provide new opportunities for professional growth and career development. The main goals and stages of creating a personnel reserve in the organization are considered. Based on the theoretical analysis of scientific sources, the main directions of work are outlined for the personnel reserve formation at the enterprise: planning, selection, training and obtaining practical experience. Existing modern trends are discussed regarding the employees' inclusion into the organization's personnel reserve, the taking into consideration of which will contribute to the planning of employees' career development. The role of the reservist's psychogram is assessed in the process of occupational diagnostics in order to form a personnel reserve. Recommendations are given for the development of training methods for reservists. In conclusion of the study, the author justified the necessity of introducing activities with a staff reserve to consolidate young specialists to the organization; and recommendations are given also regarding the main areas of work.

Keywords: personnel reserve; professional development; career; reservist's psychogram; training.

JEL codes: J01; J24.

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