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PERSONALITY AND ORGANIZATIONAL DETERMINANTS OF PERSONNEL ADAPTATION

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Abstract. The article considers the problem of labor adaptation of personnel in the organization. In the author's opinion, an integrated approach to solving the problem is needed, the main feature of which is the introduction of personal and organizational factors in the organization to monitor the success of staff adaptation. The main types and forms of staff adaptation in the organization are considered, organizational and personal reasons that determine the success of labor adaptation are highlighted. Accounting for personal and organizational factors will increase the effectiveness of adaptation programs, help in planning the professional development of employees. In conclusion of the research, the author suggests tools for identifying personal factors at the stage of recruitment, as well as recommendations on the use of the monitoring system of organizational factors in order to improve the quality and effectiveness of staff adaptation.

Keywords: staff adaptation; types of adaptation; personal factors; organizational factors.

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