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**ASSESSMENT OF PERSONNEL ADAPTATION EFFECTIVENESS
IN MALOISTOKSKY LINEAR PRODUCTION DEPARTMENT
OF THE TRUNK GAS PIPELINES - BRANCH
GAZPROM TRANSGAZ YEKATERINBURG LTD**

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Abstract. This article is devoted to the problem of the personnel adaptation economic efficiency in the organization. The influence of the personnel adaptation system on the economic stability and organizational competitiveness is described. The key successful adaptation criteria, its objective and subjective results are revealed. The adaptation process effectiveness is analyzed in the article by using practical indicators of the Malostoksky Linear Production Department of the Trunk Gas Pipelines (branch the Gazprom Transgaz Yekaterinburg) for all the identified success criteria. First of all, the analysis of the mastering the professional skills terms was conducted, the factors influencing the adaptation terms were revealed. On the basis of recently accepted in the organization employees' sociological survey, conducted by the author, their job satisfaction's analysis was carried out. The article presents the questions wording used to determine job satisfaction, as well as the satisfaction index calculation procedure and the results significance. The new employees' dismissal reasons and the turnover rate of the newly recruited workers are analyzed. The economic efficiency calculation for the personnel management service and adaptation as a whole has been conducted. The article can be a methodological basis for analyzing the adaptation process effectiveness at various enterprises, since it contains all the necessary formulas and questions wording for conducting the survey.

Keywords: staff adaptation; effectiveness of adaptation; job satisfaction; criteria for the adaptation effectiveness; adaptation period.

JEL codes: M 12; M 51.

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