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SECONDARY SCHOOL HRM STRATEGY IN THE PERIOD OF FEDERAL STATE EDUCATIONAL STANDARDS IMPLEMENTATION

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Abstract. The article describes a specific project for organizational HR strategy development. The authors identified the strategic personnel management problems: case study Secondary School No. 14 in Irkutsk. The analysis of existing practices is carried out about the strategic personnel management in general education institutions in Russia and abroad. The authors formulated the "root problem" based on the analysis of the secondary school management strategy (there is no systematic approach to the meta-subject results formation in the secondary school); and a strategic goal was defined for the period until 2022. Within the framework of this project, the strategic personnel management system was perfected in this school; a measures plan based on SWOT analysis was developed. The SMART tasks were set for strategy implementation; stakeholders were also described, possible risks, deadlines for each of the tasks, and the necessary resources for the strategy implementation. Expected positive results of developed project application are described. The article may

be of interest to specialists engaged in the personnel management strategy development, as an example of practical strategic management method implementation.

Keywords: personnel management strategy; secondary school management; meta-subject competence; SWOT analysis; SMART tasks.

JEL codes: M 12; M 50.

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