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## **A. KIBANOV'S CONTRIBUTION TO HR-MANAGEMENT DEVELOPMENT AS THE SCIENCE BRANCH IN RUSSIA**

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**Abstract.** The author presents in this article his view on the contribution Doctor of Economics, Professor A. Kibanov to the development of the personnel management theory and practice in Russia. The author proves the relevance of the topic by the fact that 1990 was a turning point for the Russian economy, since during this period the country had to go through a transition to a market economic model. It was at that time that that the first HR Department in the University in Russia was created by A. Kibanov. The A. Kibanov's biography is studied in this article, his scientific works and his contribution is evaluated to the Russian science of personnel management. The author argues that now the personnel management direction is an autonomous and promising discipline and research direction thanks to his numerous scientific works and research; experts in this field of knowledge can increase the company's economic efficiency and production results. The author used A. Kibanov's books and electronic resources, Google Academy to collect the theoretical information. As a result of the analysis, the author makes a conclusion about the expediency of using the proposed by A. Kibanov technology and methods of personnel management and the labor market analysis in solving problems of increasing the companies' economic efficiency and the Russian economy's growth.

**Keywords:** A.Kibanov; personnel management; labor market; functional & cost analysis; motivational core; personnel marketing.

**JEL codes:** J 01; M 50; B 31.

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