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PERSONNEL ADAPTATION INFLUENCE ON STAFF TURNOVER: GAZPROM TRANSGAZ YEKATERINBURG LLC CASE STUDY

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Abstract. The article is devoted to the study of staff turnover and personnel adaptation processes, their relationship at the enterprise. The object of the study is the personnel management processes at Gazprom Transgaz Yekaterinburg. The essence of the personnel adaptation management process and its role in the personnel management system are determined. The analysis of staff turnover was carried out in the company by the authors in several directions. The number and reasons for the dismissal of workers who have worked at Gazprom Transgaz Yekaterinburg LLC for less than 3 years in the past three years are analyzed. Reasons associated with staff turnover (dismissal at will and for absenteeism, other violations of discipline) are identified. The analysis of the reasons structure for staff dismissal is carried out for all three years separately for all those who quit and for those employees who quit after having worked for less than three years. The analysis showed that the main reason for workers dismissal who have not worked even for three years is dissatisfaction with work, which indicates the problems of adaptation. Further, turnover rates were calculated, which showed that the overall turnover rate is low. The adaptation methods, which are used most often in the company, are revealed.

Keywords: labor adaptation; on boarding management; staff turnover; reasons for dismissal; personnel adaptation indicators.

JEL codes: J 63; M 11.

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