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METHODS FOR ASSESSING HUMAN RESOURCES IN THE MANAGEMENT EFFICIENCY SYSTEM

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Abstract. Changes in the business environment make urgent the issue of increasing the corporate management efficiency, in particular, optimizing its constituent elements. There is an increasing need to implement effective HR management as one of the key factors in creating competitiveness. This paper is devoted to the methodological basis for assessing human resources analysis, which includes mathematical and analytical techniques that make it possible to determine the employees' potential. The main management effectiveness system elements are presented. The purpose of the study is to analyze methods for assessing human resources applicable to constructing effective HR strategies. To achieve the goal, economic and mathematical methods are considered that can be integrated into the management efficiency system: regression analysis, multidimensional scaling, multicriteria optimization methods, cluster analysis, as well as approaches based on neural networks and machine learning. The analysis showed what mathematical and analytical methods can be effectively used to assess staff performance. The practical part of the paper presents the results of

testing the mathematical methods usage for assessing human resources and developing the management efficiency system in an IT company developing software.

Keywords: management effectiveness; management strategies; human resource management; employee performance; human resources; human resource assessment; organizational conditions.

JEL codes: M21; M54; J24.

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