

PROBLEMS OF ADAPTATION OF THE PERSONNEL DURING CRISIS

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Abstract. Article is devoted to problems of adaptation of the personnel during crisis. In research the main directions of actions of the management for decrease in negative consequences, the principles and development stages of anti-recessionary programs, problems of adaptation of workers are allocated. Relevance of a problem is caused mass by reduction of the personnel at the Russian enterprises during the periods of an economic crisis, the decrease in motivation and efficiency of activity of the personnel caused by uncertainty of position of employees, increase of level of turnover of staff, adaptation problems. Research of literature showed the practical lack of works on complex research of problems of adaptation of the personnel caused by need of decrease in costs of the personnel, to studying of the arising social and psychological problems. The author sees a solution in development of programs of crisis management, an assessment of consequences for the personnel of financial problems of the company. Creation of the anti-recessionary program of personnel administration, motivation of the personnel increase of overall performance plays a significant role in success of financial improvement of the company. In work the high role of the personnel in overcoming of crisis at the enterprise is noted. Creation of system of mobilization of human resources in total with optimization of expenses can become the only condition of recovery from the crisis. As shows world experiment, the support on the human capital is economically effective.

Keywords: adaptation of the personnel; crisis; staff reduction; anti-recessionary program; decrease in costs of the personnel.

JEL codes: J24; J26.

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