

Approaches and indexes of development efficiency of human resources at enterprises

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Research methodology. Using a systematic approach the sphere of efficiency evaluation of human resources development at enterprises was explored and the features of its realization were defined. The article deals with the assessment of the possibility of the HRD efficiency evaluating at Ukrainian enterprises by the methods of comparative analysis and logical approach.

Results. The essence and role of efficiency of HRD were disclosed and its classification according to different criteria was presented. The comparative analysis of basic models of efficiency evaluation of HRD was offered. The article systemizes its typical weaknesses in the context of prospects and possibilities of application at the Ukrainian enterprises. The principal reasons of improper implementation of evaluation of efficiency of HRD at the Ukrainian enterprises and measure for optimization of situation were generalized.

Novelty. The system of key indexes of estimation of efficiency of the system of HRD at enterprises (cost, quantitative and qualitative), which engulfs six its basic elements: motivation for the HRD, human resources assessment, planning and implementation of business career, learning, adaptation, formation of personnel reserve, was developed.

Practical meaningfulness. Application of the developed system of key indexes of efficiency evaluation of HRD at enterprises is scientific subsoil of development of practical recommendations in relation to the improvement of the system on state and organizational levels.