

региональных особенностей хозяйствования. На наш взгляд, такой подход позволяет не только подготовить специалиста, по выходу из учебного заведения готового к работе в местных условиях, но и воспитывает уважение и особенное отношение к природе и быту малой родины.

Настоящее исследование и участие в III Международной научно-практической конференции «Актуальные проблемы и перспективы развития сельских территорий и кадрового обеспечения АПК» было поддержано Красноярским краевым фондом поддержки научной и научно-технической деятельности.

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АКТУАЛЬНЫЕ ПРОБЛЕМЫ И ПЕРСПЕКТИВЫ УПРАВЛЕНИЕ ПЕРСОНАЛОМ АПК

Ключевые слова: кадровый потенциал, предприятие, агропромышленный комплекс, руководство, анализ.

Key words: personnel potential, enterprise, agro-industrial complex, management, analysis.

Аннотация: сложившийся уровень обеспеченности трудовыми ресурсами предприятия агропромышленного комплекса позволяет осуществлять производственно-хозяйственную деятельность на достаточно высоком уровне, от чего в значительной мере зависит производство высококачественной продукции с минимальными потерями.

Summary: the current level of provision with labor resources of the enterprise of the agro-industrial complex allows to carry out production and economic activities at a sufficiently high level, on which the production of high-quality products with minimal losses largely depends.

The analysis of the personnel policy of an agro-industrial complex enterprise includes the study of the personnel planning system that has been formed at a given commercial enterprise and involves an algorithm for the selection of highly qualified personnel.

At the same time, at the enterprise of the agro-industrial complex, both found or attracted sources are used, as well as internal ones. This important process involves the following issues:

- how many workers will the company need in the course of expanding its production capacity?

 - What skill level should these workers have?

 - When will these workers be needed?

- on which production sites of the warm economy will their work be required?

- How is it possible to attract the number of employees necessary for the enterprise?

- How is it possible to use the labor of workers in full accordance with the level of education they have received and their abilities?

- how is it possible to purposefully promote the professional development of employees of this commercial enterprise?

- how is it possible to adapt the knowledge gained by employees to changing requirements?

- what costs should the company incur in connection with the hiring of additional labor?

There are the following main tasks of personnel planning for enterprises of the agro-industrial complex:

- coordination of personnel planning with the planning of the enterprise of the agro-industrial complex as a whole,

- organization of productive interaction between the planning group functioning within the framework of the personnel service and the planning department of the enterprise of the agro-industrial complex as a whole;

- implementation of solutions that contribute to the most successful implementation of the development of the strategy of the enterprise of the agro-industrial complex,

- assistance to the enterprise of the agro-industrial complex in identifying key personnel problems and needs that contribute to the most successful implementation of the strategic planning process at the enterprise;

- increasing the level of information exchange regarding the availability of employees between all departments of the enterprise of the agro-industrial complex.

Personnel planning for the enterprises of the agro-industrial complex includes the following key elements:

- forecasting the future needs of an agro-industrial enterprise in certain categories of personnel, for example, drivers, loaders, sorters, etc.);

- analysis of the system of workplaces of the enterprise of the agro-industrial complex;

- development of programs and activities aimed at the development of personnel.

In the process of implementing personnel planning, the management of an agro-industrial enterprise solves the following key tasks:

- to find and retain at the enterprise employees of the appropriate skill level and in the right quantity;

- use the existing potential of employees in the best possible way;

- anticipate the most likely potential problems that can arise due to a possible excess or shortage of workers;

An analysis of the main indicators designed to characterize the level of effectiveness of an enterprise's workforce planning puts first consideration:

- fund of working hours of the enterprise of agro-industrial complex;

- indicators of the level of efficiency of the use of labor of employees of the enterprise of the agro-industrial complex;

- indicators of the qualitative composition of the personnel of the enterprise of the agro-industrial complex and its gender and age dynamics;

- the dynamics of the qualitative composition of the personnel of the enterprise of the agro-industrial complex according to the level of its education.

Consideration should be given to each of the above indicators. Labor plan, statistical reporting, called the "Labor Report", as well as data accumulated at the enterprise from the time sheet and personnel department.

An analysis of the provision of an agro-industrial enterprise with labor resources will be determined by comparing the actual number of employees by category and profession with the planned need of this enterprise.

\Special attention in this case is paid to the analysis of the level of provision of the enterprise of the agro-industrial complex with workers with education in the most important professions for this enterprise.

One of the most important moments in the activities of personnel services and the administration of an enterprise of the agro-industrial complex should be called the hiring and dismissal of workers. It should be noted that a fairly fre-

quent turnover of employees has a negative impact on the level of production efficiency, since the productivity of new employees is usually lower than that of other employees who have worked for a certain period.

The quality of labor and the products manufactured by the enterprise of the agro-industrial complex are significantly reduced, and the growth rate of labor productivity is falling. At the same time, the costs of training and retraining more and more new employees are increasing significantly. In addition, the negative impact of staff turnover affects the stability of the staff of the agro-industrial complex, the formation of labor activity among employees and the creation of a healthy microclimate at the enterprise as a whole.

Of particular importance for characterizing the movement of personnel in an agro-industrial enterprise is the gradually decreasing employee turnover rate, which may indicate a competent strategic personnel policy. The turnover rate in the enterprises of the agro-industrial complex also decreases every year.

It is necessary to identify the main reasons that encourage employees to change their place of work of their own free will. As the analysis carried out in relation to the enterprise of the agro-industrial complex shows, one of the main reasons for the dismissal of workers at their own request is dissatisfaction with wages. The difference in wages at the enterprises of the agro-industrial complex leads to the constant movement of people. This reason concerns workers to the greatest extent, despite the fact that its influence on the process of turnover among employees is also great.

An additional reason for the turnover of workers is the level of labor rationing. To date, quite objectively insufficient attention is paid to the enterprises of the agro-industrial complex to improve the rationing, which, in turn, almost inevitably entails an expansion of the list of unprofitable work for employees. The next reason for the turnover of workers is the dissatisfaction of the workers of the agro-industrial complex with the conditions and organization of labor. These include, first of all, the harmfulness of production, which uses pesticides and herbicides in significant quantities, the lack of fresh air in greenhouses, heavy physical exertion, a monotonous work schedule, and so on.

Living conditions also have a certain impact on the staff turnover of an agro-industrial enterprise. The reasons for the dismissal of young people are dissatisfaction with the profession, as well as poor organization of leisure and the inability to improve their professional and general educational level as often as required by the speed of development of technologies and methods of work. Taken together, the reasons for the employee turnover in the agro-industrial complex are as numerous as the specific ways to reduce it are diverse. Some of them can be implemented within the enterprise of the agro-industrial complex exclusively through organizational measures, while others require certain material costs, and others require the adoption of relevant regulations.

In the course of the analysis of the use of labor resources of an agro-industrial enterprise, special attention is also paid to the analysis of the qualitative composition of employees. It is advisable to analyze the qualitative compo-

sition of the enterprise of the agro-industrial complex by gender and age indicators, as well as take into account the level of education and work experience of employees. Let us analyze the qualitative and age and sex composition of the labor resources of an agro-industrial complex enterprise.

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АССОЦИАТИВНЫЕ ПРАВИЛА ДЛЯ ПРОФЕССИИ «МЕХАНИЗАТОР»

Ключевые слова: ассоциативные правила, механизатор, заработная плата, навыки

Key words: associative rules, mechanic, salary, skills

Аннотация: авторы представили найденные в ходе исследования закономерности между уровнем заработной платы и востребованными навыками механизаторов. Анализ таких связей позволит соискателям на данную профессию сделать упор на совершенствовании конкретных умений и получении знаний под интересующий размер дохода, а учебным заведениям скорректировать свои программы под потребности рынка.

Summary: the authors present the patterns found in the course of the study between the level of wages and the skills of machine operators in demand. The