

Section 02. Management

Lena Kin'

A.V.Dudnik research supervisor

O.V. Khazova language adviser

State HEI "National Mining University" Dnipro (Ukraine)

Some Aspects of Human Resource Management in Organizations

The problems of the human resource management in organizations is very important because it greatly influences the performance and development of any business. According to **Shelley Cason**, «two of the main personnel management challenges include the ability to retain and to positively motivate up-and-coming employees». There are different aspects which require special attention and consideration.

First of all, it is a problem of communication between a manager and the staff. If there is no proper communication of the employees with the managers, there will be misunderstanding between the workers of an organization. So, personnel should develop abilities to communicate to achieve mutual understanding and create good atmosphere at work.

The second problem is conflicts between personnel in a team which can lead to bad performance. Therefore, a good manager should be able to monitor and evaluate the situation in order to resolve any conflict situation. One of the possible solutions is regular staff meetings where employees could openly say about the problems that arise during their work.

Another problem is a choice of an efficient management method. There are a lot of management approaches these days and a manager must choose the most suitable method of managing his staff. The choice of management method depends on many factors especially on the psychology of the workers.

To achieve respect from the workers it is very important to show them that they are also respected. A good manager should be able to listen to the ideas of the staff, respect their rights, then he will gain respect from the workers.

The motivation of staff is an important problem. Motivation is divided into two types: material and non-material. Material motivation includes the system of rewards and fines. Giving the employee different rewards, we motivate him to work harder to get more bonuses. Fining employees who have shown poor results, we motivate them to work better not to be punished.

Non-material motivation means creating a favorable climate in a team, getting a praise from the leader, or professional development at the company's expense. Managers can also provide their employees with subscriptions to swimming pools, gyms, fitness clubs, etc. Each leader should choose such material and non-material types of motivation that would correspond to his business opportunities and objectives.