

## **Basic Human Resource Management Models**

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**Annotation.** This article is devoted to the consideration of the main models of Personnel Management. The study allows us to note that the problem of effective Personnel Management is the most pressing problems of the effectiveness of the organization. For Russia, this is relative. new problem. Its relevance assumes the study of accumulated domestic and foreign experience.

**Keywords:** Human Resources, personal, large corporation, personal brand, enterprise, business strategy.

The enterprise and organization use various resources to realize the goals set before them. They are traditionally divided into three main groups: natural or natural resources (French economist J.B. According to SEI's definition: land), consists of material resources (capital) and Human Resources, which can also be called factors of production. The term Personal (human resources) combines the components of the Labor team of an enterprise.

Personnel include all employees who perform production or management operations and are engaged in processing using labor objects, labor tools. In this, the concepts of personnel, servants, personal mean the same meanings. "Human Resources Management" () consists in the fact that people are the competitive wealth of an enterprise, they need to be located, developed, based on a resource with other resources.

The purpose of this is to effectively achieve the strategic goals of the enterprise. Human resources are the basis of any successful business. Managing the workforce effectively can be a daunting task, especially as organizations are becoming more complex and diverse. Human resource management functions refer to: • the person who holds the primary responsibility for Human Resources.\* Determination of employee requirements.

Analysis of the problem: is it worth using the services of independent contractors or should they hire their own workers?

- ✓ Selection and training of personnel;
- ✓ The best staff providing competitive advantage for the organization;
- ✓ Personal brand and organization brand carrier BEST employees;
- ✓ Adapted activities for the payment of employee benefits;
- ✓ Training all employees in norms and personnel policies;
- ✓ Creating and maintaining HRM policies in the organization.

The entire history of mankind is full of examples of a sharp struggle between two incredibly large economic forces –hired labor and labor recruiters. This struggle led to great

sadness and damage. Disaster and, even, wars are nothing in front of it, because they last for several years. The struggle between them, on the other hand, dates back to the appearance of the first slave, and continues to this day, pushing back the economic development of mankind.

Only in the 20th century began to see signs of a new society (social market economy), and then this struggle could finally end. The Human Resource Management Complex is the management effect on the organization and conditions of employee labor in various ways, the formation of skills that ensure the maximum use of the Labor potential of employees in the interests of the enterprise.

Personnel Management is a purposeful influence on the human component of an organization, aimed at establishing compliance between the goals of the organization and the capabilities of employees. Personnel Management is based on a generalized idea of the role of a person in an organization.

One of the elements of managerial activity is Personnel Management, which determines the position of the individual in the organization. The very concept of "management" is ambiguous. This can be interpreted in terms of Personnel Management, Management through human resources or simply a person. At first glance, it may seem that there is no difference between terms, but for management theory, these concepts are fundamentally different. Personnel Management is an activity aimed at a certain set of rules and methods of influencing the labor process of employees in order to develop the skills necessary to maximize the Labor potential of employees.

The main strategic functions of Human Resource Management are balancing enterprise and business strategies; reengineering of organizational processes; interaction with employees of the organization, change management. The HR manager is responsible for organizational leadership and management culture monitoring. HR ensures compliance with employment and labor laws, which may differ in space.

*Human Resource Management has four tactical functions:*

1. Staffing.
2. Training and development of personnel.
3. Motivation management.
4. Technical services.

Staffing includes selecting and hiring potential employees through interviews, applications, networks, etc.

Training and development is the next step in the process of continuous development of qualified personnel. Motivation is the key to ensuring high employee productivity. This function may include employee benefits, activity assessments, and rewards. The final function-service-involves maintaining their loyalty and commitment to the organization. HRM allows human resources professionals to train new employees in an effective manner.

Emerging as a technology, HRM is now a scientific field and requires the use of ontological descriptions. Human resources are qualified professionals who work in the organization. Human Resource Management is actually Personnel Management, focusing on workers who are assets of the enterprise. In this regard, such employees are sometimes called human capital.

The analysis shows that when the mechanisms for the formation of general and private human potential are sufficiently developed, the level of human capital and resources is the same, the competitiveness of the organization increases.

In management theories, there are different approaches to the classification of personal, depending on the profession and career of the employee, the level of management, the categories of the employee. Depending on their participation in the production process, personal is divided into two main parts: workers and servants.

There are two main approaches to solving personal problems in a foreign experience. The first approach focuses attention on the fact that Human Resource Management<sup>1</sup> covers strategic aspects of solving this problem, including issues of social development, while personal management concerns operational work with more personnel. Human Resource Management focuses primarily on issues of state regulation of relations in the field of Labor and employment, while personal management<sup>2</sup> focuses on enterprise-level Labor Relations.

As the enterprise and organization hard resources, it tries to make good use of them to achieve organizational goals, remanufacturing cotton, preparing details in the stations, training bus drivers and sending them to the road.

In order for this process to be effective, it is necessary that the enterprise provides the optimal ratio of the resources used (in terms of their quantity, method, place, time, duration of mutual action) or, in other words, manage resources. A house can be built by one person for three years, a brigade of ten people –from bricks for four months, a brigade of three people from reinforced concrete blocks can be built in a month using a lifting crane, this work depends on the goals and funds that the future owner of the House has.

Resource management is based on organization management. In addition to managing material and Natural Resources, Human management is a component of the management of any enterprise and organization. However, according to its definitions, people are seriously different from any resources used by organizations, consequently, requiring separate methods of management.

In large organizations, the responsibility of general leadership of labor resources is assigned to qualified personnel of the personnel department, which is usually part of the staff services. In order for these professionals to help implement the goals of the organization, it is necessary that they know not only their areas, but also the needs of the leaders of the lower branch.

At the same time, these leaders cannot generally use the services of personnel specialists if they do not understand the features of labor resource management, its mechanism, capabilities and shortcomings. Therefore, it is important that all leaders know and understand the methods and techniques of human management. The Human Resource Management System includes the following steps:

1. Resource planning: developing a plan to meet future human resource needs.
2. Personal accumulation: establishment of a reserve of potential candidates for all positions.
3. Selection: evaluation of job candidates and selection of the best from the Reserve.
4. Determination of wages and benefits: development of a structure of wages and benefits with the aim of attracting, hiring and maintaining servants.
5. Professional orientation and adaptation: to introduce referred workers to the organization and its units, to generate an understanding in the worker of what is expected of him, and to explain what kind of Labor is well evaluated.
6. Training: develop programs to teach the necessary labor skills to get the job done efficiently.

Human beings are the competitive wealth of the enterprise, the purpose of their placement is to achieve the strategic goals of the enterprise. From personal management to human resource

management, it can be imagined that the reasons that lie in the light of the structural restructuring of the future, the increase in the human role at all stages of management will have its impact. To evaluate the evolution of Human Resources Management and the future directions in its development, it is useful to familiarize yourself with the opinions of Japanese and American specialists who manage large corporations.

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