

ТЕОРЕТИКО-МЕТОДОЛОГІЧНІ ЗАСАДИ ІНТЕЛЕКТУАЛЬНОЇ СИСТЕМИ КАДРОВОГО МЕНЕДЖМЕНТУ THEORETICAL AND METHODOLOGICAL FUNDAMENTALS OF THE INTELLECTUAL SYSTEM OF HUMAN RESOURCES MANAGEMENT

У статті розглядаються основні теоретико-методологічні засади функціонування інтелектуальної системи підбору кадрів на підприємстві. Наводяться також, що інтелектуальна система підбору кадрів має являти собою основну роботу працівників кадрової служби. Виділяються основні рівні менеджменту підприємства та визначаються основні управлінські процеси на відповідному рівні. Аналізуються ключові відмінності між кадрами та персоналом підприємства та формулюється сутність інтелектуальної системи підбору кадрів, як основи успішного кадрового менеджменту. Наводиться загальна структура інтелектуальної системи підбору кадрів та характеризується основні етапи функціонування заданої інтелектуальної системи. Визначаються функціональні розбіжності між більшістю працівників кадрової служби та ситуативного інтелекту.

Ключові слова: кадровий менеджмент, управління персоналом, інтелектуальний підбір кадрів.

The relevance of the study is justified by the fact that despite the fact that the issues of intellectual approach to recruitment have been covered in the works of many scholars, modern challenges raise the issue of intellectual staff management, and therefore require further study. Therefore, article considers the basic theoretical and methodological principles of functioning of the intelligent system of personnel selection at the enterprise. It is emphasized that the intelligent recruitment system should qualitatively complement the work of personnel officers. The basic levels of enterprise management are distinguished and the main managerial positions are determined at the appropriate level, namely: lower, middle and higher. Two basic categories of personnel management are studied: personnel and personnel. The main types of personnel are characterized: manager, specialist, employee and personnel, production personnel, management personnel and service personnel. The article analyzes the key differences between personnel and personnel of the enterprise and formulates the essence of the intelligent system of personnel selection as the basis of successful personnel management. The general structure of the intelligent system of personnel selection is given and four main stages of functioning of the specified intelligent system are characterized. Functional differences between the activities of the personnel officer and artificial intelligence are determined. According to the results of the study, we can say that qualitatively and appropriately used in the recruitment and selection of candidates, a comprehensive combination of man, an experienced specialist who can analyze a person in all respects, the ability to understand people, separate truth from falsehood, understands nonverbal communication, knows on the psychological aspects of human behavior and the intellectual system, which can be more objective in the selection and analysis as an element of control of the search engine. The thesis is substantiated, in the generalized form the intellectual system of personnel selection should provide balance of subjective (human) and objective (machine) approaches in personnel management.

Key words: personnel management, human management, intelligent recruitment.

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Постановка проблеми. Загальновідомо, що будь-яке підприємство не може існувати без персоналу та кадрів. Особливо основу його структури складають саме люди, саме як інтелектуальний ресурс організації. Кожне підприємство працюючи на ринку займається підбором персоналу, та підбором кадрів. Тому, кожен підприємствець знає: «кадри вирішують все». Для нормального функціонування підприємства потрібно постійно функціонувати за станом кадрової системи, провадити постійно діючу ефективну кадрову політику, яка б дала змогу визначати ефективність роботи кадрів, чи потрібно підприємству нові кадри, які можуть принести із собою нові ідеї для розвитку підприємства, розробити нову інтелектуальну систему підбору кадрів, слідкувати за підвищенням кваліфікації та навчанням кадрів та персоналу. Створення відділу кадрів на підприємствах було підпорядковано головним чином одній меті – пошуку кадрів, проведення

процесу відбору персоналу, наймання робочої сили. У зв'язку з цим чи не найголовніша функція кадрової служби полягає у прийнятті та звільненні працівників.

Аналіз останніх досліджень та публікацій. Рівні аспекти інтелектуального підходу до підбору кадрів висвітлювались у працях таких вчених, як Акулов М., Борданова Л. С., Войнаренко М. П., Драбанч А., Євась Т., Жукова О., Коцювської В.М., Кузьміна О. М., Мельничук В. Е., Поліщук І. І., Помірча О., Понедільчук Т. В., Рощина Н. В., Семенченко Н. В., Цуруль О. А., Швед В. В., Юрчишена Л., Янчук Т. В. та інших. Проте, ми вважаємо, що виклики сучасності актуалізуються проблематику інтелектуального забезпечення кадрового менеджменту, а отже і потребує подальшого вивчення.

Формулювання цілей статті. Основною ціллю статті є систематизувати теоретико-методологічні засади інтелектуального забезпечення кадрового

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Theoretical And Methodological Issues In Human Resources Management

Jiyuan Zhang



Theoretical And Methodological Issues In Human Resources Management:

Unveiling the Magic of Words: A Report on "**Theoretical And Methodological Issues In Human Resources Management**"

In a global defined by information and interconnectivity, the enchanting power of words has acquired unparalleled significance. Their capability to kindle emotions, provoke contemplation, and ignite transformative change is really awe-inspiring. Enter the realm of "**Theoretical And Methodological Issues In Human Resources Management**," a mesmerizing literary masterpiece penned by way of a distinguished author, guiding readers on a profound journey to unravel the secrets and potential hidden within every word. In this critique, we shall delve into the book's central themes, examine its distinctive writing style, and assess its profound effect on the souls of its readers.

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Table of Contents Theoretical And Methodological Issues In Human Resources Management

1. Understanding the eBook Theoretical And Methodological Issues In Human Resources Management
 - The Rise of Digital Reading Theoretical And Methodological Issues In Human Resources Management
 - Advantages of eBooks Over Traditional Books
2. Identifying Theoretical And Methodological Issues In Human Resources Management
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Theoretical And Methodological Issues In Human Resources Management
 - User-Friendly Interface
4. Exploring eBook Recommendations from Theoretical And Methodological Issues In Human Resources Management
 - Personalized Recommendations
 - Theoretical And Methodological Issues In Human Resources Management User Reviews and Ratings

- Theoretical And Methodological Issues In Human Resources Management and Bestseller Lists
- 5. Accessing Theoretical And Methodological Issues In Human Resources Management Free and Paid eBooks
 - Theoretical And Methodological Issues In Human Resources Management Public Domain eBooks
 - Theoretical And Methodological Issues In Human Resources Management eBook Subscription Services
 - Theoretical And Methodological Issues In Human Resources Management Budget-Friendly Options
- 6. Navigating Theoretical And Methodological Issues In Human Resources Management eBook Formats
 - ePub, PDF, MOBI, and More
 - Theoretical And Methodological Issues In Human Resources Management Compatibility with Devices
 - Theoretical And Methodological Issues In Human Resources Management Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Theoretical And Methodological Issues In Human Resources Management
 - Highlighting and Note-Taking Theoretical And Methodological Issues In Human Resources Management
 - Interactive Elements Theoretical And Methodological Issues In Human Resources Management
- 8. Staying Engaged with Theoretical And Methodological Issues In Human Resources Management
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Theoretical And Methodological Issues In Human Resources Management
- 9. Balancing eBooks and Physical Books Theoretical And Methodological Issues In Human Resources Management
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Theoretical And Methodological Issues In Human Resources Management
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Theoretical And Methodological Issues In Human Resources Management
 - Setting Reading Goals Theoretical And Methodological Issues In Human Resources Management
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Theoretical And Methodological Issues In Human Resources Management
 - Fact-Checking eBook Content of Theoretical And Methodological Issues In Human Resources Management
 - Distinguishing Credible Sources

13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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