

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, що інтелектуальна система підбору кадрів має являти собою основу роботи 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., Коцювський 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

**Cynthia D. Fisher, Lyle F.
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Theoretical And Methodological Issues In Human Resources Management:

Theoretical and Methodological Issues in Human Resources Management Gerald R. Ferris, Kendrith Martin Rowland, 1990-01-01 *Institutional Theory and Human Resource Management* Alireza Hashemi, 2025-09-10 This research volume delves into the intricate realm of human resource management HRM through the lens of institutional theory. Spanning eight chapters it meticulously explores the intersection of organizational studies and HRM offering a deep understanding of how institutional contexts shape HRM practices and behaviors. Readers will gain a comprehensive understanding of the contextual approach in HRM and its linkage with institutional theory. By leveraging the insights provided they can enhance their analytical skills, enrich their understanding of institutional complexities and design effective HRM strategies tailored to organizational contexts. Key topics covered include institutional pressure, logic of action response, work and entrepreneurship in HRM as well as micro institutions and multi level HRM approaches. This book will be of value to academics, researchers and practitioners in the field of HRM seeking to deepen their understanding of the institutional underpinnings of HRM. It is also invaluable for advanced students studying HRM, organizational studies or related disciplines providing them with a solid theoretical foundation and practical insights for navigating the complexities of HRM in real world contexts.

A Research Agenda for Strategic Human Resource Management Peter D. Sherer, 2022-11-24 This enlightening Research Agenda considers the latest developments within the world of work, arguing that the time is right to address the variety of Human Resource Management HRM practices and arrangements. [Human Resource Management in Europe](#) Chris Brewster, Wolfgang Mayrhofer, Michael Morley, 2004 The essential book for developing and learning about European HR practice. [Methodological Issues in Management Research](#) Rabi N. Subudhi, Sumita Mishra, 2019-11-11 Using contemporary examples of business and management research predominantly within the context of India, this book offers numerous tools and techniques which can be applied to a diverse range of research needs. Topics discussed include research designs, sampling, interviews, focus groups, case study research and mixed method research. [Research in Personnel and Human Resources Management](#) Joseph J. Martocchio, 2008-07-25 Contains seven papers on various issues in the field of human resources management. [Theoretical and Empirical Challenges in Studying](#) Patrick M. Wright, 2000

A Literature Review on the Impact of Investment in Human Capital on Economic Success: How do Human Resources Practices affect Organisational Performance? Gina Roberts, 2004-10-25 Master's Thesis from the year 2004 in the subject Psychology Work Business Organisation grade 1.0 A LMU Munich language English abstract. For companies to gain desired productivity increases from the introduction of advanced and complex technologies they require a workforce with the necessary skills and knowledge to use them. Thus the value of formal education, technical schooling and on the job training has increased in societies where significant economic growth has been achieved through major advances in technical knowledge. Becker 2002. This is not to say that Human Capital is not important for developing countries and

emerging economies On the contrary returns to education particularly for elementary schooling have been found to be even higher in developing countries Jones 2001 Companies realised from the 1990s onwards that the Human Capital within their organisations could be utilised as source of competitive advantage that adds economic value to the firm In today s knowledge economy the people that make up an organisation are seen as wealth and capability generators who can profoundly affect market appeal reputation and performance Rylatt 2003 The potential economic significance of HRM has been increased by strategically fitting HRM practices with business strategy HR communicates the strategic direction of the organisation to employees and defines and transmits organisational culture that supports organisational objectives by signalling the desired corresponding employee attitudes behaviours motivational and affective responses Ostroff Bowen 2000 The research question posed in this thesis takes on the challenge to find empirical evidence that investment in human capital has a positive impact on intermediate as well as accounting and sharevalue economic bottom line indicators of organisational performance both directly and indirectly This literature review summarises integrates and evaluates research published between 1998 and 2003 pertaining to the impact of Human Resources on indicators of employee and firm performance The articles reviewed here are not exclusive to organisational industrial psychology but also contribute to the discourse taking place in the domains of business administration and economics This thesis is therefore of interest to academics and professionals working in the domains of organisational industrial psychology business administration economics human resources management consulting and strategy

Organizational Behavior Mary Uhl-Bien,Ronald F. Piccolo,John R. Schermerhorn, Jr.,2020-03-17

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Management Valerie Anderson,2004 Addresses the needs of HRM students writing either a management report or dissertation providing both a theoretical framework and practical guidance This guide to the planning and execution of HRM research projects seeks to develop the knowledge and skills of first time researchers for effective research into HRM issues in organisations

Missing Variables in Theories of Strategic Human Resource Management Patrick M. Wright,2005

Organisational Behaviour Jack Maxwell Wood,Rachid M. Zeffane,Michele Fromholtz,Retha Wiesner,Rachel R. Morrison,Aharon Factor,Tui McKeown,John R. Schermerhorn, Jr.,James G. Hunt,Richard N. Osborn,2015-08-31

Organisational Behaviour Core Concepts and Applications Fourth Australasian edition is the ideal resource for a one semester Organisational Behaviour course Fourteen concise relevant and tightly focused chapters presented in a highly visual manner are designed to engage rather than overwhelm students Numerous case studies and real world examples

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Human Resources Management Decision Making Process in King Saud Medical City Angela Moore,2014-03-14 Bachelor Thesis from the year 2012 in the subject Leadership and Human Resources Miscellaneous grade B University of Sheffield language English abstract This research study examines the human resources management decision making process in addressing the present and future needs of King Saud Medical City The main purpose of the study is to investigate the readiness of healthcare managers in meeting present and future challenges faced by the human resources decision making process in healthcare organizations King Saud Medical City was selected as a model healthcare organization to gain understanding of the HR decision making process for this study This research adopts grounded theory methodology in establishing tactical decisions being made by health managers Grounded theory is an appropriate qualitative tool for this purpose because it emphasizes on systematic procedures in understanding critical HR factors impacting decision making and description of the phenomenon as grounded within study participant expressions The participants in this study comprises of 12 managers from Kind Saud Medical City with experience in healthcare management A semi structured interview method was used for the collection of the data Constant comparative approach was used in the analysis of the interview transcripts by coding and analyzing participant s expressions in order to identify categories and themes related to human resource decision making in healthcare organizations Results from the study reveal four core obstacles managers in KSMC face in making decisions regarding human resources These barriers include organizational culture and structure which was considered as a core determinant hindering decision making lack of authority was ranked second from participants perspective views third was lack of self confidence in decision making and lack of adequate knowledge and skills among managers The highly centralized approach for HR decision making was found to be the core reason for these obstacles Understanding the overall phenomenon highly centralized healthcare system and removal of identified barriers in the way of managers significantly alleviates the present situation by offering managers necessarily authority encouraging self confidence and effectively making decisions that would enhance quality and address human resources issues

Human Resources Management in Pharmacy Practice Michael W. Noel,J. Lyle Bootman,1986 Personnel/human Resources Management Gerald R. Ferris,1990 *Leadership Quarterly* ,1990 Organizational Behaviour Ray French,2011 This new edition builds on the strengths and successes of the first edition and has been fully updated to reflect changes in the world of work following the global financial crisis The authors

combine a managerial approach focusing on practical real world applications with a rigorous critical perspective that analyses the research behind the theories The text addresses alternative theoretical perspectives in parallel to the introduction of new worldwide cases and examples New pedagogical features such as the Ethical Dilemma and Critical Thinking boxes reinforce the critical approach The concise coverage of the core topics can be applied to both one semester and year long teaching and learning patterns **Academy of Management Journal** Academy of Management,1996

Research Methods in Human Resource Management Eugene F. Stone-Romero,Patrick J. Rosopa,2020-04-20 This volume aims to improve research methods in HRM addressing issues like construct validity sample correspondence causal inferences and more It provides resources for researchers to enhance validity in HRM industrial and organizational psychology and organizational behavior promoting better science and practice *Human Resource Management* Cynthia D. Fisher,Lyle F. Schoenfeldt,James B. Shaw,1996

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