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EFFECTIVE MANAGEMENT OF LABOR ADAPTATION OF EMPLOYEES OF MODERN ENTERPRISES

One of the main problems of working with personnel in an organization when attracting personnel is the management of work adaptation. With the interaction of the employee and the organization, their mutual adaptation occurs, the basis of which is the gradual entry of workers into new professional and socio-economic conditions of work.

Managing the adaptation of new employees in the team is one of the most important tasks that the personnel management service has to solve. It is carried out using a set of methods of targeted impact on individuals or groups.

The onboarding management process is essential for both employees and the organization, so it is imperative to choose the right tools to carry it out. Consider the main effective methods of personnel adaptation:

- Briefing – it is carried out by an employee or a specially invited specialist – instructor directly at the workplace. The instruction is a strict sequence of certain procedures and rules for their application. It is this strict limitation that determines the specificity of this method of personnel adaptation.

- Rotation is a self-study method in which an employee is temporarily moved to another position in order to acquire new knowledge and skills.

- Testing – the main purpose of this method is to identify professional knowledge and skills of new employees, their level of motivation, individual personality traits.

- Corporate brochure – a new employee is given a pocket guide containing all the information he needs about the organization, its rules and job descriptions.

- Adaptation sheet (diary of a new employee, internship plan) – it contains the immediate tasks for the trial period, a list of tasks to be performed and the result of their implementation.

- Training is a method of active learning, which is aimed at developing knowledge, skills, skills and social attitudes. Its types are – business game, role-playing game, group discussion, brainstorming, warm-up games, video analysis, etc.

- Mentoring is one of the methods of personnel training, in which a more experienced employee shares his knowledge, skills and abilities with new employees for a certain period of time. This method is necessary in order to support and encourage the implementation of training of a new employee, to help him quickly get used to a new workplace, to transfer the knowledge accumulated in the organization during work and to unleash the potential of the trainee.

- Coaching is a method of consulting and training, in the process of which a person called a "coach" assists the student in achieving a certain professional goal. Unlike mentoring, it focuses on achieving well-defined goals instead of overall development. This is counseling aimed at maximizing the effective achievement of individual and organizational goals by the employee.

A specific approach to each employee, determining the significance of one or another side of adaptation for certain conditions of the working environment, developing appropriate measures to facilitate its passage form the basis of the adaptation management process, which also presupposes a certain technology.

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