Диссер\_Совершенствование кадровой политики национальных компаний Республики Казахстан

Стр\_102

[Введение](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058870)

[1 Теоретико-методологические аспекты формирования и реализации кадровой политики предприятия](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058871)

[1.1 Основные подходы к определению понятия «кадровая политика» и ее значения в деятельности предприятия](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058872)

[1.2 Основные этапы формирования кадровой политики и характеристика её элементов](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058873)

[1.3 Специфические особенности формирования и реализации кадровой политики в национальных компаниях: казахстанский и зарубежный опыт](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058874)

[2 Анализ специфики формирования и реализации кадровой политики национальных компаний на примере АО](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058875)

[2.1 Организационно-экономическая характеристика деятельности и оценка кадрового потенциала компании](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058876)

[2.2 Анализ основных составляющих кадровой политики АО](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058877)

[2.3 Оценка динамики показателей эффективности кадровой политики АО](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058878)

[3 Разработка эффективной модели совершенствования кадровой политики национальных компаний Республики Казахстан](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058880)

[3.1 Совершенствование кадровой политики национальных компаний на основе развития инновационного потенциала персонала компании](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058881)

[3.2 Основные направления совершенствования механизмов управления развитием трудового персонала](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058882)

[3.3 Разработка рекомендаций по повышению эффективности системы управления персоналом компании в рамках предлагаемой модели](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058883)

[Заключение](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058884)

[Библиографический список](file:///A%3A%5C%D0%A1%D0%B5%D0%B7%D0%BE%D0%BD%202019-2020%5C%D0%A1%D0%A6%D0%98%D0%94%5C2019%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80%D1%82%D0%B0%D1%86%D0%B8%D0%B8%5C%D0%93%D0%9C%D0%A3_%D0%92%D0%9A%D0%A0_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9%20%D1%80%D0%BA%5C%D0%94%D0%B8%D1%81%D1%81%D0%B5%D1%80_%D0%A1%D0%BE%D0%B2%D0%B5%D1%80%D1%88%D0%B5%D0%BD%D1%81%D1%82%D0%B2%D0%BE%D0%B2%D0%B0%D0%BD%D0%B8%D0%B5%20%D0%BA%D0%B0%D0%B4%D1%80%D0%BE%D0%B2%D0%BE%D0%B9%20%D0%BF%D0%BE%D0%BB%D0%B8%D1%82%D0%B8%D0%BA%D0%B8%20%D0%BD%D0%B0%D1%86%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D1%8B%D1%85%20%D0%BA%D0%BE%D0%BC%D0%BF%D0%B0%D0%BD%D0%B8%D0%B9.docx#_Toc1058885)

**Заключение**

Проведенное в работе исследование позволило сделать следующие выводы и рекомендации:

1) кадровая политика - это система правил и норм, стремлений и ограничений во взаимоотношениях персонала и организации в целом, по которым действуют работники во внутренней и внешней среде. Главная цель кадровой политики - это оптимизация управления персоналом для осуществления эффективной деятельности и развития организации. Для ее достижения необходимо своевременно выполнять следующие задачи: сформировать систему современных требований к персоналу; осуществить прогноз потребности в кадрах различных уровней, профессий, квалификаций и обеспечить своевременное замещение вакансий и рабочих мест; определить приоритеты развития кадрового состава; усовершенствовать формы и методы подбора, отбора и оценки кадров; обеспечить эффективность мотивации и профессионального развития; усовершенствовать работу с резервом руководящих кадров предприятия; обеспечить функционирования системы подготовки, переподготовки и повышения квалификации кадров; создать эффективную кадровую службу, способную на качественном уровне реализовывать кадровую политику.

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