

Sytnyk Y.S.

Candidate of Economic Sciences, Associate Professor, Doctoral Student,
Department of Personnel Management and Administration,
National University "Lviv Polytechnic"

EVOLUTION OF PERSONNEL MANAGEMENT AND HUMAN FACTOR IN THE MANAGEMENT SYSTEM OF ENTERPRISES

Development of management as test sciences permanent changes through the prism of appearance of new looks to the management, conceptions, transformation of paradigms, which are grounded new knowledge, inventions and openings in the different spheres of vital functions of people. The last tendencies in a world economy testify to dynamic growth of role of «human factor», ability of people, value of their intellect, human qualities and intellectual culture. At such terms a personnel management in the systems of management on most enterprises does not answer strategy of world transformations in direction of forming of knowledge economy, growth of intellectualization of economy and science capacity of products, to introduction of front-rank technologies and innovative production.

A modern integral theory of management is relatively young science and counts only over one hundred years. A personnel management is inalienable component part of general science of modern enterprises' management – to the management, and from these positions belongs to social sciences.

Scientific theories and conceptions, which developed human-centric direction, had a substantial human influence on forming of the management systems. Determined the role of factor of personality, key elements of management; growing influence of intellectual component grounded

the mechanism of acceptance of administrative decisions, constantly perfected the theory of reason, system of communications and others like that.

Summarizing the looks of scientific schools in relation to the role of human in an enterprise and in the system of management in particular, it is possible to select such three vectors of scientific researches as economic, organic and humanism.

From point of today efficiency of management a personnel needs to be examined through the prism of growth of role of intellectual constituent in as a determining competitive edge of enterprises, that will depend direction on the formed conception of intellectualization of the systems of management of enterprises. The purpose of intellectualization of the management systems is determined having a special purpose priorities of enterprise, namely: providing of competitiveness is at the market, dynamic adaptation to the variables of external terms on the basis of forming of maximally favourable internal environment for development of intellectual potential, effective use of constituents of intellectual capital: consumer, human and organizational.

A process of management of personnel must be oriented to personalities, them financial, morally-psychological and emotionally-spiritual motivation, just distributing of economic results of activity of enterprise.