

MUNICIPAL PERSONNEL POLICY IN THE STRUCTURAL REORGANIZATION OF ECONOMY

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The article considers the principals of forming and contents of municipal personnel policy in the structural reorganization of economy.

Municipal authorities of big Russian cities face with situation when present structure of economy is not adequate to aims and tasks of municipal education development, become a break of its development, not allow to build financial-and-economic basis of local self-government what is necessary for solving a wide range of problems of complex social-and-economic development of city. The structural reorganization is necessary in such cases.

The big amount of professional is necessary for it - from top management to representatives of blue-collar job. Taking into account that it is a global task and role of people in its solving and personnel provision is a crucial factor of structural reorganization of economy.

In such conditions it is very important to be defined with concept states what set objectives and tasks of management of personnel provision development in city, content of municipal personnel policy and also with using terminology.

As municipal personnel policy we understand general course of work with personnel what reflects strategy of building, development and rational using of personnel, all labour resources of the city. In structural and content way the municipal personnel policy is a system of officially claimed tasks, targets, priorities and principles of activity of municipal authorities in organization and regulation of personnel processes and relations.

We understand as personnel work the activity of subjects in a sphere of personnel policy realization. This work relies on complex of the technologies, ways and mechanisms of realization.

Municipal personnel policy should be in correlation with regional and state policy and complete each other. Quality peculiarity of personnel policy is multisubjectiveness and multiobjectiveness. As subject in personnel policy we

understand any authorized person who has its own volume of functions and power. In the present case the subjects are authorities of personnel provision of city economy. As objects of municipal personnel policy we understand thing on which subject activity is aimed: personnel or its categories and groups, personnel processes and relations.

For achievement of target of personnel policy of city in economy reorganizatione following should be solved the following tasks:

- ◆ Substantiation of requirements to speed of development and effectiveness of using of personnel potential in accordance with considering periods (personnel structure in industrial sectors, service sector, financial sphere and etc, requirements to qualification level an etc.);

- ◆ Building of development concept and usage of personnel potential of city economy;

- ◆ Development of concept of personnel policy of city in a sphere of development and improvement of personnel provision;

- ◆ Development of mechanism of mutual beneficial relations of enterprises and municipal authorities in a structural process of economy reorganization;

- ◆ Making propitious conditions for business, for investment in concrete socially-significant spheres of activity;

- ◆ Organization of personnel retraining and personnel preparation by high schools and other educational establishments of the city, enlargement of educational services range;

- ◆ Development of mechanism of interaction of high schools, colleges, lyceums, enterprises, organizations and municipal authorities;

- ◆ Monitoring of employment of high schools gradutors;

- ◆ Making data base of high qualifies personnel who graduated state program of business administrator preparation;

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- ◆ Development of financial-and-economic mechanisms of employers and employees motivation in sphere of personnel provision development, continuous increase of professional skills;
- ◆ Development of city program of assistance to personnel development in enterprises targeted on provision of extended reproduction of labour potential of enterprises;
- ◆ Development and regulation of labour market.

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