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DIAGNOSTICS OF THE PERFORMANCE OF PROCESSES FOR FORMING THE PERSONNEL OF MACHINE-BUILDING ENTERPRISES OF THE DONETSK REGION

Introduction. The expediency of increasing the effectiveness of personnel management processes of industrial enterprises in Ukraine is justified. It is established that the problem of increasing the efficiency of industrial enterprises of the Donetsk region, which has suffered the most from the modern military conflict, is especially topical for the revitalization of the Ukrainian economy. It is established that it is possible to achieve the solution of this problem by establishing an effective system of personnel formation.

Purpose. Diagnostics of the effectiveness of the processes of forming the personnel of machine-building enterprises of the Donetsk region with the aim of establishing vectors for the strategic development of each of them.

Results. The essence of the process of forming the personnel of an industrial enterprise is defined, under which it is proposed to understand a complex multi-stage process that is part of the overall system of personnel management and containing specific methods of influence and management solutions aimed at creating a cohesive, highly efficient workforce

that can rationally and efficiently solve complex operational and strategic tasks for its future development. The external and internal factors determining the effectiveness and efficiency of the process of forming the personnel of an industrial enterprise are determined, and the influence of each of them is given. The main operating enterprises of mechanical engineering of Donetsk region are determined. The evaluation of the effectiveness of the formation processes of the personnel of the selected machine-building enterprises of the Donetsk region during 2010-2016 was carried out. The main dependencies of the dynamics of changes in the main performance indicators of enterprises are revealed.

Conclusions. It has been established that in all the enterprises selected for the research in the analyzed period the number of personnel is reduced, the reasons of which are the financial and economic and socio-political crisis. Reducing the number of staff led to a drop in the resulting performance of enterprises, which requires the development and implementation of effective measures.

Keywords: *personnel, process of formation, performance, enterprise, engineering, diagnostics, factors of influence, Donetsk region.*

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