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КАДРОВЫЙ МЕНЕДЖМЕНТ: ПЕРСПЕКТИВЫ РАЗВИТИЯ

Кадровому менеджменту в условиях рыночной экономики очень трудно доказать своё право на обособленное существование и обосновать претензии на научный статус, пока эта дисциплина не выделила свой предмет, не исследуемый иными науками.

Управление персоналом всегда соперничало с менеджментом за право исследовать:

- ▶ Управленческие отношения в социально-экономических системах;
- ▶ Мотивацию и стимулирование;
- ▶ Стресс (требование к перестройке организма в ответ на изменения внешних условий), дистресс (требования, превышающие способности человеческого организма к адаптации) и эвстресс (счастливую увлечённость своим делом, граничащую с трудоголизмом и перфекционизмом);
- ▶ Манипулирование и ассертивность (умение противостоять манипулированию и управлять людьми без него);
- ▶ Проблемы коммуникаций и коммуникативности в деловом общении;
- ▶ Организационную культуру;
- ▶ Философию и политику бизнеса и менеджмента.

Кадровый менеджмент также тесно связан с конфликтологией – наукой об управлении поведением людей в сложных ситуациях с целью урегулирования отношений между ними и недопущения эскалации противоречий. [1]

Однако, главная цель кадрового менеджмента – удовлетворить потребности организации в квалифицированных кадрах и эффективно использовать их с учетом самореализации каждого работника в рамках данной организации. [5]

В рамках управления человеческой стороной организации существует 3 основных подхода к управлению: экономический, организационный и гуманистический, основные черты которых представлены в таблице.

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Puja Mehta

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