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CONCEPTUAL APPROACHES TO THE PERSONNEL MANAGEMENT OF INDUSTRIAL ENTERPRISES

In the article the development of basic concepts and approaches of effective personnel management in historical sequence are studied. The main purpose of the article is the disclosure of the content and theoretical substantiation of conceptual ways of human resources industry. In this aspect the problems of personnel management in modern enterprises are reviewed. It is noted that under the influence of evolutionary concepts the modern concept of «strategic human resources management» is formed, which contains the basic provisions humanistic ideas with the latest information and organizational technologies.

In this way, the approaches to the development of schools, concepts and theories of effective HR management can be presented in the following groups of concepts:

- classical concepts (covering the period of 1880–1930 years);
- concept of human relations (1930–1950 years);
- concept of human resources, including human behaviour theory (originating from 1960);
- modern concepts (since the 80s of the twentieth century).

The author reveals in historical order set of views of scientists about the nature of personnel management at the enterprise, which dates back to classical political economy, which laid the foundations of scientific management; followers of systematic approach, who promoted the use of a new method of personnel management – «social engineering»; then – an integrated approach development to the analysis of human resource management issues, that existed in the Ukrainian theory during the 1920 years; concept of administration; concept of bureaucratic organization; so-called “Hawthorne research”; concept of management by objectives.

The article noted that the evolution of concepts of personnel management contributed to the nature changes of the relationship between employer and employee, the role of HR division in the structure of the enterprise. Prospects for further research in this area are to improve conceptual approaches to personnel management for industrial enterprises that would provide a comprehensive solution of the problems concerning its various aspects.