

Rynoch'naya ekonomika stavit ryad printsipialnykh zadach, vazhneyshey iz kotorykh yavlyaetsya maksimalno effektivnoe ispolzovanie kadrovogo potentsiala. Chtoby etogo dostignut, neobkhodima chetko razrabotannaya kadrovaya politika. Na segodnyashniy den aktualna problema trudoustroystva i adaptatsii molodykh spetsialistov. V knige privoditsya obzor osnovnykh teoreticheskikh aspektov problemy adaptatsii molodykh spetsialistov: terminologiya, sushchnost, vidy, etapy, osobennosti. Predstavleny rezultaty diagnostiki i analiz sushchestvuyushchikh malykh predpriyatiy AGU nauchno-innovatsionnogo profilya. Rassmotreny kommunikativnye barery kak odna iz problem trudovoy adaptatsii i sposoby ikh preodoleniya. Razrabotana poshagovaya programma adaptatsii molodykh spetsialistov: algoritm protsessa, instrumenty ego realizatsii i prakticheskie rekomendatsii (obshchie, profilnye, spetsificheskie). Vnedrenie programmy adaptatsii molodykh spetsialistov na predpriyatiyakh malogo biznesa pomozhet minimizirovat riski, kak so storony molodykh sotrudnikov, tak i rabotodatelya, uskorit protsess professionalnoy integratsii i stanovleniya, privedet k rezultativnosti i effektivnoy deyatelnosti predpriyatiy.

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