

Mykola Zos-Kior

Poltava State Agrarian University

ORCID: 0000-0001-8330-2909

Bohdan Chernykh

Poltava State Agrarian University

ORCID: 0009-0004-9041-5388

EVALUATION OF SELF-MANAGEMENT PRACTICES IN MODERN ENTERPRISES IN THE CONDITIONS OF TRANSFORMATIONAL CHANGES IN THE PERSONNEL MANAGEMENT SYSTEM

The article examines modern practices of employee self-management at enterprises in conditions of transformational changes. The relevance of the development of self-management as an important component of the personnel management system is substantiated, which contributes to increasing labor productivity, professional efficiency and adaptability of employees to dynamic changes in the external environment. A questionnaire survey of employees of modern enterprises was conducted to assess the level of formation of self-management skills, the prevalence of its practices, identifying the main obstacles to their application and areas for improvement. The results of the study showed that the majority of respondents are well acquainted with the concept of self-management, actively use working time planning, self-control, self-development and setting priorities in their professional activities, and also recognize the significant impact of self-management on labor productivity and professional success. At the same time, the main factors that hinder effective self-management are identified as stress, excessive workload, lack of time and frequent distractions. It was found that support for the development of self-management skills at enterprises is mostly partial, which necessitates the need to improve the personnel development system.

The feasibility of implementing a comprehensive approach to the development of self-management is substantiated, which involves conducting trainings and seminars, implementing corporate development programs, mentoring, coaching, using online courses, and stimulating continuous self-learning. The implementation of the proposed measures will contribute to increasing the efficiency of personnel management, developing human resources potential, strengthening the adaptability of employees, and the competitiveness of modern enterprises in the face of transformational changes.

Keywords: self-management, personnel management, self-organization, labor productivity, human resources potential, modern enterprise, professional development, transformational changes, innovations, competitiveness, efficiency.