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CHANGE OF THE HR MANAGEMENT IN KAZAKHSTAN

Summary. In this article considered formation of the HR -management in market economy of Kazakhstan in socio- economical and socio-political restructuring conditions. One of the main purposes of article is to make plan of direction in which necessary to find the ways of solution of problems and definitions like professional culture of HR-management, instead of to resolve all questions which were considered and have in it the mass of stumbling blocks concerning classification.

Keywords: HR-management, personnel work.

Тірек сөздер: HR менеджмент, кадрлық жұмыс.

Ключевые слова: HR менеджмент, кадровая работа.

The problem of HR-management was always popular in our country, at present time mass outflow of qualified and highly professional shots abroad still happening, the determining problem like type of professional culture of personnel management still exist and demands studying. This work doesn't apply for a full scientific explanation of the designated questions and the theory basis, its purpose is to make direction plan of researches, to introduce some amendments in the idea created today in personnel management culture. [1]

Appearance of the HR specialists having preparation in the field of industrial sociology and psychology meant original revolution in traditional forms of personnel work. With the advent of human resource management as specialized staff activity in system of modern management is connected with formation of personnel management which gradually integrates and transforms the developed forms of personnel work. Assimilation of system approach ideas, development of various models of the organization as systems (not only functioning, but also developing) on the basis of new approach in personnel management — management of human resources was created an important stage of this

process. [2]

For Kazakhstan formation of this new professional activity happens in the conditions of radical socio-economic and socio-political restructuring therefore immaturity of the institutional environment leads to development of new personnel technologies is slowed down by traditional forms of the personnel work inherited by infrastructure. In this regard the institutionalization of "HR manager" profession, as well as many other specializations in management, can't normally function today neither business, nor government institutions, goes the twisting way.

Core of any organization is people working in it and who need to be operated. Personnel management system very versatile and has many sides. It includes all aspects of interaction of workers with the organization.

Human resource management of the organization is purposeful activity of an administrative board of the organization, heads and specialists of divisions of a personnel management system. It includes development of the concept and strategy of personnel policy, the principles and methods of control over the personnel.

In Soviet period of HR-managers called personnel officers. Usually functions of these people were reduced to filling of service records and sending people for rest according to the Labor code of RK, ran a personal business, wrote duty regulations, and gave out the admission. This work was easy, and didn't demand special efforts.

When blew the wind of change from the West, personnel officers, whose competence doesn't include care of overall performance of each employee, ceased to arrange the companies.

Today a duty of personnel experts is development and maintenance of corporate culture of the company. Together with the management, HR manager has to formulate the purposes and organization mission, to bring them to employees, to hold events which would promote strengthening of internal culture and spirit of the company (for example, parties on the occasion of company birthday, joint departures on the nature).

Admittedly recruiters and workers of the sphere of human resources, the HR-manager is very perspective profession. They believe that more and more companies in Kazakhstan will pay attention to a problem of efficiency selection of workers because shots play a crucial role in fight against competitors.

Already now experts of this profile earn very not bad, especially if they serve in the foreign companies. Eventually more and more heads convinced that the main thing is people. Respectively, demand grows for employees who able to increase efficiency of this major resource.

As a whole it should be noted that people of this profession always have a work. While there is a labor market while the companies, banks and insurance companies are born and die - "HR's» will be necessary to all.

Quite recently HR managers in firms were responsible for everything, as for "a human factor" — from document flow and timely filling of vacancies before holding corporate parties. At the same time and for all other, than nobody else didn't want to be engaged, relation like that meets and now. Today we deal, first, with expansion of specializations in the field of human resource management and, secondly, with increase of the importance of HR divisions and their heads in management of the enterprises.

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Who today it is possible to become, working in the field of HR-management?

I will notice that names of concrete positions at different employers can differ, therefore to understand a real labor portfolio of the expert and his position in organizational hierarchy it is possible only from the announcement text.

The most widespread categories of workers:

- top managers: the HR director, the deputy of general director of the personnel, the director of personnel policy, etc.;
- heads of an average link: the personnel manager, the head of the HR department, the unit manager in personnel service;
- HR managers ("all in one"): HR-managers, the HR-managers operating the personnel, etc.;
- Specialists in work rationing, privileges and compensations, analysts, etc.;
- Training managers and specialists in personnel development;

- Recruiters, HR-managers;
- Clerks: HR-officers, document flow managers, HR- specialists, etc. [3]

What distinguishes heads? Qualification, ability to make independent decisions and be responsible. Besides, it is necessary to possess sufficient ambition, desire and ability "to work others hands". [4]

If before personnel work was function of linear heads of various level and a rank, and also employees of the HR departments which are engaged in registration, control and administrative activity, emergence of the administrative function connected with providing due level of personnel capacity of the organization, essentially expanded the range of tasks and increased value of this direction of management.

Outlined on a threshold of the new millennium of change in the corporate governance, caused by globalization of the markets and industry structures, shifts in architecture of workplaces and a labor demography, orientation to the high income of owners, fast and continuous organizational and technological changes, are strategic. They cover not only business as a whole, but also the organization of personnel work in corporations.

Without clearly formulated strategic objectives of corporation and main ways of their achievement personnel work loses the meaning. And if strategy of corporation isn't articulated", the HR manager has to collect information on its major components on particles: key factors of the external and internal environment, the strategic directions expected financial results, strategic threats and risks, behavior strategy in the market of services and sale of production, strategy of production development, segmentation of the vital markets and the main tendencies of their restructuring. The thorough and constantly updated knowledge of the personal working in business to which the corporation devoted itself, becomes a decisive element of professional competence of the expert in human resources. Without knowledge impossible to develop and realize viable personnel strategy which has to be well planned answer to corporation business strategy.

And it's possible to consider such problem as a definition problem like professional culture of personnel management. Or the solution of this problem and find a definition like professional culture of HR-management instead of resolve all questions which were considered and have in it the mass of stumbling blocks at least concerning classification.

In the Conclusion I want to say that it would be desirable to note the following if the HR manager is professional, he will successfully realize the functions, especially in the conditions of crisis. He will actively participate in development of the anti-recessionary program, to enter anti-recessionary committee and actively to realize anti-recessionary actions: reduction of number of the personnel, reduction of social expenses, cut in expenditure on material support of employees, etc. As it was possible to notice, the image of the modern HR-director differs from less odious managing director on staff recruitment radically. Change the positions of management in the work sphere with the personnel is strongly connected with a positive tendency of development of the organizations of a sample of the XXI century.. These companies have democratic system of work with the personnel. Only they will be able to resist competitors, and in turn means that the economy of all country as a whole will start improving, therefore, carefully picked up and economically competent experts will lead us to prosperity!

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Резюме

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ҚАЗАҚСТАНДАҒЫ HR-МЕНЕДЖМЕНТ РӨЛІНІҢ ӨЗГЕРУІ

Бұл мақалада түбегейлі социалды-экономикалық және социалды-саяси өзгеріс жағдайында HR менеджменттің Қазақстан нарықтық экономикасында қалыптасуы қарастырылған. Мақаланың негізгі мақсаты классификациялану

сұрақтары сияқты қарастырылған барлық сұрақтарды шешпей, HR менеджменттің кәсіби мәдениет түрін анықтайтын және қиындықтарды шешетін бағытты анықтау болып табылады.

Тірек сөздер: HR менеджмент, кадрлық жұмыс.

Резюме

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ИЗМЕНЕНИЕ РОЛИ HR МЕНЕДЖМЕНТА В КАЗАХСТАНЕ

В данной статье рассматривается становление HR менеджмента в рыночной экономике Казахстана в условиях коренных социально-экономических и социально-политических преобразований. Целью статьи скорее наметить направление, в котором нужно идти на пути к решению проблем и определения типа профессиональной культуры HR менеджмента, а не разрешить все вопросы, которые рассматривались и имеют в себе массу камней преткновения по вопросам классификации.

Ключевые слова: HR менеджмент, кадровая работа.