

Название публикации:

Primary Adaptation Management of the Mining Faculties Graduates (by the Example of Coal Mining Enterprise)

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Аннотация:

The article highlights the problem of primary adaptation of graduates of higher and secondary vocational education institutions at Kuzbass coal enterprises. The main reasons for voluntary resignation of young specialists in the first year of their professional life are considered (by the example of JSC "UK Kuzbassrazrezugol" "Taldinsky ugolny razrez" and JSC "OUK Yuzhkuzbassugol"). The drawbacks of the existing adaptation programs are analyzed. The necessity of primary adaptation management is explained. The authors present a comprehensive program of adaptation activities as a necessary part of HR management which is aimed to retain a stable young staff at the enterprise. The program includes the development of a primary adaptation standard, description of organizing influence technologies at the initial stage of employment, methods of non-monetary incentives and final diagnostics of the adaptation indicators of newcomers. Risk factors inhibiting the adaptation process of graduates are also specified in the article. Testing of the primary adaptation program was carried out on the basis of "Taldinsky ugolny razrez", the largest coal mining enterprise of Kuzbass.

Ключевые слова:

Coal mines Human resource management Software testing, Adaptation process Coal enterprise Coal mining enterprise Kuzbassrazrezugol Management IS Professional life Risk factors Vocational education, Program diagnostics