

## **Abstract of the Article**

### **"Methodological Support of the Assessment of the Staff's Performance in Organizations at the Group and Team Levels"**

**by A. Hnyria**

At the modern stage of the economics' development the successful activity of an organization depends largely on the effectiveness of the groups' activity, the ability of the leadership to form the united collective or the team and to manage them efficiently. Nowadays the organizations often search for the reserves of the efficiency's growth with the aim to raise the efficiency exactly at the levels of groups and teams. For the realization of the function of the efficiency's management of the groups' and teams' activity one need to conduct an evaluation of the level of the activity's efficiency of the groups' staff in organization.

With this aim the results of the research have been provided, they concerned the content of such terms as "team" and "effectiveness of the groups' and teams' activity"; the methodical approach to the effectiveness' evaluation of the groups' and teams' activity has been suggested; it's based on the definition of the effectiveness' level considering the following components: the activity's results, productivity, quality of the activity and the effectiveness' of the team interaction; results of implementation of methodical approach at an industrial enterprise in Kharkov region were provided.

For the effectiveness' evaluation of the groups' activity the usage of the common index of the activity's effectiveness of the group's staff is suggested; it includes four generalizing indices concerning the following components: the activity's results, productivity, quality of the activity and the effectiveness' of the team interaction. Thus, the generalizing index of the activity's effectiveness in groups and the generalizing indices concerning the components should be simulated with the help of the economic and mathematical methods on the base of the totality of the partial indices, particularly with the help of the taxonomy's method.

The further researches will be directed to the search of interaction and establishment of the impact of different factors on the activity's effectiveness of the staff in groups.