

Abstract of the Article
**“Organizational Diagnostics of a Human Resource
Management System of an Enterprise”**
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Considering the radical changes that are taking place in the management of the Ukrainian enterprises, searching for new ideas, approaches and methods of management, a particular attention to the researches of a human resource management system is given nowadays. At the same time most of these researches have theoretical nature and they are devoted to the gist, structure of the human resource management system of an enterprise and to the principles of its formation. But it is essential to consider if the purpose of determining is expedient for the application of the particular elements of a human resource management system in practice, their functional interaction and structural subordination. Therefore the objective of the article is the implementation of organizational diagnostics of a human resource management system of an enterprise.

Organizational diagnostics is an analysis technology of object state that allows: to find out key problems, to define reasons and sources of their origin, to determine the variants of solving these problems predicting the possible results.

Organizational diagnostics provides a manager with new latest state system information, though consulting methods insure not only information acquisition but also working out of information which the manager can't get by other means.

Employing an expert evaluation method by the example of ten large industrial enterprises of Kharkiv region in this assignment was determined a state of subsystems of human resource management systems of these enterprises (developed, normal or crisis). That in its turn allowed conclusions that the level of development of these systems on the enterprises of Kharkiv region is insufficient. This is due to the absence or critical condition of subsystems that are important and essential for successful operation of the whole enterprise, the uncertainty of their functions and duties, the absence of the interaction algorithm with other structural subunits.