

SUMMARIES

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**THE USE OF POTENTIAL OF WORKERS IS IN STRATEGY  
OF UPGRADING AND EFFICIENCY OF ENTERPRISE**

The problems of the use of potential of workers are examined in the article. For workers the enormous unutilized potential is stopped up. Their talent and knowledge it is possible with success to utilize qualities of wares and services for an increase, and also to economic efficiency on an enterprise. It is important also to give workers wide latitudes in making a decision.

Guidance must know potential possibilities of workers take part in activity of groups and be in a position of final acceptance of decisions.

The searches of perfection must begin from satisfaction of requirements of users is a level 1. This stage of process of improvement of work is provided the receipt of information from users. Level 2 directed on upgrading activity which is executed the workers of subdivisions. The workers of enterprise require individual approach to itself. The basic tasks of guidance is providing of employees, creation of favorable climate which is instrumental in implementation of all of the put tasks, and comprehensive studies of workers a necessary instrument taking into account changes during realization of different processes.

Studies and preparation of workers must be conducted purposefully and on permanent basis. The plan of works must orient a worker on the performance of the put objective and set requirements to the worker. The general aims of enterprise must be reflected in the individual plan of works.

Effective system of evaluation of quality of implementation of works of worker must provide distributing of estimations of implementation of works. Guidance is carried by responsibility not only for the increase of labour activity of workers but also for planning of their professional growth as reserve on a prospect.