

**THE HISTORY OF THE DEVELOPMENT OF PERSONNEL
MANAGEMENT IN CONJUNCTION WITH THE DEVELOPMENT OF
MANAGEMENT SCIENCE**

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The history of personnel management in an evolutionary way is considered as a process of becoming autonomous and forming an independent scientific approach.

The origins of the modern personnel management system go back to the distant past, when the first labor relations were created. Handicraft work is the very initial stage of labor relations, which were characterized by the maintenance of the established organization of work, remuneration for it, the establishment of a working regime, as well as supervision over the productivity of the worker.

The industrial revolution destroyed small manufactories and workshops, instead of them came factories with a relatively large number of workers, the collectivism of labor, its directed specialization. Along with these changes, the intensity of exploitation of the labor of workers was increasing as well as, the separation of ordinary workers from owners and employers and, as a result, the aggravation of social conflicts in factories. Workers' parties, in tandem with trade unions, led labor movements against the exploiters [1].

Historically, until the XX century. personnel management as an original function was not singled out - the dominant direction in personnel management was the strict maintenance of labor discipline, the maximum productivity of each employee and indifference to the interests and rights of employees.

As human labor, rather than machines, became a fundamental factor in the success of an enterprise, there was a need to effectively manage personnel through the creation of a comfortable environment and working conditions that had scarcely improved since the Victorian era.

For the first time, the idea of a scientific component to personnel management was promoted by Frederick Taylor [2]. His focus was on increasing labor productivity by reconstructing the psychological attitude of both business owners and their workers.

Harrington Emerson and the Gilberts are no less prominent personalities in the field of personnel management [3]. Emerson paid close attention to the totality in solving the problems of organizing production and managing it. The ideology of the Gilbert school comes down to the use of observation, measurement, logical thinking and analytical methods in order to improve manual labor operations. Ford's practice also had a great influence: by highlighting the process of creating each product to the most primitive operations-movements, he managed to significantly reduce the cost of manufactured products [4].

Personal contribution to research in the field of management, as a science for the formation and development of personnel management, was made by such «whales» of management as Taylor, Emerson, Hugo, Weber, Fayol, Follet, Ford, Mayo, Shewhart, Barnard, Deming, Drucker, Beer, MacGregor , Feigenbaum, Maslow, Russell, Chandler, Hammer, Rampersad, Juran, Gates and others, as well as Makarova, Ashkinazi, Polkhovskaya.

ISO is the International Organization for Standardization. Since 1946, ISO has been developing technical standards for virtually every business, industry and technology. The purpose of this organization is to promote the development of standardization on a global scale to facilitate international trade and mutual assistance, as well as to expand cooperation in the field of intellectual, scientific,

technical and economic activities. Within the ISO structure, there are many technical committees for various industries and fields of activity.

In total, we can say that the historical scientific contribution of researchers to the study of the issue of personnel management recreated a new trend and played a decisive role in building a personnel management system. Thus, the current personnel management system has gone through a long period of its formation and improvement, and thanks to a thorough study of the historical aspects of its formation, it is at a fairly high level.

To understand the inner content of this issue, it is necessary to analyze its evolutionary development, all the main stages in the history of personnel management, analyze existing approaches to its implementation, identify the basic advantages and disadvantages of models in order to extrapolate positive experience to modern conditions.

References

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